



**BOARD OF TRUSTEES
MEETING**

February 2, 2026



East Central College Board Meeting

East Central College
Monday, February 2, 2026, at 5:30 PM CST
BH238 Board Room

Agenda

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<i>Approval items of a routine nature will be marked with an asterisk (*) located immediately before the item. Unless a Board member requests an item be removed for discussion, the agenda will be approved upon a motion and a second of the Board and unanimously adopted, and shall have the same validity as if each action were separately moved, seconded, and adopted. Any item removed upon request of a Board member will be taken up in its regular place on the agenda.</i>		
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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM I: CALL TO ORDER

The regular meeting of the Board of Trustees will be called to order by Board President Ann Hartley.

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 584-6500
FAX (636) 584-0513

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM II: RECOGNITION OF GUESTS

Guests will be recognized by Public Relations Director Gregg Jones.

02/02/2026

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM III: PUBLIC COMMENT

The Board will hear comments from members of the public in attendance at the meeting who wish to speak.

02/02/2026

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM IV: APPROVAL OF AGENDA

Recommendation: To **approve** the agenda for the February 2, 2026, Board of Trustees meeting.

02/02/2026

East Central College

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Agenda Item 4: Approval of Agenda

Consent Agenda Items for February 2, 2026:

Approval of Minutes
Personnel

Matters to be brought before the Board of Trustees at such meeting of which the President has been notified in accordance with the bylaws and upon which consideration and action may be taken by the Board are included in the agenda for the meeting. Any matters not on the agenda of a regular meeting may be considered unless objected to by any Board member present.

Such items of a routine nature placed on the agenda will be marked with an asterisk (*) located immediately before the item on the agenda. When Item 3, Consent Agenda, is reached at a meeting, the President of the Board will read all items so marked, and all items not requested to be removed shall, upon a single motion of any Board member, seconded by any other Board member, and unanimously adopted, be deemed to have been duly adopted with the same validity as if each action were separately moved, seconded, and duly adopted.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
January 26, 2026**

AGENDA ITEM V: *APPROVAL OF MINUTES

Recommendation: To **approve** the minutes of the December 8, 2025, meeting of the Board of Trustees.

Attachment

01/26/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

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**EAST CENTRAL COLLEGE
BOARD OF TRUSTEES MEETING
Monday, December 8, 2025**

CALL TO ORDER: The regular meeting of the Board of Trustees was called to order at 5:30 p.m. by Board President Ann Hartley. Other Board members present at the meeting were Joseph Stroetker, Eric Park, Cookie Hays, and Audrey Freitag. Also present were President of the College Jon Bauer; Administrators – Vice President of Academic Affairs Robyn Walter, Vice President of External Relations Joel Doepker, Vice President of Student Development Sarah Leassner, and Vice President of Finance & Administration Chris Hoelzer; Faculty – Faculty Association President Tracy Mowery; Other Staff – Executive Director of Institutional Effectiveness & Research Bethany Lohden, Classified Staff Association Vice President Rileigh Cassimatis, Professional Staff Association President Todd Tracy, Human Resources Director Carrie Myers, Rolla Director Christina Ayers, Communications & Marketing Director Gregg Jones, Foundation Director Bridgette Kelch, and Executive Assistant to the President Stacy Langan.

RECOGNITION OF GUESTS: Public Relations Director Gregg Jones recognized Chris Parker from the *Missourian*, Matt Wallace with KPM, ECC Student Government Association (SGA)-Rolla President Samara Dozier, ECC SGA-Rolla Vice President Lauren Matthews, Union Police Officer Tommie Lowe, and community members Paul and Dean Gross.

PUBLIC COMMENT: There was no public comment.

APPROVAL OF AGENDA: Each item on the consent agenda shall be deemed to have been duly approved with the same validity as if each action were separately moved, seconded, and adopted.

Motion: To **approve** the agenda for the December 8, 2025, meeting of the Board of Trustees.

Motion by Joseph Stroetker; Seconded by Audrey Freitag; Carried unanimously among members present.

APPROVAL OF MINUTES: The Board approved the minutes of the November 3, 2025, regular meeting of the Board of Trustees.

TREASURER’S REPORT AND FINANCIAL REPORT: Vice President Chris Hoelzer reviewed the financial statements as of October 31, 2025. Revenue for the first four months increased 11% compared to the same period last year. Expenditures are up over last year, largely due to higher insurance and three payrolls instead of two.

Motion: To **approve** the treasurer’s report, the financial report, and the payment of bills subject to the annual audit.

Motion by Eric Park; Seconded by Cookie Hays; Carried unanimously among members present.

AUDIT REPORT: Matt Wallace of KPM reviewed the audit report, noting that ECC and the ECC Foundation received an unmodified opinion and that the internal controls are free of material misstatement. The federal compliance report was not released by the federal government in time for inclusion and is expected to be completed by the end of December. One material finding related to a Department of Labor SCCT grant was identified that did not impact the overall audit opinion.

Motion: To **accept** the audit report for the fiscal year ending June 30, 2025.

Motion by Eric Park; Seconded by Joseph Stroetker; Carried unanimously among members present.

FOUR RIVES CAREER CENTER LEASE: President Bauer noted that this item represents the final step in the sponsorship transfer, which was approved by the Board last month. The School District of Washington Board has since approved the two-year lease, which is now before the ECC Board. Advertising for program positions has begun, using the standard hiring process, and current program faculty may apply. Future lease discussions will begin at least one year prior to expiration.

Motion: To **approve** the lease between East Central College and the School District of Washington for space at Four Rivers Career Center to house the Licensed Practical Nursing Program.

Motion by Audrey Freitag; Seconded by Cookie Hays; Carried unanimously among members present.

BIDS: Vice President Robyn Walter noted that the request is to purchase skilled trainers to simulate clinical skills. Laerdal is a sole source provider. Enhancement grant funds will cover a portion of the cost, with the College funding the remainder. The current manikins are fifteen years old and exceed their expected nine-year lifespan. The new trainers will support simulated clinical instruction in addition to on-site training at clinical locations.

Motion: To **approve** the purchase of manikins and proficiency trainers for the Nursing department from Laerdal, a sole-source provider, at a cost of \$73,824.22. Vocational Enhancement Grant funds will cover \$52,233.34, with ECC responsible for the remaining \$21,590.88.

Motion by Cookie Hays; Seconded by Audrey Freitag; Carried unanimously among members present.

ECC BASEBALL FIELD RENOVATIONS: Vice President Hoelzer noted that the baseball field sustained extensive damage from last spring's storm. Repairs included debris removal, drainage work, site preparation, and turf installation. When baseball was reinstated, the initial turf was funded through the Foundation and private contributions. Following the storm damage, Chris and his team worked with MUSIC, the College's insurance provider, which fully funded the repair project.

CAMPUS PAVING PROJECT: Vice President Hoelzer reported that approximately fourteen hundred tons of asphalt were laid in Lots C, E, F, and G, including the main drive and connecting areas. Striping and parking blocks were completed in Lot C. This work represents phase one of a four-phase campus paving plan and addresses the most critical surfaces. The project was funded with fifty percent from state maintenance and repair funds and fifty percent from College funds. The next phase is scheduled to begin after July first, when funds become available.

BOARD PRESIDENT'S REPORT: Board President Ann Harlety had no report.

REPORTS:

A. FACULTY ASSOCIATION REPORT: Faculty Association President Tracy Mowery highlighted recent faculty achievements, including an English department presentation at the Missouri Community College Association conference, an Innovation Award received by Isaiah Kellogg, and leadership appointments for Blake Poertner and Brandi Grindel at the state and national levels.

The Faculty Association also distributed poinsettias to faculty and staff as a gesture of appreciation.

B. ECC-NEA: No report.

C. PROFESSIONAL STAFF ASSOCIATION REPORT: Association President Todd Tracy reported that through ECC's partnership with the St. Louis Area Food Bank, the Falcon Resource Center received ninety frozen chickens at no cost for student distribution. Forty were delivered to Rolla, with the remainder distributed during drop-in hours. Recipe cards were developed to share with students.

D. CLASSIFIED STAFF ASSOCIATION REPORT: Association Vice President Rileigh Cassimatis reported that October Denim Day raised seventy dollars for Exceptional Equestrians in Union and forty dollars for the Rolla Animal Shelter. The Learning Center will house a mini resource center for students, and donations are being accepted. CSA is also collecting donations for a family adopted for the holidays and will host the MCCA Classified Staff Day this summer.

E. STUDENT GOVERNMENT ASSOCIATION – UNION REPORT: No report

F. STUDENT GOVERNMENT ASSOCIATION – ROLLA REPORT: Association President Samara Dozier provided a summary of fall semester activities, including the Student Involvement Fair, distribution of movie gift cards to Rolla students, Falcon Fest in October, Happy Apples for students and faculty, and support for the longest-running student club. Additional activities included a paint night, international education programming, expansion of Thanksgiving meal vouchers from two to four, organization of Christmas Spirit Week, snack distribution during finals, collection of items for CASA, and increased overall student involvement.

PRESIDENT'S REPORT: President Bauer reported that the Aspen Prize narrative is due tomorrow. The data report was submitted on November 13th. Significant work has taken place over the past month, and this effort will also support the upcoming HLC reaffirmation visit. The College advanced from the initial pool of 1,000 institutions to the top 200, with the next phase being the announcement of the top 25. This is the first time ECC has been invited to apply.

President Bauer also announced that ECC received a federal TRIO grant, the first TRIO grant awarded to the College. The award totals \$272,364 annually for five years and will serve 140 students per year who are low-income, first-generation, or students with disabilities. The grant will fund two full-time and two part-time positions, with Vice President Sarah Leassner serving as the administrative lead. The award was announced following the government reopening, and appreciation was expressed to those involved in the highly competitive grant process.

President Bauer provided an update on the senior property tax freeze, which is expected to result in revenue loss within the ECC taxing district. While the full impact is not yet known, data is beginning to come in from the counties, with Gasconade and Crawford still pending. Current estimates reflect 100 percent collection and will fluctuate annually because property owners must reapply each year. There is also concern regarding potential legislative and litigation efforts to expand the freeze. A clearer picture is expected by the March meeting, following the January revenue distribution and consideration of reassessments and new construction.

President Bauer also noted ECC's long-standing participation with United Way, highlighting the many ways the College supports the community and the generosity demonstrated through that partnership.

ADJOURNMENT:

Motion: To **adjourn** the December 8, 2025, regular meeting of the Board of Trustees at 6:43 p.m.

Motion by J.T. Hardy; Seconded by Audrey Freitag; Carried unanimously among all members present.

The following roll call vote was taken, and the motion carried.

<u>Yes</u> A. Hartley	<u>Yes</u> E. Park	<u>Yes</u> A. Freitag
<u>Yes</u> J. Stroetker	<u>Yes</u> C. Hays	<u>Absent</u> J.T. Hardy

President, Board of Trustees

Secretary, Board of Trustees

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
January 26, 2026**

AGENDA ITEM VI: TREASURER’S REPORT AND FINANCIAL REPORT

Recommendation: To **approve** the treasurer's report, the financial report, and the payment of bills, subject to the annual audit.

Attachments

01/26/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

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East Central College
Statement of Net Assets for all Funds
As of December 31, 2025 and December 31, 2024

ASSETS	<u>12/31/25</u>	<u>12/31/24</u>
Current		
Cash	5,036,891	2,567,020
Investments	557,585	2,990,464
Receivables, net		
Student	4,797,459	4,055,939
Federal & State agencies	1,538,999	1,572,022
Other	72,932	64,131
Inventories	299,037	281,466
Prepaid expenses	308,957	299,386
Total Current Assets	<u>12,611,860</u>	<u>11,830,428</u>
Non-Current Assets		
Lease Assets	179,614	348,550
Capital Assets (net)	46,536,176	44,947,710
Total Non-Current Assets	<u>46,715,790</u>	<u>45,296,260</u>
Total Assets	<u>59,327,650</u>	<u>57,126,688</u>
DEFERRED OUTFLOW OF RESOURCES		
Deferred pension outflows	11,101,712	15,097,621
Deferred OPEB outflows	351,143	430,351
Total Assets and Deferred	<u>11,452,855</u>	<u>15,527,972</u>
Outflow of Resources	<u>70,780,505</u>	<u>72,654,660</u>
LIABILITIES		
Current Liabilities		
Accounts Payable	3,588	23,733
Accrued Wages & Benefits	12,818	69,058
Unearned Revenue	210,162	185,754
Due to Agency Groups	-	(227)
Accrued Interest	-	-
Total Current Liabilities	<u>226,568</u>	<u>278,318</u>
Non-Current Liabilities		
Lease Liability	180,813	357,213
USDA Loan	91,667	191,667
Bonds Payable	1,875,000	3,625,000
Premium on Sale of Bonds	29,787	132,184
Net Pension Liability	15,691,686	18,267,888
Compensated Absences	837,408	772,216
Post Employment Benefit Plan Payable	1,281,357	1,686,592
Johnson Control Performance Contract	723,760	807,951
United Bank of Union	1,240,000	1,360,000
Total Non-Current Liabilities	<u>21,951,478</u>	<u>27,200,711</u>
Total Liabilities	<u>22,178,046</u>	<u>27,479,029</u>
DEFERRED INFLOW OF RESOURCES		
Deferred pension inflows	6,620,177	7,461,740
Deferred OPEB Inflows	932,843	556,345
	<u>7,553,020</u>	<u>8,018,085</u>
NET ASSETS		
Investment in Capital Assets, net	48,935,335	47,244,532
Restricted for Debt Service	(134,769)	(134,769)
Board Restricted	1,760,000	1,760,000
Unrestricted:		
General Fund	8,095,903	7,380,297
All other Funds	(17,607,030)	(19,092,514)
Total Net Assets	<u>41,049,439</u>	<u>37,157,546</u>
Total Liabilities, Deferred Inflow	<u>70,780,505</u>	<u>72,654,660</u>
of Resources and Net Assets		

East Central College
Statement of Activities
General Fund

As of December 31, 2025 and December 31, 2024

	For the Fiscal Year Ending June 30, 2026			For the Fiscal Year Ended June 30, 2025			
	Current FY Budget	Dec. 31, 2025 Month end	Current FY Year-To-Date	Prior FY Budget	Dec. 31, 2024 Month end	Prior FY Year-To-Date	Prior Year FYE
Revenues:							
Local Revenue	8,663,205	1,183,252	1,345,366	8,166,388	1,118,120	1,302,750	8,404,217
State Revenue	5,716,961	468,734	2,812,404	5,532,654	461,054	2,766,328	5,532,654
Federal Revenue	-	-	-	-	-	-	-
Tuition and Fees	8,244,663	756,720	8,382,776	8,114,429	547,472	7,644,403	8,174,302
Interest Income	175,000	43,853	118,886	150,000	18,833	81,262	304,372
Gifts and Grants	100,000	4,374	42,760	100,000	7,726	46,365	185,455
Miscellaneous Revenue	50,500	704,567	1,013,263	45,500	1,943	61,741	96,935
Transfers-Interfund & Indirect	406,507	335	(2,955)	1,149,832	900	(34,891)	(451,395)
Transfer Federal Programs	-	-	-	-	-	-	7,539
Total Revenues	23,356,836	3,161,835	13,712,500	23,258,803	2,156,048	11,867,958	22,254,079
Expenses:							
Salaries	13,583,306	1,085,630	6,328,811	13,813,772	1,104,623	6,294,558	13,245,720
Benefits	4,840,217	401,040	2,235,199	4,869,124	402,975	2,259,351	5,272,348
Contractual Services	1,100,059	16,477	760,162	1,047,078	18,462	726,803	1,015,836
Current Expenses	1,072,483	28,925	534,755	920,026	38,635	512,914	1,383,080
Travel	261,790	5,197	118,381	295,455	8,854	147,929	236,558
Property & Casualty Insurance	411,132	211,684	414,122	301,178	185,564	334,432	337,656
Vehicle Expense	21,512	1,964	5,081	19,930	108	10,227	22,242
Utilities	739,300	41,803	389,553	689,350	38,450	350,482	639,281
Tele/Communications	227,757	4,162	77,926	232,900	17,071	100,799	178,222
Miscellaneous	491,918	17,285	104,923	511,409	20,648	158,391	507,841
Foundation Paid Expense	-	3,647	22,760	-	6,196	27,166	86,102
Clearing Account	-	(54)	143	-	(92)	134	-
Scholarship Expense	109,600	(1,194)	97,581	107,600	(1,410)	98,331	180,870
Faculty Development	35,000	-	2,600	35,000	200	2,000	20,483
Instit. Match for Grants	75,000	-	-	78,718	-	-	214,452
Commitment to AEL	55,000	3,537	24,051	65,000	5,824	32,596	46,389
Instit. Commit.to Fine Arts	-	-	-	-	-	-	-
Instit. Commit.to Word & M	-	-	-	-	-	-	-
Capital	60,700	462,471	516,976	700	-	92,860	217,717
Interfund Transfers	-	-	-	-	-	-	-
Debt Princ & Interest	272,062	8,333	128,000	271,562	8,333	129,687	272,773
Total Expenses	23,356,836	2,290,907	11,761,024	23,258,803	1,854,441	11,278,660	23,877,570
Revenues over Expenses	-	870,928	1,951,476	-	301,607	589,298	(1,623,491)

**Statement of Revenue, Expenses & Changes in Net Assets
(All Funds)
As of December 31, 2025 and December 31, 2024**

	For the Fiscal Year Ending June 30, 2026		For the Fiscal Year Ended June 30, 2025	
	Dec. 31, 2025	FY 2026 Year-To-Date	Dec. 31, 2024	FY 2025 Year-To-Date
Operating Revenues:				
Student Tuition & Fees	929,507	10,470,033	688,407	9,542,798
Federal Grants & Contracts	125,818	4,467,732	166,421	3,725,226
State Grants & Contracts	423,916	1,619,636	501,723	653,399
Auxiliary Services Revenue	81,078	946,740	141,174	1,297,368
Other Operating Revenue	717,200	1,120,349	16,616	164,830
Total Operating Revenues	2,277,519	18,624,490	1,514,341	15,383,621
Operating Expenses:				
Salaries	1,246,583	7,382,352	1,262,745	7,244,565
Benefits	451,132	2,544,705	452,055	2,532,739
Purchased Services	189,998	1,733,521	311,632	1,800,212
Supplies & Current Expenses	288,566	2,160,624	213,269	2,101,444
Travel	(4,664)	124,960	25,938	124,825
Insurance	211,684	456,114	185,564	367,665
Utilities	71,065	631,382	65,279	578,297
Other	11,408	316,236	56,435	190,035
Depreciation/Amortization	211,661	1,270,702	194,370	1,170,129
Financial Aid & Scholarship	4,382	3,645,172	6,499	3,230,138
Foundation Paid Expense	3,647	27,129	8,475	36,781
Total Operating Expenses	2,685,462	20,292,897	2,782,261	19,376,830
Operating (Loss)/Gain	(407,943)	(1,668,407)	(1,267,920)	(3,993,209)
Non-Operating Revenues/(Expenses):				
State Appropriations	468,734	2,812,404	461,054	2,766,328
Tax Revenue	1,474,979	1,683,841	1,433,487	1,670,192
Interest Income	45,034	126,443	20,448	90,785
Gain/Loss on asset disposal	-	-	-	-
Principal & Interest on Debt	(1,644)	(36,300)	(1,835)	(46,806)
Total Non-Operating Revenues/(Expenses)	1,987,103	4,586,388	1,913,154	4,480,499
Increase/(Decrease) in Net Assets	1,579,160	2,917,981	645,234	487,290

**East Central College
Investments
As of December 31, 2025**

	<u>Date</u>	<u>Maturity</u>	<u>Term</u>	<u>Rate</u>	<u>Total</u>
<u>United Bank of Union</u>					
CDAR 1030795756	3/13/2025	3/12/2026	12 Months	4.40%	\$ 557,585.43
			ECC Total Investments		\$ 557,585.43

2025

Total Cash Accounts	\$ 5,036,891.00
Certificates of Deposit	<u>\$ 557,585.43</u>
	\$ 5,594,476.43

2024 (December)

Total Cash Accounts	\$ 2,645,604.00
Certificates of Deposit	<u>\$ 2,990,464.28</u>
	\$ 5,636,068.28

**East Central College
Pledged Securities
As of December 31, 2025**

United Bank of Union

FDIC Insured Institution	FDIC Cert #	Balance
Dream First Bank, N.A.	4779	\$ 245,035.48
Legacy Bank	59204	\$ 67,514.47
Wallis Bank	20845	\$ 245,035.48
TOTAL		<u>\$ 557,585.43</u>

**East Central College
Warrant Check Register
As of December 31, 2025**

The Board of Trustees, including the Treasurer, has access to records necessary to confirm check payments have been issued in accordance with the policies and procedures of the Junior College District of East Central Missouri (East Central College), in compliance with the appropriation granted by the Board of Trustees as defined in the FY26 budgets.

Total amount of checks disbursed from November 1, 2025 through December 31, 2025 is reported at \$2,676,839.31

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES WORK SESSION
February 2, 2026**

AGENDA ITEM VII: SINGLE AUDIT

Recommendation: To accept the single audit for the fiscal year ending June 30, 2025.

Attachments

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 584-6500
FAX (636) 584-0513

Junior College District of East Central, Missouri

Single Audit Reports

Year Ended June 30, 2025

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Independent Auditors' Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Board of Trustees
Junior College District of East Central, Missouri
Union, Missouri

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the business-type activities of the Junior College District of East Central, Missouri as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Junior College District of East Central, Missouri's basic financial statements, and have issued our report thereon, dated November 24, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Junior College District of East Central, Missouri's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control. Accordingly, we do not express an opinion on the effectiveness of the College's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit, we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that have not been identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Junior College District of East Central, Missouri's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Junior College District of East Central, Missouri's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Junior College District of East Central, Missouri's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



KPM CPAs, PC
Springfield, Missouri
November 24, 2025



Independent Auditors' Report on Compliance for Each Major Federal Program; Report on Internal Control over Compliance; and Report on Schedule of Expenditures of Federal Awards Required by the Uniform Guidance

Board of Trustees
Junior College District of East Central, Missouri
Union, Missouri

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Junior College District of East Central, Missouri's compliance with the types of compliance requirements described in the *OMB Compliance Supplement* that could have a direct and material effect on Junior College District of East Central, Missouri's major federal programs for the year ended June 30, 2025. Junior College District of East Central, Missouri's major federal programs are identified in the Summary of Auditors' Results section of the accompanying Schedule of Findings and Questioned Costs.

In our opinion, Junior College District of East Central, Missouri complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2025.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the Junior College District of East Central, Missouri, and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the College's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the College's federal programs.

Auditors' Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Junior College District of East Central, Missouri's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is substantial likelihood that, individually or in the aggregate, it would influence the judgement made by a reasonable user of the report on compliance about the Junior College District of East Central, Missouri's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Junior College District of East Central, Missouri's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the Junior College District of East Central, Missouri's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Other Matters

The results of our auditing procedures disclosed an instance of noncompliance which is required to be reported in accordance with the Uniform Guidance and which is described in the accompanying Schedule of Findings and Questioned Costs as item 2025-001. Our opinion on each major federal program is not modified with respect to this matter.

Government Auditing Standards requires the auditor to perform limited procedures on the College's response to the noncompliance finding in accordance with Uniform Guidance and is identified in our audit described in the accompanying Schedule of Findings and Questioned Costs. The College's response was not subjected to the other auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on the response. The College is responsible for preparing a corrective action plan to address each audit finding included in the auditors' report. The College's corrective action plan was not subjected to the auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on it.

Report on Internal Control over Compliance

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, as discussed below, we did identify a certain deficiency in internal control over compliance that we consider to be a significant deficiency.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A material weakness in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance. We consider the deficiency in internal control over compliance described in the accompanying Schedule of Findings and Questioned Costs as item 2025-001 and to be a significant deficiency.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

Government Auditing Standards requires the auditor to perform limited procedures on the College's response to the internal control over compliance finding identified in our audit described in the accompanying Schedule of Findings and Questioned Costs. The College's response was not subjected to the other auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on the response. The College is responsible for preparing a corrective action plan to address each audit finding included in our auditor's report. The College's corrective action plan was not subjected to the auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on it.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Report on Schedule of Expenditures of Federal Awards Required by the Uniform Guidance

We have audited the financial statements of the business-type activities and remaining fund information as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise East Central College's basic financial statements. We have issued our report thereon dated November 24, 2025, which contained unmodified opinions on those financial statements. Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the College's basic financial statements. The accompanying Schedule of Expenditures of Federal Awards is presented for purposes of additional analysis as required by the Uniform Guidance and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial

statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Schedule of Expenditures of Federal Awards is fairly stated in all material respects in relation to the basic financial statements as a whole. EC

KPM CPAs, PC

KPM CPAs, PC

Springfield, Missouri

January 16, 2026, except for our report on the Schedule of

Expenditures of Federal Awards, for which the date is November 24, 2025

Junior College District of East Central, Missouri

Schedule of Expenditures of Federal Awards

Year Ended June 30, 2025

Federal Grantor Pass Through Grantor/Program Title	Assistance Listing Number	Pass-through Grantor's Number / Other Identifying Number	Federal Expenditures
U.S Department of Health and Human Services			
Missouri Community College Association			
Temporary Assistance for Needy Families (TANF)	93.558	CS200911001	\$ 13,009
Total U.S. Department of Health and Human Services			13,009
U.S. Department of Education			
Direct			
Student Financial Assistance Cluster			
Federal Pell Grant Program	84.063	N/A	5,077,025
Federal Work-Study Program	84.033	N/A	82,944
Federal Supplemental Educational Opportunity Grants	84.007	N/A	122,468
Federal Direct Student Loans	84.268	N/A	1,785,787
Total Student Financial Assistance Cluster			7,068,224
Higher Education Institutional Aid	84.031A	N/A	433,979
Fund for the Improvement of Postsecondary Education	84.116Z	N/A	717,485
Missouri Department of Elementary and Secondary Education			
Adult Education - Basic Grants to States	84.002A	V002A230026 V002A240026	123,637 265,682
			389,319
Career and Technical Education - Basic Grants to States	84.048A	V048A240025	230,379
Total U.S. Department of Education			8,839,386
U.S. Department of Labor			
Direct			
Workforce Data Quality Initiative (WDQI)	17.261	N/A	1,487,926
Office of Job Training Programs			
Jefferson/Franklin Counties, Inc.			
WIOA Cluster			
WIOA Dislocated Worker Formula Grants	17.278	24A55AQ000064	8,333
Missouri Department of Higher Education and Workforce Development			
Registered Apprenticeship	17.285	SAEF 1	32,053
Jefferson College			
Registered Apprenticeship	17.285	24A60AP000097	195,266
			227,319
Total U.S. Department of Labor			1,723,578
U.S. Department of the Treasury			
Missouri Department of Higher Education and Workforce Development			
COVID-19 Coronavirus State and Local Fiscal Recovery Funds	21.027	PA2EC	866,453
Total U.S. Department of the Treasury			866,453
U.S. Department of Agriculture			
Direct			
Rural Cooperative Development Grants	10.771	N/A	106,066
Missouri Community College Association			
SNAP Cluster			
Supplemental Nutrition Assistance Program	10.561	CS200911001	45,957
Total U.S. Department of Agriculture			152,023
Total Expenditures of Federal Awards			\$ 11,594,449

See accompanying notes to the Schedule of Expenditures of Federal Awards.

Junior College District of East Central, Missouri

Notes to the Schedule of Expenditures of Federal Awards

June 30, 2025

1. Basis of Presentation

The accompanying Schedule of Expenditures of Federal Awards (the Schedule) includes the federal grant activity of the Junior College District of East Central, Missouri under programs of the federal government for the year ended June 30, 2025. The information in this Schedule is presented in accordance with the requirements of the Uniform Guidance. Because the Schedule presents only a selected portion of the operations of the Junior College District of East Central, Missouri, it is not intended to and does not present the financial position, changes in net position, or cash flows of the Junior College District of East Central, Missouri.

2. Summary of Significant Accounting Policies

1. Expenditures reported in the Schedule are reported on the accrual basis of accounting, which is described in Note 1 to the College's basic financial statements.
2. Pass-through entity identifying numbers are presented where available.
3. The College elected not to use the 10% or 15% *de minimis* indirect cost rate as allowed under the Uniform Guidance.

3. Loan Programs

The College participates in the Federal Direct Student Loan Program, which provides federal loans directly to the students rather than through private lending institutions. The College is responsible only for the origination of the loan (e.g., determining student eligibility and disbursing loan proceeds to the borrower). The Direct Loan Servicer is then responsible for the overall servicing and collection of the loan. Accordingly, these loans are not included in the College's financial statements.

The amount reported on the Schedule of Expenditures of Federal Awards for the loan program represents the total value of the loans awarded and paid to the College's students during the year ended June 30, 2025.

Junior College District of East Central, Missouri

Schedule of Findings and Questioned Costs

Year Ended June 30, 2025

Section I: Summary of Auditors' Results

Financial Statements	
Type of report the auditor issued on whether the financial statements audited were prepared in accordance with GAAP:	Unmodified
Internal Control over Financial Reporting:	
Material weakness(es) identified?	No
Significant deficiency(ies) identified?	None reported
Noncompliance material to financial statements noted?	No
Federal Awards	
Internal control over major federal programs:	
Material weakness(es) identified?	No
Significant deficiency(ies) identified?	Yes
Type of auditors' report issued on compliance for major federal programs:	Unmodified
Any audit findings disclosed that are required to be reported in accordance with 2CFR 200.516(a)?	Yes
Identification of major federal programs:	
Assistance Listing Number(s)	Name of Federal Program or Cluster
84.007, 84.033, 84.063, and 84.268	Student Financial Assistance Cluster
17.261	Workforce Data Quality Initiative
Dollar threshold used to distinguish between type A and type B programs:	\$750,000
Auditee qualified as low-risk auditee?	Yes

Section II: Financial Statement Findings

None

Junior College District of East Central, Missouri

Schedule of Findings and Questioned Costs

Year Ended June 30, 2025

Section III: Findings Required to be Reported by the Uniform Guidance

2025-001 Special Test and Provisions – Return of Title IV Funds

U.S. Department of Education

Student Financial Assistance Cluster

Assistance Listing Numbers: 84.007, 84.033, 84.063 & 84.268

Award Year: 2024-2025

Significant Deficiency and Compliance

Criteria: Under 34 CFR §668.22, the College is required to return Title IV funds in accordance with federal regulations governing the Return of Title IV (R2T4) calculation. This calculation determines the amount of unearned aid by subtracting the assistance earned by the student from the total aid disbursed. The percentage of earned and unearned funds is based on the student's attendance within the College's defined payment period.

Condition: In a sample of 25 R2T4 calculations, it was determined that College entered the academic calendar dates incorrectly in the calculation, which resulted in two calculation errors.

Cause: The College had a change to the academic calendar that did not get updated in the financial aid software.

Effect: All students with a Spring R2T4 that did not complete 60% or more of the semester potentially have an incorrect R2T4 calculation of, up to, a five day difference.

Questioned Costs: All questioned costs are below the known and likely questioned costs reporting threshold.

Recommendation: We recommend the College implement procedures to strictly comply with the requirements of 34 CFR §668.22 as it relates to calculations of return of Title IV funds.

Response: The College conducted a comprehensive review of all student accounts potentially impacted by the incorrect academic calendar dates and identified 52 students whose Return of Title IV (R2T4) calculations required review. As a result of this review, the Financial Aid Office determined that 41 students required a return of Title IV funds to the U.S. Department of Education. The total amount of funding returned was \$12,590.

The Financial Aid Office corrected the R2T4 calculations, updated the academic calendar dates in the financial aid system, and processed the required returns of Title IV funds. To prevent recurrence, the College has implemented internal procedures to ensure academic calendar dates are reviewed and verified in the financial aid system before performing R2T4 calculations for each award year.

Junior College District of East Central, Missouri

Summary Schedule of Prior Audit Findings

Year Ended June 30, 2025

There were no prior year audit findings.



January 16, 2026

U.S. DEPARTMENT OF EDUCATION

East Central College respectfully submits the following corrective action plan for the year ended June 30, 2025.

Contact information for the individual responsible for the corrective action:

Mr. Chris Hoelzer, Vice President of Finance & Administration
East Central College
1964 Prairie Dell Road
Union, MO 63084

Independent public accounting firm: KPM CPAs, PC, 1445 E Republic Rd, Springfield, Missouri 65804

Audit Period: Year Ended June 30, 2025

The finding from the June 30, 2025, audit of the financial statements is below. The finding is numbered with the number assigned in the schedule.

FINDING – MAJOR FEDERAL AWARD PROGRAM AUDIT

2025-001 Special Test and Provisions – Return of Title IV Funds

Recommendation: We recommend the College implement procedures to strictly comply with the requirements of 34 CFR §668.22 as it relates to calculations of return of Title IV funds.

Corrective Action Taken: The College conducted a comprehensive review of all student accounts potentially impacted by the incorrect academic calendar dates and identified 52 students whose Return of Title IV (R2T4) calculations required review. As a result of this review, the Financial Aid Office determined that 41 students required a return of Title IV funds to the U.S. Department of Education. The total amount of funding returned was \$12,590. The Financial Aid Office corrected the R2T4 calculations, updated the academic calendar dates in the financial aid system, and processed the required returns of Title IV funds. To prevent recurrence, the College has implemented internal procedures to ensure academic calendar dates are reviewed and verified in the financial aid system before performing R2T4 calculations for each award year.

Anticipated Completion Date: Fall semester 2025 and ongoing.

Sincerely,


Chris Hoelzer
Vice President of Finance & Administration

1964 Prairie Dell Road • Union, MO • 63084-4344 • Ph-636.584.6500 • www.eastcentral.edu

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM VIII: CAMPUS DINING SERVICES

Recommendation: To **approve** Great Western Dining Services as the food service provider for the Union campus for FY2027 at a cost of \$20,000 plus an administration fee of 8.5% of food, labor, and fixed & general expenses.

Attachment

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513



EAST CENTRAL COLLEGE
Interoffice Memorandum

To: Dr. Jon Bauer, President

From: Chris Hoelzer, VP Finance & Administration
Melissa D. Popp, Procurement Coordinator

RE: Food Services Provider Renewal

In November 2022, the Board of Trustees approved Great Western Dining Services (GWD) as the college's food service provider for a three-year term with two optional one-year renewals. Since beginning operations at The Dive in July 2023, GWD has become a key service provider for students, employees, and the community. Over the past two years, The Dive has strengthened its presence through improved menu offerings, enhanced customer service, and ongoing space updates, while consistently supporting the college's mission and providing reliable food service operations.

GWD continues to grow its community footprint by providing catering and food services to several local partners, including the University of Missouri Extension Center, United Bank of Union, and other local businesses. On campus, various departments regularly utilize The Dive for meetings, events, and student activities, strengthening the partnership between GWD and the college.

The Dive, in partnership with the Foundation, continues to support students experiencing food insecurity through the Food for Falcons program. In Fall 2025 alone, The Dive served approximately 6,000 customers, of which 2,684 were Food for Falcons meals. This program remains a vital resource for students and demonstrates GWD's continued commitment to serving our campus community.

GWD has implemented several mid-year operational efficiencies that will continue into 2026–27, including reduced labor expenditures and structured inventory processes to better manage food and supply costs. These adjustments demonstrate GWD's commitment to maintaining cost stability while delivering quality service.

It is my recommendation to extend the contract with Great Western Dining Services for one additional year, covering July 1, 2026, through June 30, 2027. The proposed financial terms include:

annual fee of \$20,000; administrative fee of 8.5% of food, labor, and fixed & general expenses; and (3) \$200 scholarships annually to the Foundation. This structure mirrors the FY26 contract terms.

We anticipate that the partnership between the College and GWD will continue to grow and further benefit our students, staff, and community in the coming fiscal year.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM IX: CONTRACT FOR SERVICES – TITLE III

Recommendation: To **approve** the purchase of the ACUE training at a cost of \$120,000 over two years, to be funded entirely by the federal Title III “Strengthening Institutions” grant.

Attachment

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513



OFFICE OF THE VICE-PRESIDENT OF ACADEMIC AFFAIRS

TO: Dr. Jon Bauer, College President
DATE: January 8, 2026
FROM: Dr. Robyn Walter, Vice President of Academic Affairs
RE: Purchase of ACUE Complete for Faculty Professional Development

The Title III Student Success Program requests approval to purchase the professional development package offered by the Association of College and University Educators (ACUE) with custom pricing based on total enrollment data. The package, which is called ACUE Complete, requires a two-year membership costing \$60,000 per year for a total of \$120,000. Title III grant funding would cover all costs for the contract, and the purchase of ACUE products was approved by the Department of Education at the time of the initial grant approval. ACUE is an eligible vendor on the System for Award Management (SAM.gov) based on its active status shown in multiple other active equipment orders from federal agencies. Additionally, pursuant to Board Policy 4.13.2, verification of this eligibility will be documented with our purchasing records.

The Title III Professional Development Subcommittee led the evaluation of this service, its costs, its benefits, and the best path for implementation. This subcommittee comprises the following members:

- Vice President of Academic Affairs
- Deans of Arts and Sciences, Business and Industry, and Health Science
- Director of Online Learning & Educational Technology and Instructional Design Specialist
- Title III Program Coordinator
- Chair of the Faculty Professional Development Committee and additional faculty members

ACUE Complete will provide all faculty and staff with two years of access to courses, certifications, and other products offered by the organization. This purchase helps meet key Title III grant objectives, including decreasing withdrawal rates and improving faculty and staff satisfaction with professional development. ACUE Complete will also aid in the grant's goal of improving student satisfaction with course availability, as faculty members will have the opportunity to become certified in Effective Online Teaching Practices and will be better equipped to offer online and HyFlex courses.

Federal Vendor Eligibility

The Association of College and University Educators is registered with SAM.gov under the company's legal name, EdCERT LLC.

Unique Entity ID: JADFMBM79BW9
CAGE Code: 8QXA2

EDCERT LLC ● Active Registration View Update More ⋮

Unique Entity ID: JADFMBM79BW9	Doing Business As: ACUE	Expiration Date Aug 27, 2026
CAGE/NCAGE: 8QXA2	Physical Address: 114 Birchall Dr Scarsdale, NY 10583-4503 USA	Purpose of Registration: All Awards



Bill To

Partner Name	East Central College	Quote Number	00000277
Contact Name	Jean Woodson	Expiration Date	6/19/2026
Billing Address	1964 Prairie Dell Rd Union, MO 63084 USA	Partner Lead	Dani Walsh

Product	Unit of Sale	Quantity	Sales Price	Total Price	Term/Access Period	Contract Year
ACUE Complete	Subscription	1.00	\$60,000.00	\$60,000.00	Annual term. Unlimited National Cohort enrollments, Effective Teaching 101 enrollments and ACUE Commons for all faculty.	Year 2
ACUE Complete	Subscription	1.00	\$60,000.00	\$60,000.00	Annual term. Unlimited National Cohort enrollments, Effective Teaching 101 enrollments and ACUE Commons for all faculty.	Year 1

Total Price \$120,000.00

Billing Schedule Other

Terms and conditions can be found at [Master Services Agreement for Institutional Partnerships](#)

The below signatory is an authorized representative of their respective institution and agrees to the proposed services and budget.

 Printed Name

 Signature

 Title

 Date

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM X: CHAPTER 5 BOARD POLICIES & PROCEDURES REVISIONS

The scheduled review of Board Policies and Procedures, Chapter Five, has been completed. Recommendations for language changes from the review committee have been considered and approved by the Shared Governance Council. The proposed changes will be presented for consideration and discussion, and a recommendation for approval will be made at the March 9, 2026, meeting.

Attachment

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513

SECTION 5: PERSONNEL POLICIES AND PROCEDURES

5.1 **Hiring** *(Approved 11-4-2002; Revised 11-4-2013)*

Except as provided in Policy 5.11.3, the Board of Trustees appoints the employees of the College, defines and assigns their duties, and fixes their compensation. Issuance of all employment contracts shall be approved by a majority vote of the Board of Trustees.

Procedures *(Revised 8-14-2006, 11-4-2013, xxx)*

5.1.1 **Personnel Requisition, Posting, Recruitment** *(Revised 6-13-2022)*

Personnel Requisition - Prior to the posting of and recruitment for any position, the hiring supervisor shall submit a completed personnel requisition and written job description to the appropriate administrator. The personnel requisition requires the approval of the Director of Human Resources, appropriate administrator, Chief Financial Officer, and College President.

Position Announcement - Human Resources will prepare a position announcement upon approval of the personnel requisition. Human Resources will collaborate with the hiring supervisor to prepare the position announcement. The hiring supervisor shall approve the final position announcement prior to posting.

Posting - Position openings will be posted on the College web page and distributed by e-mail to the campus except as otherwise mentioned in this Policy. Full-time job openings will be posted for a minimum of ten (~~10~~) calendar days. A position may be posted only internally with the approval of the appropriate Vice President, Human Resources Director, and the College President.

Recruitment/Advertising -- Human Resources will provide the hiring supervisor with the approved recruitment sources for job advertisements. The hiring supervisor may provide additional recruitment sources relevant to the position and/or field. All online and/or print advertisements will be approved and placed by the Office of Human Resources.

Application Materials -- Applicants will be responsible for submitting an application and related materials through the online application portal. All application materials will remain confidential. Information about finalists will be shared, as appropriate, at the time finalists for a position are announced. Applications will be retained by the Office of Human Resources for a minimum of one (~~1~~) year for all positions.

5.1.2 **Search and Screening** *(Revised 6-13-2022, xxx)*

A search committee will be established for all full-time positions and regular part-time positions. A committee may be used for other positions as appropriate. The supervisor will serve as the search committee chairperson. Responsibility for the integrity of the search process will belong to the chair of the search committee, the appropriate administrator, and the Director of Human Resources. The College President may approve an appointment without a search if it is in the best interest of the College.

The position supervisor and appropriate administrator will be responsible for the appointment of members of the search committee and will direct them to follow procedures, document decisions, and seek technical assistance when needed. The committee should include employees who will work closely with the new hire and should include representatives from the various employee [classifications associations](#). The committee should contain a minimum of two (2) members in addition to the chair. Employees may not participate in the selection and/or hiring of an individual who is related to the employee within the fourth degree of consanguinity or affinity. The Director of Human Resources will review the list of search committee members to ensure appropriate representation. A member of the Human Resources staff will serve on the search committee to monitor [Equal Employment Opportunity \(EEO\)](#) compliance.

The screening of applicants will be done by the search committee and the Office of Human Resources. Applicants not meeting the minimum requirements will not be considered for the position.

Before reviewing individual candidates' files, the search committee shall determine the method of applicant evaluation. The evaluation criteria are established prior to identification of any candidates and are based on information contained in the job description, position announcement, and the assessment of criteria derived from the committee's discussion.

The search committee shall identify applicants to be interviewed; develop interview questions; and determine any other evaluative processes such as demonstrations, testing, or other appropriate means of determining an applicant's ability to perform the requirements of the position.

In no instance should the hiring supervisor or any search committee member give information about applicants to any applicant or any individual other than a member of the search committee. Committee members will sign an acknowledgment form of this procedure. A breach of confidentiality will disqualify the member from further service on any future search committee and may result in disciplinary action.

5.1.3 Interviews *(Revised 6-19-2014, 6-13-2022)*

A list of questions must be submitted to the Director of Human Resources before the interviews take place. Interviews will be scheduled by the Office of Human Resources.

The search committee shall interview selected applicants. The College President and/or Vice Presidents may also interview applicants.

Interviews may occur on campus or via distance technology. The committee may elect to conduct an initial series of interviews via phone or distance technology then schedule further interviews to be conducted on campus.

With the approval of the College President or designee, applicants selected for interviews may be reimbursed for expenses not to exceed the amount established by Board Policy when traveling 100 miles or more for the interview. Allowable

expenses will include lodging and transportation (i.e., air travel, rental car, fuel) or as designated by the College.

Information regarding salary, benefits, and the procedure for offers of employment shall be provided to applicants by Human Resources.

5.1.4 Reference Checks *(Adopted 11-4-2013; revised xxx)*

The committee chair or appropriate administrator shall contact a minimum of two (2) professional references provided by the applicant and verify employment history. The College may contact references other than the references provided by the candidate, **including an internal candidate's supervisor**. Information from references may be shared with the search committee.

5.1.5 Recommendation *(Revised 6-13-2022)*

Following **appraisal interviews** of the applicants, the committee will select the candidate(s) for further consideration.

The committee chair will make a recommendation to the appropriate administrator and inform the Director of Human Resources once the recommendation is approved. **The committee chair will then notify the committee that the recommendation has been submitted to the College President for approval.**

The Director of Human Resources will notify the College President of the recommendation to hire and develop a wage/salary recommendation. As provided by Board Procedure 1.31.1, the College President will make the final decision as to whether a job offer will be extended and at what wage/salary. The offer of employment for faculty, administrators, and professional staff is contingent upon the Board's approval.

5.1.6 Failure to Recommend Candidate *(Revised 6-13-2022)*

In cases where the search fails to attract a sufficient pool of qualified applicants or the committee does not recommend a candidate(s) for further consideration, the College may 1) close the search without hiring, 2) reopen the search, or 3) review the position classification.

5.1.7 Job Offer *(Adopted 11-4-2013)*

Unless otherwise designated by the President, the Director of Human Resources will extend the job offer to the applicant and confirm the employment conditions, start date, and benefits contingent upon satisfactory drug tests, if required per Procedure 5.1.8, and background check. Human Resources will contact the hiring supervisor upon acceptance by the candidate.

5.1.8 Verification of Employment Eligibility – Pre-employment Drug Screening *(Adopted 11-4-2013; Revised 6-13-2022)*

Applicants for identified jobs where safety is critical must successfully complete a pre-employment drug test as a condition of employment. The pre-employment drug test is done after the job offer has been extended and accepted. Any

applicant who refuses or who has a verified positive test will be denied employment (see Policy 5.16 Drug and Alcohol-Free Workplace).

5.1.9 Verification of Employment Eligibility – Pre-employment Background Checks *(Adopted 11-4-2013; Revised 4-14-2014, 6-13-2022)*

As a condition of employment, all full-time and part-time job applicants at East Central College must successfully complete a pre-employment criminal background check as per Policy 5.2. In some cases, a driver's license check and/or additional screening may be required.

5.1.10 Verification of Employment Eligibility – Federal Employment Eligibility *(Adopted 11-4-2013)*

The College employs only those individuals who are authorized to work in the United States. Employment eligibility is documented using the Federal Employment Eligibility Verification Form I-9 and is verified for all employees. In addition, the College participates in the E-Verify mandatory employment verification program as required by federal and state regulations.

5.1.11 Approval to Hire *(Adopted 11-4-2013; Revised xxxx)*

All administrators, professional staff, and faculty offers of employment are contingent upon the approval of the **College** President and Board of Trustees.

All full-time support staff offers of employment are contingent upon the **College** President's approval.

~~Hiring Search committee chair will notify the committee once the position has been accepted and submitted to the Office of the President.~~

~~External interviewed applicants who receive an interview but who were not selected to fill the position will be notified by the Office of Human Resources. Internal applicants candidates who received an interview but who were not selected to fill the position will be notified by the hiring manager.~~

5.1.12 Part-time Positions *(Adopted 11-4-2013; Revised 6-13-2022)*

The hiring of part-time positions requires a job posting but may not require Board approval. The position supervisor will work with Human Resources when hiring for an open part-time position. All offers of employment require administrative approval.

Unless otherwise approved by the College President or required by law, part-time personnel are only eligible for selected employment benefits.

5.1.13 Interim Appointments and/or Temporary Positions *(Adopted 11-4-2013; Revised xxxx)*

The hiring of **interim appointments and/or** temporary positions/~~interim appointments~~ may not require a job posting and/or a search committee. The position supervisor will work with Human Resources when hiring for an interim **appointment** or temporary position, **with final approval from the College**

President. All offers for employment require administrative approval and may require Board approval.

Unless otherwise approved by the College President or required by law, temporary personnel are not eligible for employment benefits.

5.1.14 Internal Appointments *(Adopted 11-4-2013; Revised 6-13-2022, xxx)*

At times, the College may conduct an internal search. The position may ~~not~~ be posted on the **College's Human Resources** webpage **and but** will be announced internally. ~~The hiring may not require a search committee.~~ All offers for employment require the same approval regardless of whether the search is internal or external. The position supervisor, in conjunction with Human Resources, is responsible for conducting the hiring for the position.

5.1.15 Adjunct Faculty *(Revised xxx)*

The **appropriate academic** dean or designee is responsible for recommending the employment of adjunct faculty to the Chief Academic Officer. An Adjunct Instructor Approval Form must be completed on all new adjunct faculty and be maintained on file in the Office of Human Resources along with the appropriate application materials. The form must be signed by the dean and approved by the Chief Academic Officer before the adjunct faculty member can be listed as the instructor of record for any course. The dean **must should** submit a list of recommended adjunct faculty to hire prior to the start of each semester; this list shall be amended as necessary to ensure all course offerings are staffed. Adjunct faculty must meet the same teaching qualifications as full-time faculty and be approved by the Board.

5.1.16 Employment of Relatives *(Revised xxx)*

An employee of the College shall not initiate, participate in, or influence College decisions involving a direct benefit to family relatives including but not limited to matters of initial employment, promotion, compensation, leave of absence, performance evaluation, discipline, and termination.

An employee of the College shall not supervise, be supervised by, coordinate the work of, or have work coordinated by a relative who is also employed by the College. Relatives may not be supervised by the same direct supervisor **without College President approval.**

For the purposes of this Policy, a relative is defined as any individual related by blood, marriage, or legal custody and shall include, but not be limited to, spouse, child, foster child, step-child, parent, foster parent, current parent-in-law, grandparent, current grandparent-in-law, grandchild, daughter-in-law, son-in-law, step-parent, brother, sister, brother-in-law, sister-in-law, niece, nephew, aunt, uncle, cousin, and similar relatives of the employee's spouse and any individual living in an employee's household.

5.2 Criminal Background Check *(Adopted 10-7-2013; Revised 6-13-2022)*

East Central College is committed to providing a safe environment for students, employees, and members of the public. As part of this effort, the College will require criminal background checks of employees in accordance with this Policy.

Procedures

5.2.1 Employees *(Revised 6-13-2022)*

The College shall conduct a criminal background check on all new full-time and part-time employees before they are employed. This requirement extends to applicants who were previously employed by the College. The College reserves the right to require any current employee to submit to criminal background checks or to rerun background checks for any employee at any time at the College's expense. Any offer of new employment or continued employment is contingent upon the satisfactory outcome of the criminal background check, when required. The College has the sole and absolute discretion to determine whether the outcome is satisfactory for employment.

For purposes of this Policy, a “criminal background check” includes but may not be limited to investigating criminal history for misdemeanors and felonies on the county, state, and federal levels and reviewing sex offender registries nationwide.

Employees who have been hired prior to the implementation of this procedure may be subject to a criminal background check based on the position and/or teaching requirements and location.

Mandatory criminal background checks are required for the following categories of positions:

- Employees performing College work at a site located in a public school district
- Head coaches and assistant coaches
- Full-time faculty and adjunct instructors in designated academic/technical programs-including but not limited to Health Science Programs, Teacher Education, Health Information Management, and Computer Information Systems

5.2.2 College Notification *(Revised 6-13-2022, xxx)*

As a condition of continuing to work within the College, an employee must notify the Director of Human Resources if the employee is convicted or otherwise found guilty of any felony, regardless of the imposition of sentence. This notification must be made as soon as possible, but no later than two (2) working days after the ~~event~~ conviction.

5.2.3 Confidentiality

Information received by the College pursuant to a criminal background check is confidential. The College will only use this information for internal purposes in determining the suitability of an applicant or employee. The College will keep this information in a location that is only accessible to persons who need to

know the information to carry out their responsibilities with the College. The College will comply with all applicable laws regarding criminal background checks.

5.2.4 Consequences

Any offer of new employment or continued employment is contingent upon the outcome of the criminal background check, when required. The College will provide applicants or employees whose criminal background checks contain information upon which the College might base an adverse employment action an opportunity to explain or dispute the relevant information. In all cases, the College has the sole and absolute discretion to determine whether the outcome is satisfactory for employment.

The College President or designee is directed to exclude any person from employment who refuses to submit to a background check or to take disciplinary action for current employees refusing to submit to a background check.

The College President or designee is directed to exclude any person from employment based upon the position, or to take action to terminate employment based upon the position, whose criminal background check reveals that they have exhibited behavior that is violent or harmful to others.

5.3 Job Descriptions *(Approved 8-14-1989; Revised 5-12-2003; Reaffirmed 11-4-2013)*

The Office of Human Resources will maintain accurate job descriptions for each regular position at the College.

Procedures *(Revised 11-4-2013)*

5.3.1 Job Description Contents

The information contained in each job description will include a summary of the position's classification level, primary duties, essential tasks, positions supervised, educational/work experience requirements, physical requirements, and other relevant functions.

5.3.2 Responsibility for Accuracy of Job Description

The Office of Human Resources, in conjunction with the department supervisor, appropriate Vice President, and the President of the College, will be responsible for creating, reviewing, and revising job descriptions. The performance evaluation process includes a review of the employee's job description. Job descriptions do not necessarily cover every task or responsibility that may be assigned and do not limit the administration's right to assign additional related duties as needed.

5.4 Classification and Qualifications of Employees *(Approved 8-14-1989; Revised 11-3-2003, 12-2-2013)*

A system of employee classification will be maintained by the College administration for the purposes of offering and continuing employment, organization, assignment of duties and responsibilities, and establishment of compensation.

Procedures *(Revised 8-2005)***5.4.1 Definitions**

Exempt: Employees not covered by the overtime provisions of the Fair Labor Standards Act (FLSA). Exempt employees are subject to Public School Retirement System (PSRS)/Public Educational Employees Retirement System (PEERS) guidelines.

Non-exempt: Employees covered by the overtime provisions of the Fair Labor Standards Act (FLSA) and as such are entitled to overtime pay for hours worked in excess of 40 hours per week. Non-exempt employees are subject to Public School Retirement System (PSRS)/Public Educational Employees Retirement System (PEERS) guidelines.

Grant-funded: Employees in a part-time or full-time position that is dependent on continued grant funding. Grant-funded employees may be either exempt or non-exempt employees.

Retiree: An employee receiving retirement benefits from PSRS/PEERS and subject to the PSRS/PEERS retirement requirements. Part-time retirees are limited to 550 hours per fiscal year.

5.4.2 Faculty *(Revised 12-2-2013; 12-12-2019; 6-13-2022)*

Both full-time and adjunct faculty are exempt personnel who shall be primarily engaged in the activity of teaching and guiding students. They shall be in contact with students for the purpose of transmitting knowledge and skills. Faculty members shall meet the minimum employment qualifications established by the Board of Trustees and/or the College's accrediting agencies.

Faculty participate substantially in:

1. Oversight of the curriculum – its development and implementation, academic substance, currency, and relevance for internal and external constituencies.
2. Assurance of consistency in the level and quality of instruction and in the expectations of student performance.
3. Establishment of the academic qualifications for instructional personnel.
4. Analysis of data and appropriate action on assessment of student learning and program completion.

Faculty Credentialing and Assignment

Each full-time and adjunct teaching faculty member (including dual credit faculty) shall be assigned a primary discipline or career field by action of the Board of Trustees upon recommendation by the President of the College. More than one primary discipline or career field may be assigned if required qualifications are met. To be assigned to a primary discipline(s) or primary career field(s), the full-time or adjunct teaching faculty member must possess an academic degree relevant to what they are teaching and at least one level above

the level at which they teach, except when equivalent experience is established. When faculty members are employed based on equivalent experience, the institution defines a minimum threshold of experience and an evaluation process that is used in the appointment process. The credentialing process is managed through the Office of Academic Affairs and academic committee work.

Qualification standards set by the Higher Learning Commission, as well as East Central College, serve as guides when reviewing and approving teaching credentials for full-time and adjunct faculty members.

Provisional approval may be granted for full-time and adjunct faculty who do not meet the qualifications. Once granted, provisional approval will apply for up to two ~~(2)~~ years. An emergency credential may be granted in extenuating circumstances for up to one ~~(1)~~ year.

5.4.3 Administrators

Administrators are exempt personnel at the vice president level and above. Administrators shall meet employment qualifications established by the Board of Trustees.

5.4.4 Professional Staff *(Revised 6-13-2022)*

Professional staff includes exempt personnel at the dean/director level and below. Professional staff shall meet employment qualifications established by the Board of Trustees.

5.4.5 Support Staff *(Revised 6-13-2022)*

Support staff includes non-exempt, at-will personnel who are necessary to the day-to-day functions of the College. Support staff shall meet the employment qualifications established by the College President.

5.4.6 Regular Full-time Employee *(Revised 12-2-2013; 7-19-2018; 6-13-2022, xxx)*

Regular full-time administrator, professional, and support staff positions are listed on the Board of Trustees approved staffing plan and require a minimum workload of 40 hours per week to qualify for College-paid benefits unless otherwise required by law.

Full-time faculty members shall work ~~170 to 180~~ 165 to 175 days during the regular academic year, shall have a normal instructional load of 30 credit hours per year or the equivalent, and/or shall have additional duties as specified in their contracts. Full-time faculty positions are included on the Board-approved staffing plan. A full-time faculty workload typically includes seven ~~(7)~~ office hours per week in a five-~~(5)~~ day work week. The academic year shall consist of the fall and spring semesters excluding the summer and winter sessions, based on the program-driven schedule or as otherwise approved, including all in-service days and the graduation ceremony, as established in the approved academic calendar, or as specified in the current Collective Bargaining Agreement.

5.4.7 Regular Part-time Employee *(Revised 12-2-2013, 6-13-2022)*

Regular part-time positions are paid hourly and listed on the Board of Trustees approved staffing plan. Personnel in such positions may not work more than 19.75 hours per week unless approved by administration and Human Resources.

5.4.8 Adjunct Faculty *(Adopted 12-2-2013; Revised 6-13-2022)*

Adjunct faculty are part-time, exempt employees paid per credit hour. Adjunct faculty are not included on the staffing plan. Adjunct faculty may work a maximum of 18 credit hours per fiscal year. Hours worked must comply with retirement regulations. Exceptions may be made with the permission of the Chief Academic Officer.

5.4.9 Dual Credit Instructor *(Adopted 6-13-2022)*

Dual credit instructors are part-time, exempt employees paid per credit hour, which is prorated based on enrollment. Dual credit faculty are credentialed through the same process as all other faculty, work at partner high schools, and are excluded from the staffing plan. Hours worked must comply with retirement regulations.

5.4.10 Adult Education and Literacy Instructor *(Adopted 12-2-2013; Revised 6-13-2022)*

Adult Education and Literacy (AEL) instructors are part-time, non-exempt employees who can work up to 17 hours per week. AEL instructors are required to have Department of Elementary and Secondary Education certification. These positions are grant-funded.

5.4.11 Student Worker *(Adopted 12-2-2013; Revised 6-13-2022)*

A student worker is an individual enrolled in ECC classes, who qualifies for the Federal Work Study Program or is institutionally funded, and whose association with the College is for the primary purpose of furthering a formal education. Student workers are part-time, non-exempt employees who can work up to 19.75 hours per week or as approved by Financial Aid. Student workers are not included on the Board of Trustees approved staffing plan.

5.4.12 Temporary Employee *(Adopted 12-2-2013)*

A temporary employee is hired either part-time or full-time for a specified period of time per fiscal year. Temporary employees are not listed on the staffing plan (see Policy 5.5)

5.4.13 Employees Paid Solely Through Memorandum of Understanding (MOU)
(Adopted 6-13-2022)

An employee hired either part-time or full-time for a specified period of time during a fiscal year. Pay may be established as an hourly rate or salary and is paid through payroll. The position is not listed on the staffing plan (see Policy 5.5).

5.5 Temporary Staff *(Approved 1-7-1991; Revised 6-23-2003, 11-4-2013, 6-13-2022)*

The President of the College may supplement the approved staffing plan with temporary staff when needed.

Procedures *(Revised 11-4-2013, 6-13-2022, xxx)***5.5.1 Definition of Temporary Staff**

Temporary staff are hired either part-time or full-time for a specified period of time not to exceed 12 months. Temporary staff are subject to FLSA and PSRS/PEERS guidelines.

Project-based staff, including Art models, are hired to supplement department staffing on an as needed basis. Actual hours worked are dependent on the immediate needs of the department as established by the supervisor and administrator ~~(includes art models)~~.

Community Education and Workforce Training staff are hired to teach non-credit courses or complete special projects. Actual hours worked are dependent on the immediate needs of the project or the enrollment of the course as established by the supervisor and administrator.

~~Workforce Training staff are hired to teach non-credit courses or complete special projects. Actual hours worked are dependent on the immediate needs of the project or the enrollment of the course as established by the supervisor and administrator.~~

5.5.2 Benefits

Temporary staff are not eligible for College-paid benefits such as paid leave, vacations, holidays, educational assistance, and College-paid dental, vision, or life insurance. Temporary staff are not eligible for College-paid medical insurance unless otherwise required by law.

Temporary staff who are required to work over the weekly limit set by the Public Education Employee Retirement System or the Public School Retirement System on a consistent basis will be required to contribute to the retirement system in accordance with applicable state law.

Temporary staff qualify for workers' compensation and unemployment benefits as governed by state and federal regulations.

5.5.3 Staff Member Status Change

A temporary staff member who accepts a regular position will be eligible for the benefits associated with the regular position according to Board Policy.

5.6 Salary Placement *(Approved 7-15-1991; Revised 5-8-2006, 11-4-2013)*
Salary placement guidelines will be developed by administration and Human Resources.

Procedures *(Revised 11-4-2013)***5.6.1 Faculty Salary Guidelines**

1. Faculty will receive contracted pay according to guidelines that will be reviewed annually.

2. The faculty salary guidelines will include provisions for those with less than a master's degree as well as those with an earned doctorate.
3. Initial placement will be based upon relevant experience as determined by the College, earned academic degrees, and market demand.
4. Faculty rank at hiring will be considered based on the guidelines of the Rank and Promotion Policy.

5.6.2 Professional Staff and Administrator Salary Guidelines *(Revised 6-13-2022, xxx)*

1. Professional staff and administrators will receive contracted pay according to **grade classification** levels.
2. Initial placement will be based upon relevant experience, earned academic degrees, and market demand.

5.6.3 Support Staff Salary Guidelines *(Adopted 11-4-2013; Revised 6-13-2022)*

1. Support staff will receive pay according to **grade classification** levels.
2. Initial placement will be based upon **appropriate relevant** experience, earned academic degrees, and market demand.

5.7 Compensation *(Adopted 6-1-1992; Revised 11-4-2002; Reaffirmed 12-2-2013; Revised 6-13-2022)*
Wages will be issued to employees on a regular basis and in a manner so that the amount, method, and timing of such payments comply with any applicable laws or regulations. Compensation will be subject to all applicable standard deductions.

Procedures *(Revised 8-14-2006; Revised 12-2-2013, xxx)*

5.7.1 Payroll for Employees *(Revised xxx)*

Employees will be paid biweekly through direct deposit.

- Professional staff contracted salary will be paid in equal installments **biweekly over 26 pay periods** effective July 1 – June 30.
- Faculty contracted salary will be paid in equal installments **over 26 pay periods biweekly** effective with the start date of the contract in August. A prorated amount will be used for a January start date. Overload pay is according to the semester adjunct pay schedule.
- Support staff will be paid biweekly based on hours worked.
- Adjunct faculty will be paid biweekly based on the semester adjunct pay schedule.

5.7.2 Non-Exempt Employees *(Revised 6-13-2022)*

1. Non-exempt employees are paid for hours worked as recorded on timesheets. Timesheets are to be completed weekly and submitted to the supervisor for approval through the employee portal by 10 a.m. the following Monday. All timesheets are to be completed through the employee portal unless otherwise approved for submitting paper timesheets. Paper timesheets are to be submitted to the Business Office or designated drop locations by 10 a.m. the

following Monday. Employees are paid every other Friday for hours worked through the preceding Friday. The workweek begins on Saturday and continues through the following Friday. Federal and state income tax will be withheld according to the W-4 on file. Basic social security, Medicare, and retirement contributions will also be withheld as required.

- a. Employees must record their starting time, time out for meal break, time in from meal break, quitting time, and total hours worked for each workday. Unworked time for which an employee is entitled to be paid (paid absences, paid holidays, or paid vacation time) should be entered on the timesheet as such. Timesheets cover one workweek and are to be completed at the close of each workday.
- b. Employees are not permitted to sign in or commence work before their normal starting time or to sign out or stop work after their normal quitting time without the prior approval of the supervisor.
- c. Timesheets must be verified and approved/signed by the supervisor or appropriate administrator at the end of each work week and submitted by noon on the following Monday.

Employees may be subject to disciplinary action for failure to follow guidelines.

2. Non-exempt employees (those not exempt from the provisions of the Fair Labor Standards Act) will be paid overtime compensation at the rate of one and one-half times the regular hourly rate for actual hours worked above 40 hours per week. **Blended overtime rate may apply for hours worked above 40 hours per week outside typical job duties.** Sick leave, personal leave, vacation, jury duty, College holidays, and closings are treated as paid leave and not hours worked in regard to overtime.

5.7.3 Direct Deposit *(Revised xxx)*

All employees will be paid by direct deposit to the employee's account; multiple accounts may be designated based on the capabilities of the College and the financial institutions. Employees will have electronic access to **pay advices earnings statements** through the employee portal and will not receive paper copies. Any exceptions must be approved by Human Resources.

5.7.4 W-2's *(Adopted 12-2-2013)*

W-2s will be available according to IRS guidelines. Employees have the option to receive electronic W-2's through the employee portal.

5.7.5 Payroll Deduction Required by Court Order *(Adopted 1-6-1997)*

The Chief Financial Officer or designee is the only person authorized to receive a writ of sequestration or attachment, wage assignment, a notice of levy by any taxing authority, or any other similar order requiring payment of a portion of an employee's compensation to someone other than the employee.

5.7.6 Payroll Deduction for Debts Due the College *(Adopted 1-6-1997; Revised xxxx)*

The following **policy procedure** shall apply to the collection of a debt owed to the College by any employee.

1. Payroll deductions shall be made from the wages of an employee owing a debt to the College for reasons such as: compensation overpayment, lack of receipts for cash advances for College expenses, lack of payment of special fees or books for classes taken, College-owned property which the employee has damaged, destroyed, or lost due to gross negligence or an intentional act, or any other reason a debt may be owed to the College.
2. The full debt owed to the College shall be deducted from the employee's final pay. The employee shall be held responsible for any amount owed in excess of the final pay and will be invoiced according to College procedures.
3. The amount deducted shall not result in lowering the wage below the minimum wage.

5.7.7 Voluntary Payroll Deductions *(Adopted 12-2-2013)*

1. Charitable Contributions

The College has authorized East Central College Foundation **scholarships** and United Way contributions as approved charitable payroll deductions. These contributions will cease at termination of employment.

2. Other Authorized Contributions

The College may authorize payroll deductions for College-sponsored programs and/or approved memberships or as deemed necessary. Contributions will cease at the end of employment and the remaining balance, if applicable, will be deducted from final pay.

5.8 Employment Contracts – Administrators and Professional Staff *(Adopted 4-15-2014; Revised 6-13-2022)*

Written employment contracts shall be executed with administrators and professional staff annually. Employees who do not have a written employment contract are considered at-will employees.

Procedures *(Adopted 4-15-2014)*

5.8.1 Written Employment Contract

Written employment contract terms are used to convey the important terms and conditions of an individual's employment. Terms and conditions will include, but may not be limited to:

1. Contract beginning and ending date
2. Job title
3. Salary to be paid
4. Any special conditions, assignment, or terms associated with the position

5.8.2 Terms of Employment

The employment contracts for full-time administrators and professional staff will generally be on an annual basis from July 1 through June 30.

5.8.3 Letter of Intent

The College will issue a letter of intent for new administrators and professional staff being recommended to the Board for approval to hire.

5.8.4 Issuance of Contracts *(Revised 6-13-2022, xxx)*

The College will issue contracts to new administrators and professional staff within ten ~~(10)~~ working days of Board hiring approval, and the new administrator/professional staff member will need to return a signed copy of the contract to the designated College official by the designated return date.

The College will issue contracts to reappointed administrators and professional staff within ten ~~(10)~~ working days of Board approval of the budget and annual staffing plan for the upcoming fiscal year. Reappointed administrators and professional staff members will need to return signed contracts to the designated College official by the designated return date.

New and reappointed administrators and professional staff not returning a signed contract to the designated College official by the designated date for all administrator/professional staff contracts will be considered to have declined the College's offer of employment and/or voluntarily vacated the position. The individual will need to reapply for the position. The College funded medical and life insurance benefits will be terminated effective at the end of the month of the contracted term.

Any alterations made to the contract by the administrator or professional staff member will void the contract.

5.8.5 Grant-Funded Contracts

If employment is contingent upon continued receipt of grant funds, the employment contract will state this contingency. In the event the grant should terminate at any time for whatever reason, then this contract shall terminate, and each party's rights and obligations shall be excused and discharged.

5.8.6 Administrator Reappointment *(Adopted 6-13-2022)*

Full-time administrator reappointment will be made based on performance evaluations and the recommendation of the President of the College. Acceptance of contract renewal shall be made by the Board of Trustees upon the recommendation of the President of the College.

5.8.7 Professional Staff Reappointment *(Revised 6-13-2022)*

Full-time professional staff reappointment will be made based on performance evaluations and the recommendation of the supervisor and the administrator to the President of the College and Director of Human Resources. Acceptance of

contract renewal shall be made by the Board of Trustees upon the recommendation of the President of the College.

5.8.8 Administrator/Professional Staff Non-Reappointment

Unless otherwise stated, the contract automatically terminates at its end date. The decision for non-reappointment shall be based upon overall evaluation of the employee and/or the needs of the College

Areas of job performance concern should be discussed with the employee as soon as they are evident and as a part of the evaluation process. Corrections of the deficiencies shall be made in accordance with a performance improvement plan developed by the employee, supervisor, and Human Resources. If deficiencies continue, action shall be taken for non-reappointment. A recommendation for non-reappointment shall be made by the supervisor and the appropriate administrator to the President of the College and Human Resources Director. The decision to not reappoint a full-time administrator/professional staff member shall be made by the College President.

5.8.9 Termination of Contract

Termination will be made upon the recommendation of the supervisor, administrator, Director of Human Resources, and the President of the College. Termination shall be made by the Board of Trustees upon the recommendation of the President of the College.

Contract termination shall be subject to:

1. Retirement of the employee
2. Death of the employee
3. Resignation of the employee
4. Termination for cause by the Board of Trustees in accordance with due process procedures (Procedure 5.22.4)
5. Revocation of appropriate/required certification or required licensures
6. Conviction of a felony
7. Behavior that is violent or harmful to others

5.8.10 Employment Contract Resignations

Resignations effective at the end of the contracted term will be submitted to the supervisor, administrator, Director of Human Resources, and College President, and do not require Board approval. Resignations with an effective date that occurs during the contract year will be submitted to the President of the College for action. It is expected that 30 working days' notice be provided to the College. Acceptance of resignation shall be made by the Board of Trustees upon the recommendation of the President of the College with input from the administrator. The College funded medical and life insurance benefits will be terminated effective the end of the month of the contracted term or the end of the month in which employment is severed if within the contracted term.

Release on less than 30 days' notice may be granted due to extenuating circumstances but will require approval by the College President and Board.

5.9 Employment Contracts - Faculty *(Adopted 6-1-1992; Revised 5-6-2002, 4-15-2014)*

Written employment contracts shall be executed with full-time faculty. Faculty members who do not have written employment contracts (i.e., adjunct faculty) are considered at-will employees.

Procedures *(Revised 8-14-2006, 4-15-2014)***5.9.1 Written Employment Contract**

Written employment contract terms are used to convey the important terms and conditions of an individual's employment. Terms and conditions will include but may not be limited to:

1. Start date, end date, and total number of contract days
2. Job title
3. Salary to be paid
4. Any special conditions, assignment, or terms associated with the position

5.9.2 Terms of Employment *(Revised 6-13-2022)*

The employment contracts covered by this Policy will generally be for the following duration(s):

1. Contracts for full-time faculty will be based on 30 credit hours per the nine ~~(9)~~ month academic calendar or equivalent and run from August through May. Faculty on contracts may accept no more than 18 overload hours per academic year unless approved by the Chief Academic Officer and College President. Faculty do not qualify for paid leave outside the nine ~~(9)~~ month academic calendar or holiday pay for holidays outside of the nine ~~(9)~~ month academic calendar.
2. A contract with compensation for additional duties or days beyond the nine ~~(9)~~ month faculty contract requirements will be defined according to the associated job description.

5.9.3 Letter of Intent *(Adopted 4-15-2014)*

The College will issue a letter of intent for new faculty being recommended to the Board for approval to hire.

5.9.4 Issuance of Contracts *(Adopted 4-15-2014; Revised 6-13-2022)*

The College will issue contracts to new faculty within ten ~~(10)~~ working days of Board hiring approval. ~~and the n~~New faculty members will need to return a signed copy of the contract to the designated College official by the designated return date.

The College will issue contracts to reappointed faculty within ten ~~(10)~~ working days of Board approval of both the budget and the Collective Bargaining Agreement for the upcoming fiscal year. Reappointed faculty members will need to return signed contracts to the designated College official by the designated return date for all faculty contracts.

New faculty and reappointed faculty not returning a signed contract to the designated College official by the designated date will be considered to have declined the College's offer of employment and/or voluntarily vacated the position. The individual will need to reapply for the position. The College funded medical and life insurance benefits will be terminated effective the end of the month of the contracted term.

Any alteration made to the contract by the faculty member will void the contract.

5.9.5 Grant-Funded Faculty Contracts

If employment is contingent upon continued receipt of grant funds, the faculty member will receive a limited-term contract stating this contingency. Throughout the grant-funded position, only limited-term contracts will be awarded. In the event the grant should terminate at any time for whatever reason, then this contract shall terminate, and each party's rights and obligations shall be excused and discharged.

5.9.6 Full-time Faculty Contract Classifications *(Revised 6-13-2022, xxx)*

Full-time faculty contracts shall be divided into three classifications. Contract classifications allow the College to fully evaluate instructional effectiveness and program sustainability.

1. **Limited Term Contract** - ~~A limited term contract~~ may be executed for a semester, academic year, or fiscal year and will automatically terminate at the end of the contract. This classification may be used for grant-funded positions, temporary replacement for a full-time faculty member, the startup phase of a new program, a program in the process of being discontinued, or as otherwise deemed necessary by the President of the College.
2. **Annual Contract** - ~~An annual contract~~ is considered probationary and may be given annually for regular **full-time** faculty positions. Each annual contract shall show a date when employment ends; reappointment to a subsequent annual contract is **not automatic and is contingent dependent** upon satisfactory evaluations and appropriate recommendations. Faculty may receive up to five ~~(5)~~ consecutive annual contracts prior to being considered for **tenure a continuous contract**.
3. **Tenured Contract** - ~~A Tenured contract~~ may be recommended for a faculty member under annual contract, but only after the employee has been employed full-time as faculty in the same discipline, or a secondary discipline as approved by the College, for a total of five ~~(5)~~ years. Faculty who begin service with a mid-year contract and are subsequently employed through an annual contract may be considered for **tenured contract** upon completion of ten ~~(10)~~ consecutive spring and fall semesters.

5.9.7 Full-time Faculty Reappointment *(Revised xxx)*

Full-time faculty reappointment will be made on recommendation of the Chief Academic Officer and the President of the College for Board action. The Board of Trustees shall normally approve all reappointments prior to April 15 but in no event after the start of the new contract year, **or as specified in the current Collective Bargaining Agreement.**

1. **Limited-Term Contract** - Reappointment shall be made upon the recommendation of the Chief Academic Officer and approval of the President and Board. The decision to reappoint shall be based upon satisfactory evaluation of the faculty member, program continuation, grant funding, and staff recommendation.
2. **Annual Contract** - Reappointment shall be made upon the recommendation of the Chief Academic Officer and approval of the President and Board. The decision to reappoint shall be based upon satisfactory evaluation of the faculty member, program continuation, and staffing recommendation.
3. **Tenured Contract** - At or upon the fifth year of employment, an overall evaluation of the faculty member's instructional effectiveness will be made by the ~~division chair and the~~ Chief Academic Officer. If the evaluation is satisfactory and the program is to continue, the faculty member will be recommended for a tenured contract in the sixth year by the Chief Academic Officer upon approval of the President and Board.

5.9.8 Full-time Faculty Non-Reappointment *(Revised 6-13-2022, xxx)*

The decision to not reappoint a full-time faculty member employed under a Limited-Term Contract or an Annual Contract shall be made by the College President after consultation with the Chief Academic Officer. The decision to not reappoint a full-time **tenured** faculty member ~~employed under a Tenured Contract~~ shall be made by the Board of Trustees upon the recommendation of the Chief Academic Officer and the President of the College. These decisions will normally be made prior to April 15 but in no event after the start of the new contract year. **Any provisions outlined in the current Collective Bargaining Agreement shall take priority.**

1. **Limited-Term Contract** - Unless otherwise stated or terminated for cause by the Board of Trustees in accordance with due process procedures (Procedure 5.22.4), the contract automatically terminates at its end date.
2. **Annual Contract** - Unless otherwise stated or terminated for cause by the Board of Trustees in accordance with due process procedures (Procedure 5.22.4), the contract automatically terminates at its end date. The decision for non-reappointment shall be based upon overall evaluation of the faculty member, lack of program continuation, and/or reduction in force based on budgetary or staffing requirements.

- a. If instruction-related areas of concern exist, the faculty member should be notified as soon as they are evident and as part of the evaluation process. Corrections of the deficiencies shall be made immediately in accordance with a plan developed by the instructor, Dean, and the Chief Academic Officer. If the instruction-related deficiencies continue, action shall be taken for non-reappointment. If the faculty member's performance deficiencies are not instruction-related, no prior notice or improvement plan is needed prior to non-reappointment.
 - b. Non-reappointment for an annual contract shall be made upon the recommendation of the Dean, the Chief Academic Officer, and the President of the College.
 - c. Affected faculty may submit a written appeal to the Board of Trustees. The Board of Trustees may review the documents relating to the appeal and decide the matter, or it may hold a hearing. The decision of the Board will be final.
3. **Tenured Contract** - A ~~tenured contract~~ shall continue in effect for an indefinite period, subject only to:
- a. Retirement of the faculty member
 - b. Modification by a succeeding ~~tenure Continuous Contract~~ (compensation, terms of employment, or date modifications)
 - c. Death of the faculty member
 - d. Resignation of the faculty member
 - e. Termination for cause by the Board of Trustees in accordance with due process procedures (Procedure 5.22.4)
 - f. Revocation of appropriate/required certification or required licensures
 - g. Conviction of a felony
 - h. Behavior that is violent or harmful to others
 - i. Non-reappointment due to program suspension or change in program status
 - i. Non-reappointment for a ~~tenured contract~~ based on changes in program status shall be made by the Board of Trustees upon the recommendation of the President of the College with input from the appropriate Dean and Chief Academic Officer.
 - ii. If a reduction in force is necessary involving ~~tenured faculty on tenured contracts~~ in an area with multiple faculty assignments, faculty members shall be selected for non-reappointment based on instructional effectiveness and College service as evidenced by the faculty evaluation process.
 - iii. If program recommendations or other conditions exist that indicate the faculty member shall not be retained, said faculty member shall be notified as soon as possible. If circumstances warrant, the faculty member shall be offered a limited-term contract of one year.
 - j. Non-Reappointment Due to Deficiencies in Performance

If instruction-related areas of concern exist, the faculty member should be notified as soon as they are evident. Corrections of the deficiencies shall be made immediately in accordance with a plan developed by the instructor, the ~~division~~ department chair, and the Chief Academic Officer. If deficiencies continue within one semester after notification, action shall be taken for non-reappointment. If circumstances warrant, the faculty member shall be offered a limited-term contract of one year.

k. Non-Reappointment Due to Financial Exigency

If contract non-renewal is the result of financial exigency, the faculty positions discontinued due to financial exigency will not be filled within a two (2)-year period by replacement(s) nor will temporary full-time positions be created.

Faculty whose tenured ~~Contracts are~~ is not renewed pursuant to subsection (i), (j), or (k) may submit a written appeal to the Board of Trustees. The Board of Trustees may review the documents relating to the appeal and decide the matter, or it may hold a hearing. The decision of the Board will be final.

5.9.9 Employment Contract Resignations *(Revised 6-13-2022)*

Resignations effective at the end of the contracted term will be submitted to the Chief Academic Officer and the Director of Human Resources; such resignations do not require Board approval. Resignations with an effective date that occurs during the contracted term will be submitted to the President of the College for action. It is expected that 30 working days' notice be provided to the College. Acceptance of contract release shall be made by the Board of Trustees upon the recommendation of the President of the College with input from the Chief Academic Officer. The College funded medical, vision, dental, and life insurance benefits will be terminated effective at the end of the month of the contracted term or the end of the month in which employment is severed if within the contracted term.

Release on less than 30 days' notice may be granted due to extenuating circumstances but will require approval by the College President and Board of Trustees.

5.10 Employment-At-Will *(Adopted 6-1-1992, Revised 6-23-2003; Reaffirmed 11-4-2013)*

Employees who do not have a separate, individual employment contract with the College for a specific, fixed term of employment are employed at the discretion of the College for an indefinite period. These employees may resign from the College at any time, for any reason, or may be terminated at any time with or without cause.

Procedures *(Revised 11-4-2013; 6-13-2022)*

5.10.1 Affected Employees

As defined in Policy 5.8, those employed at-will are:

1. Full-time and part-time support staff
2. Adjunct/dual credit faculty

3. Temporary employees
4. Adult Education and Literacy (AEL) Instructors
5. Employees paid solely through a defined Memorandum of Understanding

5.11 Staffing Plan *(Adopted 6-1-1992; Revised 6-23-2003; Reaffirmed 11-4-2013)*

Administration will develop and maintain an annual staffing plan in order to budget for and monitor staffing levels.

Procedures *(Revised 11-4-2013)*

5.11.1 Plan Development

Developing the staffing plan will be the responsibility of the President, with approval by the Board of Trustees. Maintaining the staffing plan will be the responsibility of the Director of Human Resources.

5.11.2 Time Schedule *(Revised 6-13-2022)*

1. The administrative team will discuss and assess staffing needs for the next fiscal year. Discussions will begin early in the calendar year and continue until the budgetary framework has been established.
2. The President will submit the Staffing Plan for the new fiscal year and the annual budget to the Board of Trustees for approval no later than June 30.
3. The President will submit changes to the staffing plan for approval by the Board of Trustees as needed during the fiscal year.

5.11.3 Plan Content *(Revised 6-13-2022)*

The Staffing Plan will include full-time and part-time regular positions, the position title, the employee classification, the funding source, and the name of the individual currently holding the position.

1. New positions must be approved by the Board of Trustees.
2. Replacement of employees in exempt positions must be approved by the Board of Trustees.
3. Vacancies in non-exempt positions may be filled with the approval of the College President for full-time positions or the appropriate administrator for part-time positions.

5.12 Personnel Records *(Adopted 6-1-1992; Revised 4-7-2003, 12-2-2013, 6-13-2022)*

Personnel records and information will be maintained for each applicant, employee, and past employee as required by federal and state law. Personnel files maintained by the Office of Human Resources are to contain information that is needed by the College to conduct its business, or which is required by federal or state law. Files may be paper or electronic or a combination of the two versions. Paper records will be stored in a fireproof cabinet in a secure location.

Procedures *(Revised 12-2-2013)***5.12.1 Personnel File-In General** *(Revised 6-13-2022)*

The file of an individual employee will be considered confidential information and a closed record, to the extent allowed by the law, and will only be available to authorized administrative personnel and the employee. Individually identifiable personnel records, performance ratings, or records pertaining to employees or applicants for employment are closed records under the Missouri Sunshine Law to the extent allowed by law. Pursuant to state law, the names, positions, salaries, and lengths of service of all employees are public information and must be released upon request.

Personnel File Stored in Human Resources *(Revised 3-1-2018, 6-13-2022)*

This file may contain, but is not limited to, the following records:

1. Applications
2. Original evaluations, professional development plans, and other performance documentation (written warnings, performance improvement plans)
3. Salary records
4. Personal information including but not limited to name, address, telephone number, emergency numbers, and spouse
5. Individual employment contract
6. Employee benefit records
7. Transcripts

Personnel File Stored in the Business/Payroll Office

This file may contain, but is not limited to, the following records:

1. Summary record of leaves taken
2. Withholding allowance certificates (W-4 forms) and wage and tax statements (W-2 forms)
3. Timesheets

In accordance with the retention schedule established by the Missouri Secretary of State's Office, records in this file will be retained for 75 years from the date of hire with the following exceptions:

1. Employee benefit records, other than year-end leave balance reports and the official copy of retirement enrollment records, will be retained for three (3) years after employee separation or eligibility for the benefit has expired. Year-end leave balance reports and the official copy of retirement enrollment records will be retained for the full 75 years.
2. Withholding allowance certificates (W-4 forms) and wage and tax statements (W-2 forms) will be retained for five (5) years after employee separation or after the form has been superseded.
3. Records relating to employee leave requests will be retained for three (3) years after completion of an audit of these records.

At the time of an employee's separation from employment, the personnel file may be replaced with a summary file which is retained in lieu of the original file. Summary files contain the following pertinent information condensed from the personnel files: appointments, resignations, promotions, salary history, years of service, and all accumulated leave.

Employee Health and Medical File

These records shall be kept in a file separate from the employee's other personnel records. This file may contain, but is not limited to:

1. Medical examination records and related documentation
2. Records pertaining to an employee's disability, including the employee's request for accommodation and documentation of employer accommodations provided
3. Documentation of work-related illnesses or injuries
4. Records of exposure to hazardous conditions or materials
5. Drug-testing records
6. Physician statements
7. First aid incident reports
8. FMLA-related records
9. Worker's Compensation Records

In accordance with the retention schedule established by the Missouri Secretary of State's Office, records in this file will be retained for seven (7) years after separation except that records relating to hazardous exposure shall be retained for 40 years after separation.

Immigration Records File

The Immigration Reform and Control Act requires all employers to hire only American citizens and aliens who are authorized to work in the United States. The law seeks to preserve jobs for those who are legally entitled to them. The College will implement the following procedures to assure compliance with the law:

1. Any employee hired after November 6, 1986, will complete an Eligibility Verification Form (Form I-9) and will produce documents that will establish their identity and eligibility to work. (Form I-9 contains a list of documents that will fulfill this requirement.)
2. The College will retain an individual's Form I-9 for three (3) years after the date of hire or one (1) year after the individual is terminated, whichever is later. These records will be maintained in Human Resources and kept in a file separate from the employee's other personnel records.
3. The forms may be reviewed by the Immigration and Naturalization Service and potentially by other federal agencies. To minimize potential intrusion, Eligibility Verification Forms will be maintained separately from the employee's personnel files.

Public Access Files for H1B sponsorship will be stored in the Human Resources office separate from the employee personnel record. The College will retain the Public Access Files for one (+) year after the date of employment under the Labor Condition Application. If no foreign national was employed under the Labor Condition Application, the Public Access File will be maintained for one (+) year from the expiration or withdrawal of the Labor Condition Application. Individuals may review the file in the presence of an HR representative. The file may not be removed from the office unless approved.

5.12.2 Employees' Responsibility *(Revised 6-13-2022)*

Employees are responsible for notifying the Office of Human Resources in writing of any changes in the following:

1. Name
2. Address
3. Telephone number
4. Marital status (for benefits and tax withholding purposes only)
5. Addresses and telephone numbers of dependents and spouse or former spouse (for insurance purposes only)
6. Beneficiary designations for any of the College's insurance, disability, and pension plans
7. Persons to be notified in case of emergency
8. Changes in tax withholding (W-4 form)

5.12.3 Record Inspection *(Revised xxx)*

Employees are allowed to inspect their own personnel records in accordance with federal and state laws. **Employees may review their record by submitting a written request to the Director of Human Resources (HR) and allowing three to five business days for access.** Employee review of their file will be conducted in Human Resources with a representative of HR present.

1. In the event that an employee reviews their personnel **file record** and feels that any information in the file is inaccurate or irrelevant, the employee may submit a written request to the Director of Human Resources to have the material revised or removed from the **file-record**. If such a request is not granted, the employee will be permitted to place a written statement of disagreement in the **file record** and can pursue the matter further using the Grievance Process. Under no circumstances may an employee remove an official document from their personnel **file record**.
2. Employees are prohibited from reviewing any personnel **files records** except their own unless authorized by the Director of Human Resources. Examples of individuals who may have a legitimate need to review personnel records include the President, appropriate administrator, immediate supervisor, and the Director of Human Resources or a designated assistant. Any access to a personnel **file record** will be verified and recorded in the Human Resources Office.

Employees are responsible for keeping copies of College communication that may be in their personnel **file record**. Employees will be responsible for making personal copies, which will be conducted in the Office of Human Resources. Employees will not be allowed to remove their **file record** from the Office of Human Resources.

The Office of Human Resources will not make copies of a personnel **file record** for the employee unless otherwise required by special circumstances.

Once **an employee employment** is terminated, access to the personnel **file record** ceases.

5.12.4 Information Request

Employees are to refer any personnel-related inquiry regarding current and past employees to the Office of Human Resources. The Office of Human Resources will verify title, dates of employment, and salary.

5.13 Institutional Use of Name *(Adopted 6/13/2022)*

East Central College uses an employee's legal name at the time of hire or after a legal change for all official College business and communication. Employees who desire to be addressed by a preferred first name which varies from their legal name may opt to specify that a preferred or chosen first name be used for College communication except where use of a legal name is required for College business.

Procedures *(Adopted 6/13/2022)*

5.13.1 Institutional Definitions

Legal Name: The name an individual received at birth and/or the name depicted on legal documents including a birth certificate, social security card, driver's license, passport, etc.

Preferred or Chosen Name: The name an individual has adopted as a replacement for their legal name. The chosen name and legal name will likely not match unless the individual has had the ability to undergo a legal name change process.

5.13.2 Use of Legal Name for College Business

1. The College will use the legal name shared at the time of application, initial employment, or post hire when a new social security card is presented with a legal name change.
2. The legal name (as shown on the Social Security card) will appear on official legal documents used for College business such as:
 - a. Employment records
 - b. Checks disbursed
 - c. Payroll records and tax forms
 - d. Insurance documents
 - e. Employment contracts

- f. Retirement documents
- g. Official health records
- h. Formal HR correspondence

5.13.3 Use of a Preferred or Chosen First Name for College Communication *(Revised xxx)*

The College will use the preferred or chosen first name shared at the time of application, initial employment, or added/changed at a later date.

Preferred or chosen first names may be used if they are not a form of misrepresentation, an attempt to avoid legal obligation, discriminatory, offensive, or fraudulent. The College reserves the right to remove (with or without notice) the preferred name if it contains inappropriate, offensive, or discriminatory language. If an inappropriate preferred or chosen name is removed, the College will default to the employee's legal name and restrict the use of a preferred or chosen name.

The preferred or chosen first name will be used for records/communication in the following capacities and other areas where appropriate and feasible:

- ~~Aviso~~ Watermark
- Canvas
- Colleague Ssystem
- ~~eCentral System~~ MyECC
- Email Aaddresses
- Email Ddisplay Nnames
- Employee Oonline Ddirectory
- Phone Ddirectory
- Employee Iidentification Ccards
- Marketing Mmaterials
- Staffing Pplan
- Organizational Cchart
- Board memos (~~will include legal and preferred name~~)
- Years of Service Awards

Once documentation is submitted, the preferred/chosen name will be displayed in the areas listed above. College processes do not allow for partial applications of the preferred/chosen name.

5.13.4 Request for Preferred or Chosen First Name Change

An employee may request the use of a preferred or chosen first name at the time of application, initial employment, or post-hire by indicating the preferred or chosen name on the Personal Data Sheet available on the Human Resources website and submit the form to Human Resources.

The employee will need to communicate the use of a preferred or chosen first name or of a name change to their supervisor, coworkers, other college staff, students (if applicable), and other relevant individuals.

Human Resources will communicate the change to the Business Office and IT department for processing.

The IT Department will communicate the process for current employees to retain current email records. Employees may request an alias email that will populate the pre-existing inbox to preserve prior emails.

It is important to note that requesting the use of a preferred/chosen first name does not initiate and/or constitute a legal name change. East Central College is not authorized to make a legal name change.

5.13.5 Request for Legal Name Change

The College will make a change to an employee's legal name for employment records when the employee completes the Personal Data Sheet, submits an updated I-9 form, and provides a social security card or court order with the new legal name to Human Resources.

The employee will need to communicate the legal name change to their supervisor, coworkers, other college staff, students (if applicable), and other relevant individuals. Human Resources will communicate the change to the business office and IT Department for processing.

The IT Department will communicate the process for current employees for retaining current email records. Employees may request an alias email that will populate the pre-existing inbox to preserve prior emails.

5.13.6 Request for Name Change for Victims of Domestic Violence and Sexual Assault *(Revised xxx)*

The College will accommodate a request for temporary first and last name change due to Domestic Violence and Sexual Assault in compliance with Policy 5.36 Leave and Accommodations for Victims of Domestic Violence and Sexual Assault.

The preferred or chosen name will be used for records/communication in the following capacities, and other areas where appropriate and feasible:

- ~~Avise~~ Watermark
- Colleague ~~S~~system
- ~~eCentral~~ System MyECC
- Email ~~A~~addresses
- Email ~~D~~isplay ~~N~~ames
- Employee ~~O~~online ~~D~~irectory
- Phone ~~D~~irectory
- Employee ~~I~~dentification ~~C~~ards
- Staffing ~~P~~lan
- Organizational chart

- Marketing ~~M~~materials
- Board memos (~~will include legal and preferred name~~)

The employee will need to communicate the use of a preferred or chosen name to their supervisor, coworkers, other college staff, students (if applicable), and other relevant individuals.

Human Resources will communicate the change to the Business Office and IT ~~d~~Department for processing.

The IT Department will communicate the process for current employees to retain current email records. Employees may request an alias email that will populate the pre-existing inbox to preserve prior emails.

5.14 Job Transfer *(Adopted 6-1-1992; Revised 5-9-2005, 12-2-2013)*

Transfer of personnel will be made in the best interest of the College. The length of service and qualifications of the person will be taken into consideration.

Procedures *(Revised 4-6-2006)*

5.14.1 Reasons for Transfer *(Revised xxx)*

The College retains complete discretion in handling employee transfers. Acceptable reasons for transfer may include-but are not ~~necessarily~~ limited to fluctuations in workloads, better utilization of personnel, increased career opportunities, and health considerations.

5.14.2 Pay for Transferred Employees *(Revised 12-2-2013, 6-13-2022)*

Pay for employees will be determined as follows:

1. Lateral Transfers

Employees transferred to a job within the same classification will continue to receive their existing rate of pay.

2. Transfer to Lower Classification

Employees transferred or reclassified to a job in a lower classification will continue to be paid at their former rate of pay for four ~~(4)~~ weeks or until the end of current contractual obligations, if applicable, and then at the new rate of pay thereafter.

The new salary will be calculated according to the salary placement guidelines as used for new hires.

3. Transfer to Higher Classification

Employees transferred or reclassified to a job in a higher classification will be placed at the appropriate salary according to the salary placement guidelines as used for new hires or no less than ten ~~(10)~~ percent higher than the employee's current salary commencing with the start of the new job.

4. **Transfer from Non-Faculty Position to Faculty** *(Adopted 12-2- 2013)*

Employees transferred or reclassified will be placed at the appropriate faculty salary commencing with the start of the new position. Credentials, relevant experience, and years of service to the College will be considered in determining the appropriate salary.

5. **Transfer from Faculty to Non-Faculty Position** *(Adopted 12-2-2013)*

Employees transferred or reclassified will be placed at the appropriate salary according to the salary placement guidelines commencing with the start of the new position. Credentials, relevant experience, and years of service to the College will be considered in determining the appropriate salary.

5.15 **Notice of Non-Discrimination** *(Adopted 12-2-2013; Revised 6-13-2022)*

Applicants for admission and employment, students, employees, sources of referral of applicants for admission and employment, and individuals with whom the Board of Trustees and College officials do business are hereby notified that East Central College does not discriminate on the basis of race, sex, color, religion, ethnic or national origin, genetic information, age, disability, sexual orientation, gender identity, gender expression, veteran's status or any factor that is a prohibited consideration under applicable law.

Procedures

5.15.1 **Compliance Inquiries** *(Adopted 12-2-2013; Revised 10-5-2017, xxx)*

Any employee or applicant having inquiries concerning East Central College's compliance with employment regulations implementing Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, or the Americans With Disabilities Act of 1990 is directed to contact the Director of Human Resources, ~~005-D Donald Shook Student Center~~ **Hansen Hall room 133**, telephone number 636-584-6710, hrecc@eastcentral.edu.

Any student who believes that they have been discriminated against on the basis of race, color, religion, national origin, ancestry, gender, sexual orientation, age, genetic information, or veteran status should contact the Vice President of Student Development, ~~131~~ **Buescher Hall room 124**, telephone number 636-584-6565.

Any student who believes that they have been discriminated against on the basis of disability should contact an appropriate faculty member or Access staff and may use the grievance policy found in Policy 3.29.

A member of the public who believes that they are being discriminated against in violation of law should contact the Director of Human Resources.

East Central College is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to individuals with disabilities.

5.16 Drug and Alcohol-Free Workplace *(Reaffirmed 12-2-1991; Revised 7-30-20012, 11-4-2013, 6-13-2022)*
 East Central College prohibits the manufacture, distribution, possession, or use of a controlled substance or an imitation controlled substance and the possession, use, or distribution of alcoholic beverages (except as specified in Board Policy 4.31) on any East Central College-owned or controlled property or at College-sponsored functions.

Procedures

5.16.1 Federal Law Compliance *(Revised 6-13-2022; 12-19-2022)*

The College complies with the requirements of the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. § 1011i) and the Drug-Free Workplace Act of 1988 (41 U.S.C. § 8101 et seq.). Although marijuana is legal in Missouri, it is still considered illegal under federal law as a “Schedule I” drug. As such, the distribution, possession, and consumption of marijuana are prohibited on property owned or operated by the College or its affiliates.

5.16.2 Explanation and Consequences of Prohibitive Behavior

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, narcotics, or alcoholic beverages on the College premises or off-campus sites (including College vehicles and any private vehicles parked on College premises or off-campus sites) or College-sponsored functions is absolutely prohibited. This includes reporting to work under the influence of alcohol or illegal drugs and/or having a detectable level of alcohol or an illegal drug present in one's system while on the job, operating College vehicles, or on any College premises. Violations will result in disciplinary action, up to employment termination, and may have legal consequences. All employees and applicants are required to comply with the Drug and Alcohol-Free Workplace Policy as a condition of employment.

Instances of violations could result in the involvement of civil law enforcement authorities. Violations include but are not limited to possessing illegal or non-prescribed drugs and narcotics or alcoholic beverages at work; being under the influence or using those substances while working; or dispensing, distributing, or illegally manufacturing or selling them on College premises.

Employees subject to the Drug-Free Workplace Act who are convicted of any criminal drug violation occurring in the workplace must report the conviction in writing to the Human Resources Office within five (5) days, and the Human Resources Office will take appropriate action as required by law.

5.16.3 Drug and Alcohol Testing

Employees may be asked to take a test if there is reasonable suspicion to believe that an employee is under the influence of an illegal drug and/or alcohol. The following circumstances could cause reasonable suspicion:

1. Observed drug or alcohol use.
2. Apparent physical state of impairment.

3. Incoherent mental state.
4. Marked change in personal behavior that is otherwise unexplainable.
5. Deteriorating work performance that is not attributable to other factors.
6. An accident where there is reasonable suspicion that drugs or alcohol may be a factor.
7. Any circumstances which cause a reasonable suspicion that an employee is under the influence of illegal drugs and/or alcohol.

The test will determine the presence of drugs, narcotics, or alcohol unless such tests are prohibited by law. Employees who agree to take the test must sign a consent form authorizing the test and the College's use of the test results for purposes of administering its discipline policy. It is a violation of this Policy to refuse consent for these purposes or to test positive for alcohol or illegal drugs. Policy violations will result in discipline and may result in termination. Tests that are paid for by the College are the property of the College, and the examination records will be treated as confidential and held in separate medical files.

5.16.4 Employer and Employee Responsibilities *(Revised 11-4-2013, 6-13-2022)*

1. Supervisors should report immediately to the appropriate Vice President and Human Resources Office any action by an employee that might pose a danger to themselves or others. The Director of Human Resources, the appropriate Vice President, and the College President or designee will determine whether the employee should be examined by a physician or clinic and/or tested for drugs and alcohol. Employees believed to be under the influence of drugs, narcotics, or alcohol will be required to leave the premises and, to the extent allowed by law, may be suspended without pay. Alternate transportation must be arranged by the employee. If the employee is unable to secure transportation, alternate transportation will be provided at the employee's expense (i.e., taxi). At no time will a current employee be allowed to transport the employee who is under the influence.

Employees are to report to the appropriate Vice President or Director of Human Resources any suspicious behavior of a co-worker, employee, student, or campus visitor that may be alcohol or drug related without fear of retaliation. To the extent possible, the report will be handled in a confidential manner.

2. Employees who are experiencing work-related or personal problems resulting from drug, narcotic, or alcohol abuse or dependency may request or be required to seek help through the Employee Assistance Program. Authorization to return to work will be required. Employees who participate in a treatment program will be expected to meet existing job performance standards and established work rules.
3. Nothing in this statement is to be interpreted as constituting a waiver of management's responsibility to maintain discipline or the right to take disciplinary measures in the case of poor performance or misconduct.

4. It must be understood that this Policy has no bearing whatsoever on what employees do on their own time unless it reflects on their job performance.

5.16.5 Alcohol and Drug-Free Awareness Program *(Revised 11-4-2013, xxxx)*

The College will inform employees as deemed necessary about:

1. The dangers of alcohol and drug abuse in the workplace.
2. The College's policy and procedures for maintaining an alcohol and drug-free workplace.
3. Any available drug counseling, rehabilitation, and employee assistance programs.
4. The penalties that may be imposed upon employees for alcohol and drug abuse violations occurring in the workplace.

5.16.6 Treatment *(Revised 11-4-2013, 6-13-2022)*

Employees who suspect that they may have an alcohol or drug dependency problem are encouraged to seek diagnosis and follow through with the treatment that is prescribed by qualified professionals to address the problem. Employees having these problems will receive treatment that is extended under the College's health benefit plans and are encouraged to seek additional and/or alternate treatment that may be available at the employee's own expense.

5.17 Employee Title IX Sexual Harassment *(Adopted 8-31-2020)*

Statement of Nondiscrimination Policy and Prohibition on Sexual Harassment

East Central College is committed to maintaining an environment that is free of discrimination on the basis of sex within its educational programs and activities. The College cannot and will not tolerate discrimination against or harassment of any individual or group based upon race, sex, color, religion, ethnic or national origin, genetic information, age, disability, sexual orientation, gender identity, gender expression, veteran's status, or any factor that is a prohibited consideration under applicable law. The prohibition on sex discrimination also prohibits Sexual Harassment, as defined in this policy.

The Nondiscrimination Policy applies to registered or enrolled students, College employees, contractors, vendors, visitors, guests, or other third parties.

Procedures *(Adopted 8-31-2020)*

5.17.1 Scope of Title IX Sexual Harassment Grievance Process

The Sexual Harassment Grievance Process pertains to Sexual Harassment under Title IX, as defined by this Policy, committed by employees against students and/or employees, when: 1) the conduct occurs on campus or other property owned or controlled by the College; or 2) the conduct occurs in the context of a College employment or education program or activity within the United States. The College's education program and activities includes locations, events, or circumstances over which the College exercises substantial control over both the

Respondent and the context in which harassment occurs, and includes any building owned or controlled by a student organization that is officially recognized by the College.

All members of the East Central College community have the right to submit a complaint or raise concerns regarding Sexual Harassment under Title IX pursuant to this Policy without fear of retaliation.

A complete copy of the College's Title IX Sexual Harassment Policy can be accessed online. Hard copies are available at the Title IX Coordinator's office and the Title IX Deputy Coordinator's office.

Complaints that do not fall under the scope of this process will be handled under the applicable employment policies, including Policy 5.22 Employee Conduct and Discipline and Policy 5.18 Protection Against Sexual Harassment.

5.17.2 Definitions

Sexual Harassment – Sexual Harassment is conduct based on sex that may be one or more of the following:

1. Employee conditioning provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct (*i.e.*, a *quid pro quo*); or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity; or
3. Sexual assault, stalking, dating/domestic violence, as defined herein.
 - a. Sexual Assault – Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
 - Sexual Assault includes, but is not limited to, the following acts when they occur without consent of the victim:
 - Any penetration, however slight, of the genitals or anus of one person with the genitals of another person,
 - Any act involving the genitals of one person and the hand, mouth, tongue, or anus of another person,
 - Any sexual act involving penetration, however slight, of the genitals or anus of one person by a finger, instrument, or object,
 - Touching of another person's genitals or breasts under or over the clothing, or
 - Touching of one person with the genitals of another person under or over the clothing,
 - b. Domestic Violence - Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a

spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

- c. Stalking – Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress. A course of conduct is two or more incidents. Stalking includes “cyber-stalking,” a particular form of stalking in which a person uses electronic media.
- d. Dating Violence – Violence by a person who has been in a romantic or intimate relationship with the individual to whom the violence is directed. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction.

Complainant – A Complainant is any individual who is alleged to be the victim of conduct that could constitute sexual harassment under this Policy, in connection with his or her participation in or attempt to participate in an educational program or activity of the College. Employment by the College is considered participation in a program or activity of the College for purposes of this policy. A Complainant may be a student, an employee, or a third party.

Respondent – A Respondent is an individual who is purported to be the perpetrator of conduct that could constitute sexual harassment. A Respondent need not be affiliated with the College in any respect.

Title IX Advisor – A Title IX Advisor is an individual who supports a Complainant or Respondent through the Title IX Sexual Harassment Grievance Process. Each party has the right to select an advisor of their choice, and for that advisor to accompany the party to any part of the grievance process, including all meetings, interviews, and/or hearings. A Title IX Advisor can be a friend, family member, faculty member, mentor, attorney, or any other person of the party's choice who is available and agrees to serve as advisor. The College will appoint a Title IX Advisor at no cost to the party to conduct cross-examination during the grievance process hearing if a party does not have a Title IX Advisor.

Consent – An affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter. The person initiating sexual activity must obtain the other person's consent throughout the duration of the sexual activity. Consenting persons must act freely, voluntarily, and have knowledge of the act or transaction involved. Consent will not be implied by silence or mere passivity from a state of intoxication or unconsciousness; it may not be inferred in circumstances in which consent is not clear, including, but not limited to situations that involve the absence of “no” or “stop,” or those that involve the existence of a prior or current relationship or sexual activity. Consent cannot be given if the Respondent has taken advantage of a position of influence which that person has over the Complainant. Consent cannot be given by an

individual who is incapacitated through the effect of drugs or alcohol or for any other reason. Consent may be withdrawn at any time.

5.17.3 Title IX Coordinator

The Title IX Coordinator is charged with monitoring East Central College's compliance with Title IX, ensuring appropriate education and training, coordinating investigations, responses, and resolution of all reports pursuant to this Policy. In their discretion, the Title IX Coordinator may also designate Deputy Title IX Coordinators to assist in the discharge of these duties.

Any questions or concerns regarding the College's application of this policy may be addressed to the Title IX Coordinator.

The Title IX Coordinator and Deputy Title IX Coordinator may be reached in person during regular office hours, or by telephone, written correspondence, email, or other electronic communication at any other time.

Sarah Leassner
Title IX Coordinator
Section 504 Administrator
Vice President of Student Development
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5.17.4 Resources and Information for Victims of Sexual Harassment

The first priority for any victim of sexual assault or relationship violence is to receive appropriate medical attention for any medical injuries and to preserve evidence in the event the Complainant chooses to pursue a complaint. The College will maintain and publish information containing resources and guidance for victims of sexual assault, relationship violence, and stalking. Such information will be maintained in the College's Annual Security Report and the College's Student Handbook, and any other means identified by the College administration to make the information readily available to the campus. Copies will also be maintained by the College's Title IX Coordinator, who will make such information available to any interested person.

5.17.5 Reporting Potential Policy Violations

1. Reporting Options

The College encourages the reporting of all incidents of Sexual Harassment, including but not limited to sexual assault, relationship violence, and stalking. The decision to report such incidents is a deeply personal and often difficult decision but is often a way for the victim to begin healing. Such reporting may also help prevent future incidents of a similar nature from occurring. Victims are not required, however, to report such incidents, and will not be penalized

if they choose not to report an incident to law enforcement or to the Title IX Coordinator.

a. Report to the Title IX Coordinator or to a Responsible Employee

Individuals who believe they have been subjected to, or are aware that another individual has been subjected to, Sexual Harassment in connection with a College education program or activity, and who wish to report a potential violation of this Policy should notify the Title IX Coordinator or Deputy Title IX Coordinator.

Reports can be made through email, by phone, in person, or by mail.

Upon receipt of any report of Sexual Harassment, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of supportive measures, explain the process for filing a formal complaint, and to provide information about other reporting options and available resources as applicable.

While reports to College counselors will remain confidential, all other employees are required to report the information regarding illegal discrimination, harassment, sexual harassment, sexual assault, relationship violence, or stalking to the Title IX Coordinator.

Reporting Sexual Harassment to the Title IX Coordinator does not automatically start the grievance process – the Title IX Coordinator will explain to the Complainant how to start the grievance process by filing a Formal Complaint. An individual can make a report of Sexual Harassment in order to obtain supporting measures and resources – an individual making a report of Sexual Harassment is not required to file a Formal Complaint.

There is no time limit on reporting Sexual Harassment, though the College encourages prompt reporting, as delayed reporting may hinder the College's ability to complete the grievance process.

b. Confidentiality

Employees are mandated to report information regarding illegal discrimination, harassment, sexual harassment, sexual assault, relationship violence, or stalking to the Title IX Coordinator and cannot keep reports confidential.

The College will keep confidential the identity of Complainants, Respondents, and witnesses involved in Title IX hearings, except when disclosure is required by law or as necessary to carry out the purposes of this Policy.

Counseling services for employees are available through the College's Employee Assistance Program (EAP).

c. Other Reporting Options and Resources

Individuals may make a criminal report with local law enforcement, or appropriate jurisdiction. College personnel are available to assist

individuals with contacting the appropriate jurisdiction for making such a report.

In addition to pursuing criminal or College disciplinary proceedings, individuals may wish to obtain an order of protection, no-contact order, or restraining order from the relevant jurisdiction. Such orders are enforced by the local law enforcement agency in the relevant jurisdiction.

d. Amnesty

In investigating and responding to complaints of Sexual Harassment, the College's primary focus is to address the Sexual Harassment, and, in most cases, the College will grant amnesty to a Complainant or witness for other potential violations, such as alcohol violations. Such potential violations should not discourage a Complainant from notifying the College of incidents of Sexual Harassment.

2. Offer and Provision of Supportive Measures:

Upon receipt of a report, the Title IX Coordinator will promptly and confidentially reach out to the Complainant to discuss the availability of a variety of supportive measures. Supportive measures should also be offered to the Respondent as necessary and appropriate.

Supportive measures are designed to restore or preserve equal access to the College's education programs and activities, protect the safety of all parties and the educational environment, or deter Sexual Harassment. These supportive measures should be non-disciplinary, non-punitive, individualized, and provided free of charge. They must be offered regardless of whether a Formal Complaint is filed and must be kept confidential to the extent that such confidentiality would not interfere with providing the supportive measures.

Examples of supportive measures include, but are not limited to:

- Counseling via the Employee Assistance Program (EAP)
- Modifications of work or class schedules
- Campus escort services
- Mutual restrictions on contact between the parties
- Changes in work locations or assignments
- Leaves of absence
- Increased security and monitoring of certain areas of the campus

3. Administrative Leave

Non-student employee Respondents may be placed on administrative leave during the pendency of the grievance process described in this Policy.

5.17.6 Filing a Formal Complaint of Sexual Harassment

In the event that a Complainant wishes for the College to proceed with an investigation and hearing into the allegations of Sexual Harassment pursuant to the grievance process procedures in this Policy, they must file a Formal Complaint. A Formal Complaint is a document alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. The Complainant must be participating in or attempting to

access a College education program or activity at the time the Formal Complaint is submitted. Employment by the College is considered participation in a program or activity of the College for purposes of this policy.

A Formal Complaint must be in written form, but it may be submitted in person, by mail, or by email. It must be signed by the Complainant, but the required signature may be physical or digital.

A Title IX Coordinator may also initiate a Formal Complaint by signing it. The Title IX Coordinator may consider the specific facts and circumstances and whether there is a pattern of misconduct involving a particular Respondent. A Title IX Coordinator may only sign a Formal Complaint after he or she has contacted the Complainant and discussed supportive measures and the Formal Complaint process with the Complainant. The Title IX Coordinator must consider the Complainant's wishes for how the College responds to the report of Sexual Harassment. The Title IX Coordinator should balance campus safety concerns with respect for survivor autonomy.

The Title IX Coordinator may consolidate Formal Complaints where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where a Formal Complaint includes more than one Complainant or more than one Respondent, any references in this policy to a single Complainant and/or Respondent will also refer to multiple Complainants and/or Respondents.

5.17.7 Dismissal of Formal Complaints

Upon receipt of a Formal Complaint, the Title IX Coordinator will review the allegations set forth therein and determine whether the Complaint may proceed. Although the allegations may still be investigated and resolved pursuant to another College policy (as noted above), Formal Complaints of Sexual Harassment brought pursuant to this policy *must* be dismissed if:

1. The conduct alleged would not constitute Sexual Harassment as defined in this Policy;
2. The conduct did not occur in connection with a College education program or activity;
3. The conduct did not occur against a person in the United States.

Furthermore, the Title IX Coordinator may, in his or her discretion, determine that even though it meets the basic threshold requirements to proceed, a particular Formal Complaint should be dismissed. Specifically, a Formal Complaint *may* be dismissed if:

1. Complainant notified Title IX Coordinator in writing that they would like to withdraw the formal complaint or any allegations within;
2. Respondent is no longer enrolled or employed by the College;
3. Specific circumstances prevent the College from gathering evidence to reach a determination.

After an initial review of the Formal Complaint, the Title IX Coordinator will continue to monitor the investigation and evaluate the Formal Complaint to determine if the above criteria for dismissal apply. Following any dismissal of a Formal Complaint, the Title IX Coordinator will simultaneously send a written notice to the parties of the dismissal and the reasons for the dismissal.

To the extent the behavior alleged in the Formal Complaint could constitute a violation of another College policy, it may be pursued under that policy. The Title IX Coordinator has the discretion to refer the allegations to the appropriate College official.

5.17.8 Informal Resolution

After a Formal Complaint has been filed, if both Complainant and Respondent give voluntary, informed, written consent, the College will assist the parties in reaching an informal resolution to the allegations of Sexual Harassment in the Formal Complaint. An informal resolution cannot be used for Formal Complaints that contain allegations that an employee sexually harassed a student.

5.17.9 Prohibition of Retaliation

The College expressly prohibits retaliation against any individual for exercising their Title IX rights under this Policy. No individual may be discriminated against, intimidated, threatened, or coerced for the purpose of interfering with his or her Title IX rights, or because the individual has made a report pursuant to this Policy, testified, assisted, participated, or refused to participate in a Title IX investigation, proceeding, or hearing.

If an individual feels that they have been subject to retaliation pursuant to this Policy, they should notify the Title IX Coordinator as soon as possible.

5.17.10 Sexual Harassment Grievance Process Procedures

If any party believes that the Title IX Coordinator has a conflict of interest or bias for or against the individual parties and/or for or against complainants or respondents generally, that party should report their concern to the College President. If the College President finds that a conflict of interest or bias exists, the President will designate another individual to serve as Title IX Coordinator for the purposes of the specific grievance process involving the parties.

The Respondent will be presumed not responsible for the policy violation that is alleged in the Formal Complaint unless and until the respondent is found responsible by the Hearing Decision Maker at the conclusion of the grievance process.

The grievance process generally will be completed within 120 days. However, extensions to this time frame may be granted at the request of either party or at the discretion of the Title IX Coordinator when good cause exists for the delay. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The Title IX Coordinator will notify all parties in writing of the delay, the length of the extension granted, and the reason for the extension.

5.17.11 Sexual Harassment Grievance Process - Notice

Within five (5) working days of receipt of a Formal Complaint, the Title IX Coordinator or designee will issue a written notice to the parties. The written

notice should include, if known, the identity of the parties, the conduct alleged to be Sexual Harassment, and the date(s) and location(s) of the incident(s). The notice will also include a statement that the Respondent is presumed to be not responsible for any policy violations. The notice must also inform the parties that they have the right to an advisor of their choice during the grievance process, that they may inspect and review evidence gathered during the investigation, and that Policy 5.22 Employee Conduct and Discipline prohibits knowingly furnishing false information to the College.

If during the course of the investigation, additional allegations are going to be investigated that were not included in the original notice, the Title IX Coordinator or designee will issue a supplemental written notice to the parties.

Parties will also be provided with notice of all meetings, interviews, or hearings with sufficient time to prepare for any meeting, interview, or hearing. Such notice will include the date, time, location, participants, and purpose of the meeting, interview, or hearing.

5.17.12 Sexual Harassment Grievance Process – Title IX Advisors

Each party has the right to select a Title IX Advisor of their choice, and for that Title IX Advisor to accompany the party to any part of the grievance process, including all meetings, interviews, and/or hearings. A Title IX Advisor can be a friend, family member, faculty member, mentor, attorney, or any other person of the party's choice who is available and agrees to serve as a Title IX Advisor.

Parties must provide notice of who will serve as their Title IX Advisor during any grievance hearings at least five (5) working days prior to the hearing. If a party does not have a Title IX Advisor for a grievance hearing, a Title IX Advisor will be selected by the Title IX Coordinator and will be provided at no cost to the party for the purpose of cross examination during the hearing. This appointed Title IX Advisor may be a College employee or may be an outside individual contracted to serve in the role of Title IX Advisor.

Title IX Advisors may offer advice to and confer with the party during any meeting, interview, and/or hearing, but generally may not speak on behalf of the party. The only time a Title IX Advisor may speak on behalf of the party is to conduct cross examination questioning during a grievance hearing. Title IX Advisors are expected to comply with the Rules of Procedure and Decorum for hearings and remain respectful throughout the entire grievance process.

Any Title IX Advisor who fails to comply with these policies, the Rules of Procedure and Decorum for hearings, and/or who does not treat all others with respect throughout the grievance process may be warned by the Title IX Coordinator, Investigator, and/or Hearing Decision Maker for their first infraction. A Title IX Advisor may be asked to leave the grievance proceeding if after being warned they continue to violate these policies or the Rules of Procedure and Decorum for a hearing, and/or continue to not treat others with respect. If an advisor is asked to leave a meeting, interview, or hearing, the proceeding will end and be continued at another time when the party has a Title IX Advisor. Whether an advisor who has been asked to leave a proceeding may

serve as a Title IX Advisor to the party at a later meeting, interview, or hearing will be a decision in the sole discretion of the Title IX Coordinator.

5.17.13 Sexual Harassment Grievance Process – Investigation

The Title IX Coordinator or designee will designate an Investigator to conduct a fair, thorough investigation of the allegations in the Formal Complaint. In general, the Director of Human Resources will investigate complaints against employee Respondents. The College may designate an outside investigator as Investigator. The Investigator will have received training as outlined in Section 5.17.18 of this policy.

The Investigator will provide written notice of any meetings or interviews to the parties and/or witnesses at least **three** 3 working days in advance of the meeting or interview. This notice will include the date, time, and location for the meeting, as well as who will be participating in the meeting and the purpose for the meeting.

The burden will be on the Investigator to fully and fairly investigate the allegation in the formal complaint. All parties will have an equal opportunity to present witnesses and evidence to the Investigator.

At the conclusion of the investigation, the Investigator will send a copy of the evidence that is directly related to the allegations in the Formal Complaint to the parties and their advisors for inspection and review. The parties will then have ten ~~(10)~~ days to submit a written response to the evidence if they choose to do so. The Investigator will consider any written response to the evidence before the completion of the investigative report. The Investigator will make all evidence that is directly related to the allegations available at the grievance hearing.

The Investigator will prepare an investigative report that fairly summarizes all the relevant evidence. The investigative report should include a description of all steps taken in the investigation as well as summaries of all interviews with parties and/or witnesses and all relevant evidence reviewed by the Investigator.

The Investigator will send a copy of the report to the parties and their advisors at least ten ~~(10)~~ days prior to any hearing for the parties' review and written response.

5.17.14 Sexual Harassment Grievance Process – Hearing *(Revised 6-13-2022)*

After the conclusion of the investigation, a live hearing will be held before a Hearing Decision Maker. The Hearing Decision Maker will be appointed by the Title IX Coordinator and may be a single individual or a panel. A single Hearing Decision Maker may be a member of the College community or may be an outside individual contracted to serve in the role. A panel Hearing Decision Maker may include members of the College Community and/or outside individuals contracted to serve on the panel. The Hearing Decision Maker will have received training as outlined in Section 5.17.18 of this policy. The Hearing Decision Maker will issue notice of the hearing to the parties, including the date, time, and location of the hearing. This notice will be provided at least ten ~~(10)~~ working days before the hearing.

The hearing will be held pursuant to the Rules of Procedure and Decorum. At the request of either party, the hearing will be held with the parties in separate rooms or locations, with the parties' Hearing Decision Maker able to simultaneously see and hear each other through technology. Whether the hearing is conducted virtually or in person, it will be recorded.

The Investigator will make all evidence that is directly related to the allegations available at the grievance hearing. All parties may refer to such evidence and may use it in cross examination. The Investigator will provide a copy of the investigative report and all evidence that is relevant to the allegations in the formal complaint to the Hearing Decision Maker. However, the Hearing Decision Maker may not defer to the investigative report and must objectively evaluate all relevant evidence and independently reach a determination regarding responsibility.

The Investigator, Complainant, and Respondent all have the ability to testify and call witnesses at the hearing, and to provide evidence to the Hearing Decision Maker, who will have the opportunity to ask questions of all parties and witnesses during the hearing.

After the Hearing Decision Maker asks their questions, each party's Title IX Advisor will have the opportunity to ask all relevant and follow-up questions of the other party and all witnesses during cross examination. No party shall be questioned directly by the other party. Title IX Advisors must abide by the Rules of Procedure and Decorum in questioning parties and witnesses. Any Title IX Advisor who does not abide by the Rules of Procedure and Decorum will be warned or dismissed from the hearing at the discretion of the Hearing Decision Maker.

The Hearing Decision Maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions during the hearing, including cross examination.

The Hearing Decision Maker will state whether each question is relevant before the question is answered by the party or witness to whom it is directed and explain any decision to exclude a question as not relevant. If the Hearing Decision Maker is a panel, the panel will designate one member as chair, and that individual will determine and state whether each question is relevant. Questions or evidence that are deemed irrelevant by the Hearing Decision Maker will be excluded from the hearing. Formal rules of evidence shall not apply.

The following types of evidence must be considered irrelevant by the Hearing Decision Maker:

1. Evidence that is not pertinent to proving whether a fact material to the allegation is more or less likely to be true.
2. Information that is protected by privilege (e.g., attorney-client privilege).
3. Any party's medical, psychiatric, psychological, or counseling records without that party's voluntary, written consent.
4. Any information about the Complainant's sexual predisposition or prior sexual behavior, unless it is offered to prove that someone other than the

Respondent committed the behavior alleged in the formal complaint or offered to prove consent.

5.17.15 Sexual Harassment Grievance Process – Determination of Responsibility

The Hearing Decision Maker will issue a written determination whether the Respondent is responsible for the policy violations alleged in the Formal Complaint within five (5) working days of the conclusion of the hearing. The Hearing Decision Maker must determine the weight of the evidence and credibility of the parties in reaching a determination.

The written determination shall include:

1. An identification of the allegations in the Formal Complaint.
2. A description of procedural steps taken from the receipt of the Formal Complaint through the determination, including any notices, interviews, investigations, and hearings.
3. Findings of fact that support the determination.
4. Conclusions regarding the application of the policy to the facts.
5. A statement and rationale for the result for each allegation including the determination of responsibility, any sanctions that will be imposed on the Respondent, and whether any remedies designed to restore and preserve equal access to the College's educational program will be provided to the Complainant.
6. The procedures and acceptable bases for appeal of this determination.

The standard of proof will be "preponderance of the evidence," which means whether the evidence shows it is more likely than not that a policy violation occurred.

The written determination will be provided simultaneously to all parties. The determination will become final, and any sanctions will take effect after the resolution of any appeal, or if no appeal is filed, after the deadline to file an appeal.

5.17.16 Sexual Harassment Grievance Process – Sanctions and Remedies

If the Respondent is found responsible for any violations of policy, then the Hearing Decision Maker will determine what disciplinary sanctions will be imposed on the Respondent and what remedies designed to restore and preserve equal access to the College's educational programs will be offered to the Complainant.

The possible sanctions that can be imposed on an employee Respondent found responsible include, but are not limited to:

1. Verbal Warning – An oral verbal warning may be given, at the discretion of the Hearing Decision Maker. Such warnings shall be noted in writing and placed in the individual's personnel file in Human Resources.
2. Written Warning – The Hearing Decision Maker may issue a written warning, a copy of which will be sent to the employee along with a copy to the Director of Human Resources for the employee's personnel file.

3. Suspension With or Without Pay – Suspension with or without pay may be invoked for a time period deemed consistent with the seriousness of the offense and the circumstances. A decision to suspend requires approval by the Human Resources Director, appropriate Vice President, and College President. Earned vacation or other leave may not be applied during an unpaid suspension nor will leave accrue during an unpaid/paid suspension. Notice will be given in writing with a copy to the employee’s personnel file in Human Resources.
4. Termination – Employees may be immediately terminated when the seriousness and nature of an offense warrants. A decision to terminate will be made by the supervisor, appropriate Vice President, Human Resources Director, and College President. If applicable, the College will follow the due process procedures established in 5.22.4.

In addition to sanctions imposed on the Respondent, remedies can be offered to the Complainant to restore and preserve equal access to the College’s educational program and activities. Remedies may be, but are not limited to, a continuation of previously offered supportive measures. Additionally, remedies may burden the Respondent or be punitive/disciplinary in nature.

5.17.17 Sexual Harassment Grievance Process – Appeals

Any party may appeal the determination of responsibility or a dismissal of a Formal Complaint by submitting a written request to the College President within five (5) working days of the issuance of the Hearing Decision Maker’s determination of responsibility. The request should include a short statement outlining the basis for appeal.

Appeals are limited to the following bases:

1. Procedural irregularity that affected the outcome of the matter,
2. New evidence that was not reasonably available at the time of the determination of responsibility or the dismissal of the Formal Complaint that would affect the outcome of the matter, or
3. The Title IX Coordinator, Investigator, or Hearing Decision Maker had a conflict of interest or bias for or against complainants or respondents generally that affected the outcome of the matter.

The College President will notify the parties in writing that an appeal has been filed. Each party will then have ten (10) working days to submit a written statement in support of or challenging the outcome of the hearing.

The College President will issue a written determination of the outcome of the appeal, describing the result of the appeal and the rationale in support of that decision within seven (7) working days of the deadline for parties to submit their written statements. The College President’s written determination will be provided simultaneously to all parties.

5.17.18 Training

In addition to the information contained in this Policy, the College will, in accordance with the Campus Sexual Violence Act (“SaVE Act”), provide training

and information to members of the campus community regarding the following topics:

1. Safe and positive steps an individual may take to intervene to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against another person.
2. Information about how to recognize warning signs of abusive behavior in order to mitigate the likelihood of perpetration, victimization, or bystander inaction.
3. Awareness campaigns and prevention programs intended to stop domestic violence, dating violence, sexual assault, and stalking before they occur, and to increase campus awareness and share information and resources for the same purpose.
4. Written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims, both within the institution and in the community.

The College will distribute this information to members of the campus community through the College's Annual Security Report and the College's Student Handbook, and any other means identified by the College administration to make the information readily available to the campus. Copies will also be maintained by the College's Title IX Coordinator, who will make such information available to any interested person.

Additionally, the College will ensure that the Title IX Coordinator, Investigator, Hearing Decision Maker, and any person who facilitates an informal resolution has received training on:

- The definition of Sexual Harassment as set out in this policy.
- The definition of Consent under this policy and how to apply the definition of Consent consistently and impartially.
- The scope of the College's education program or activity.
- How to conduct the grievance process, including investigations, hearings, appeals, and informal resolutions (as applicable).
- How to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, or bias.

Hearing Decision Makers will also receive training on:

- How to operate any technology used in conducting a hearing.
- How to determine relevance of questions and evidence, including the provisions of this policy pertaining to the exclusion of evidence of a Complainant's previous sexual behavior.

Investigators will also receive training on:

- How to determine if evidence is relevant to an investigation.
- How to create an investigative report that fairly summarizes relevant evidence.

All training materials used by the College must not rely on sex stereotypes and must promote the impartial investigation and adjudication of Formal Complaints.

All training materials used to train the Title IX Coordinator, Investigator, Hearing Decision Maker, and any individual who facilitates an informal resolution must be made publicly available. These materials will be published online.

5.17.19 Recordkeeping

The Title IX Coordinator must create and maintain for a period of at least seven years records of any actions, including any supportive measures taken in response to a report or formal complaint of Sexual Harassment. For each instance, the Title IX Coordinator must document: 1) the basis for the conclusion that the College's response was not deliberately indifferent, and 2) that the College has taken measures designed to restore or preserve equal access to the College's educational program or activity. If the Title IX Coordinator does not provide the Complainant with supportive measures, then the Title IX Coordinator must document why it was not clearly unreasonable to not provide supportive measures.

The Title IX Coordinator will also maintain the following records for a period of at least seven (7) years:

- Records related to each Sexual Harassment investigation, including any determination regarding responsibility
- Any audio or audiovisual recording or transcript from a grievance hearing
- Records of any disciplinary sanctions imposed on the Respondent
- Records of any remedies provided to the Complainant
- Any appeal from a grievance process and the result of the appeal
- Records related to any informal resolution and the result of the informal resolution
- All materials used to train the Title IX Coordinators, Investigator, Hearing Decision Maker, and any individual who facilitates an informal resolution

5.18 Protection Against Sexual Harassment *(Adopted 10-6-2014)*

East Central College is committed to maintaining a workplace and educational environment that is free from sexual harassment based on gender or sexual orientation. The College also prohibits:

1. Retaliatory actions based on making complaints of sexual harassment or based on participation in an investigation, formal proceeding, or informal resolution concerning sexual harassment.
2. Aiding, abetting, inciting, compelling, or coercing sexual harassment.

Procedures *(Adopted 10-6-2014; Revised 6-8-2020)*

5.18.1 General Rule

Except as otherwise set forth in Policy, all employees, students, and visitors must immediately report to the College for investigation any incident or behavior that could constitute sexual harassment.

5.18.2 Definitions *(Revised 6-13-2022)*

The following definitions apply to this Policy:

Compliance Officer – The College designated individual(s) responsible for compliance with Title IX in regard to students and employees.

Complaint – An informal or formal report of sexual harassment made to a Compliance Officer.

Discrimination – Conferring, refusing, or denying benefits or providing differential treatment to a person or class of persons in violation of law based on an employee’s protected status, such as gender or sexual orientation. A complaint of Sex Discrimination as defined herein is grieved through Policy 5.32.

Harassment – A form of discrimination that occurs when the school or work environment becomes permeated with intimidation, ridicule, or insult that is sufficiently severe or pervasive enough that it unreasonably alters the employment or educational environment. This is also sometimes referred to as a hostile work environment when the harassment is related to an employee’s protected status, such as gender or sexual orientation.

Sexual Harassment – A form of discrimination on the basis of sex. Sexual harassment is unwelcome conduct that occurs when a) benefits or decisions are implicitly or explicitly conditioned upon submission to, or punishment is applied for refusing to comply with, unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature or b) the school or work environment becomes permeated with intimidation, ridicule, or insult that is based on sex or is sexual in nature and that is sufficiently severe or pervasive enough to alter the conditions of participation in the College’s programs and activities or the conditions of employment. Sexual harassment may occur between members of the same or opposite sex.

Behaviors that could constitute sexual harassment include but are not limited to:

1. Sexual advances and requests or pressure of any kind for sexual favors, activities, or contact.
2. Conditioning grades, promotions, rewards, or privileges on sexual favors, activities, or contact.
3. Punishing or reprimanding persons who refuse to comply with sexual requests, activities, or contact.
4. Graffiti, name calling, slurs, jokes, gestures, display of pictures or written material, or communications of a sexual nature or based on sex.
5. Physical contact or touching of a sexual nature, including touching of intimate parts and sexually motivated or inappropriate patting, pinching, or rubbing.

5.18.3 Designated Compliance Officer(s) *(Revised xxx)*

The Board of Trustees designates the following individual(s) to act as the College’s compliance officers:

The Chief Student Affairs Officer will serve as the Administrator for Title IX and Section 504 in regard to students at the College or designated locations. The Title IX Administrator has responsibility for compliance as it relates to students. The Title IX Administrator is located on the main campus of East Central College at

1964 Prairie Dell Road, ~~131~~124 Buescher Hall, Union, MO 63084. Phone: 636-584-6565, Email: stnotice@eastcentral.edu.

The Director of Human Resources will serve as the Deputy Administrator for Title IX and ADA in regard to employees, contractors, and visitors to the College or designated locations. The Deputy Title IX Administrator is located on the main campus of East Central College, 1964 Prairie Dell Road, DSSC005, Union, MO 63084. Phone: 636-584-6710~~2~~, Email: ~~hrnotice@eastcentral.edu~~ hrecc@eastcentral.edu.

5.18.4 Responsibilities of the Deputy Administrator for Title IX and ADA

1. Coordinate compliance with this Policy and the law
2. Receive all complaints regarding sexual harassment at East Central College in regard to employees, contractors, and visitors to the campus or designated locations
3. Serve as the College's contact person for compliance with discrimination laws
4. Investigate or assign persons to investigate complaints, monitor the status of complaints, and recommend consequences
5. Seek legal advice when necessary to enforce this Policy
6. Report to the College President and the Board of Trustees aggregate information regarding the number and frequency of complaints and compliance with this Policy
7. Make recommendations regarding the implementation of this Policy
8. Coordinate and institute training programs for College staff and supervisors as necessary to meet the goals of this Policy, including instruction in recognizing behavior that constitutes sexual harassment
9. Perform other duties as assigned by the College President

5.18.5 Informal Complaint Process

In cases where an employee feels that they have been subjected to any suspicious/questionable behavior or sexual harassment as defined in this Policy, the person may, if appropriate, attempt to resolve the situation by using the following informal procedures:

1. Communicate that the behavior is unwelcome, requesting that the unwelcome behavior stop immediately. Document the date and time of the conversation. Inform their own immediate supervisor and/or Human Resources.
and/or
2. Speak with the appropriate supervisor and/or Human Resources who may speak with the person whose behavior is unwelcome. Document the date and time of the conversation. The supervisor will document and report the incident to Human Resources.

Informal complaints that have not been resolved to the satisfaction of the employee will be referred to the Office of Human Resources for investigation and resolution.

5.18.6 Formal Complaint Process

Employees or other individuals who are not students who believe that they have been victims of sexual harassment may file a formal complaint with the Office of Human Resources for investigation by the Deputy Administrator for Title IX or designee.

Students who believe they have been victims of sexual harassment or sexual violence as referenced in Policy 3.30 Student Protection Against Discrimination and Harassment may file a formal complaint with the Administrator of Title IX or designee and it will be promptly investigated.

5.18.7 Procedure for Investigation of Complaints

The Deputy Administrator of Title IX or designee will investigate all complaints. All persons are required to cooperate fully in the investigation. The Deputy Administrator of Title IX or designee may utilize an attorney or other professionals to conduct the investigation.

In determining whether alleged conduct constitutes sexual harassment, the Deputy Administrator of Title IX or designee will consider the surrounding circumstances, the nature of the behavior, the relationships between the parties involved, past incidents, the context in which the alleged incidents occurred, and all other relevant information. Whether a particular action or incident constitutes a violation of this Policy requires a determination based on all the facts and surrounding circumstances. If, after investigation, the Deputy Administrator of Title IX or designee determines that it is more likely than not that sexual harassment or other prohibited behavior has occurred, College officials will take immediate corrective action.

The following procedures will be used as a guideline for investigating complaints:

1. Interview complainant regarding the nature and specifics of the incident(s) (complainant will make written statement).
2. Interview the person accused (accused will make a written statement).
3. Interview other possible witnesses, if appropriate (witnesses will make written statements).
4. The Deputy Administrator of Title IX or designee will prepare a written factual findings report.
5. The Deputy Administrator of Title IX or designee will determine if a violation of the Policy more likely than not occurred based on the facts of the investigation.
6. The Deputy Administrator of Title IX or designee will provide the College President a copy of the written report and a recommendation on the determination as to whether the alleged conduct is a violation of this Policy.
7. The College President will review the findings and determine the appropriate response and/or corrective action or discipline, if any, according to Policy 5.22.
8. The decision is final and cannot be grieved through Policy 5.32.

5.18.8 Confidentiality and Records

To the extent practical, the College will endeavor to keep confidential the identity of the person filing a complaint, witnesses or other parties interviewed, and any information or other document that is generated or received pertaining to complaints. Information may be disclosed if necessary to further the investigation or resolution of a complaint or if necessary to carry out disciplinary measures. The College will disclose information to the College's attorney, law enforcement, and others when necessary to enforce this Policy or when required by law. In implementing this Policy, the College will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record.

5.18.9 Employee's Obligation *(Revised 6-13-2022)*

Accountability for compliance with this Policy will be the responsibility of all employees. Employees will be required to complete sexual harassment prevention training as determined by the College.

Any employee who believes they have been a victim of any suspicious/questionable behavior or sexual harassment as defined in this Policy is required to report the incident(s) to the immediate supervisor and Human Resources.

Any employee who believes or has knowledge that an employee or visitor to the College or designated locations has been a victim of any suspicious/questionable behavior or sexual harassment as defined in this Policy is required to report the incident(s) to the immediate supervisor and Human Resources.

Any employee who believes or has knowledge that a student has been a victim of sexual harassment, sexual assault, relationship violence, or stalking is required to report to the Chief Student Affairs Officer and refer to Policy 3.30 Student Protection Against Discrimination and Harassment.

In addition, all employees are required to fully cooperate during an investigation. This includes the requirement that employees should only make truthful reports and complaints.

5.18.10 Consequences

Employees who violate this Policy will be disciplined, up to and including employment termination according to Policy 5.22 Employee Conduct and Discipline.

Contractors, visitors, or others who violate this Policy may be prohibited or restricted from the College's main campus, designated properties, or College sanctioned events.

5.19 Disability and Workplace Accommodation *(Adopted 5-12-2014; Revised 6-13-2022)*

East Central College is committed to the fair and equal employment of individuals with disabilities. The College will reasonably accommodate qualified individuals with disabilities unless the accommodation would impose an undue hardship on the

organization. The College will comply with all Federal and state laws concerning the employment of persons with disabilities.

Procedures

5.19.1 Disability

“Disability” refers to a physical or mental impairment that substantially limits one or more of the major life activities of an individual. An individual who has such impairment, has a record of such impairment, or is regarded as having such impairment is a “disabled individual.” A “qualified person with a disability” means an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the job.

5.19.2 Reasonable Accommodation

The College will seek to provide reasonable accommodation for a known disability or at the request of an individual with a disability. A “reasonable accommodation” is any change or adjustment to the job application process, work environment, or work processes that would make it possible for the individual with a disability to perform the essential functions of the job.

There are three types of reasonable accommodations that may be considered:

1. Changes to the job application process so that a qualified applicant with a disability will receive equal consideration for the job opportunity.
2. Modifications to the work environment so that the qualified individual with a disability can perform the essential functions of the job.
3. Adjustments that will allow a qualified individual with a disability to enjoy the same benefits and privileges of employment as other similarly situated employees without disabilities.

5.19.3 Essential Job Functions

“Essential job functions” refers to activities that are core to performing a job and cannot be modified. For each position, the job description will identify essential job functions. Job descriptions will be reviewed on a periodic basis to evaluate job functions designated as essential.

5.19.4 Requesting Reasonable Accommodation

An employee with a disability is responsible for requesting an accommodation from the Human Resources Department or their supervisor and providing medical documentation regarding the disability when requested. Once medical documentation is received, the Human Resources Department will work with the supervisor, employee, and medical provider, where applicable, to identify possible reasonable accommodations and to assess the effectiveness of each in allowing the employee to perform the essential functions of the job. Based on this interactive process, a reasonable accommodation will be selected that is most appropriate for both East Central College and the individual employee. While an individual’s preference will be considered, the College is free to choose between

equally effective accommodations with consideration toward expense and impact on the rest of the organization.

5.19.5 Undue Hardship

A request for reasonable accommodation may be denied if it would create an undue hardship for the College. Factors to be considered when determining whether an undue hardship exists may include but are not limited to 1) the nature and cost of the accommodation, 2) the College's overall financial resources, 3) the effect on expenses and resources or other impact, and 4) the number of employees at the location and the total number of employees of the College.

5.19.6 Safety

All employees are expected to comply with all safety procedures. East Central College will not place qualified individuals with disabilities in positions in which they will pose a direct threat to the health or safety of others or themselves. The determination that an individual with a disability poses a direct threat will be made by the Human Resources Department and will be based on factual, objective evidence. A written copy of the determination will be given to the employee so that they may submit additional information and/or challenge the determination that they pose a direct threat.

5.19.7 Confidentiality

All information obtained concerning the medical condition or history of an applicant or employee will be treated as confidential information, maintained in separate medical files, and disclosed to ECC personnel as deemed necessary and as permitted by law.

5.19.8 Complaint Procedure

It is the policy of East Central College to prohibit any harassment or discriminatory treatment of employees on the basis of a disability or because an employee has requested a reasonable accommodation. If an employee feels they have been subject to such treatment or has witnessed such treatment, the situation should be reported to Human Resources. Any employee found to have engaged in retaliation against another employee for making a request for reasonable accommodation under this Policy, registering a complaint under this procedure, or assisting in the investigation of any registered complaint will be subject to immediate disciplinary action up to and including termination.

5.20 Workers' Compensation *(Adopted 5-12-2014)*

The College provides Workers' Compensation benefits for all College employees pursuant to the mandates of the Missouri Workers Compensation Law. Employees who suffer an injury or who are exposed to or contract any occupational disease arising out of and in the course of their employment with the College ("a work-related injury") will receive benefits from the College in accordance with this Policy and the Missouri Workers' Compensation Law ("the Law").

Procedures

5.20.1 Reporting of Injury *(Revised 6-13-2022, xxxx)*

Employees must notify their supervisor or College-designated representative immediately of any work-related injury prior to seeking treatment or if refusing treatment. The supervisor or College-designated representative should inform Human Resources of the work-related injury. College-designated representatives include the Facilities/Grounds Director and the satellite site director for the site at which the work-related injury occurred. ~~A list of the College-designated representatives and any forms referenced in this Policy will be maintained on the College webpage by Human Resources.~~

An injured employee must visit the College-designated authorized provider or facility in order to be covered through Workers' Compensation. The employee is to inform the medical providers and facilities that the injury was work-related.

If a work-related ~~injury~~ injury happens ~~during the normal College business hours of 8 a.m. to 4:30 p.m. Monday—Friday~~, the employee must inform the immediate supervisor or appropriate administrator. The employee is to submit a written report of injury by the next business day. The supervisor is to contact Human Resources for authorization of treatment and must submit a written report of the injury by the next business day. Human Resources will contact the designated facility to authorize treatment.

~~If a work-related injury happens outside of the normal College business hours of 8 a.m. to 4:30 p.m. Monday—Friday, the employee must inform the immediate supervisor or appropriate administrator. The employee must submit a written report of injury by the next business day.~~

~~If a work-related injury happens on the weekend or a holiday, the employee should contact the immediate supervisor. The work-related injury should be reported to the supervisor and a written report of injury must be completed the next business day. The supervisor will contact the designated facility to authorize treatment and submit a written report of the injury to Human Resources by the next business day.~~

5.20.2 Designated Workers' Compensation Facilities *(Revised xxxx)*

The College will identify healthcare facilities in close proximity to each of its locations which will be designated Workers' Compensation facilities to be utilized in case of a work-related injury. Employees are required to utilize the designated facilities according to the designated hours.

An injured employee must visit an authorized provider or facility in order to be covered through Workers' Compensation. A list of these facilities will be maintained in the Human Resources Office ~~and posted on the Human Resources web page~~. Employees will be responsible for payment for medical treatment if they receive treatment from any medical provider or facility other than the College authorized medical provider or facility.

For purposes of physical therapy, an employee may use the College authorized medical provider or facility that is closest to the employee's home.

5.20.3 Emergency Situations *(Revised 6-13-2022)*

Employees must notify the supervisor immediately of any work-related injury. If a work-related injury is an emergency, 911 should be called immediately. The EMS team/first responders will determine the appropriate care and whether the employee needs to be treated at the hospital. The supervisor will contact Human Resources if during normal College business hours and Human Resources will contact the hospital to authorize treatment.

5.20.4 Non-Emergency Situations *(Revised 6-13-2022)*

If the work-related injury is a non-emergency but requires medical treatment, the employee or immediate supervisor will notify Human Resources and go to a designated medical facility closest to their campus per the hours of operation. The College-designated representative will contact the facility to authorize treatment of the employee. If the employee is not capable of driving, alternate transportation arrangements will be made by the employee or College. Employees should not transport another employee unless approved by a College administrator, Human Resources, or the applicable satellite site director.

5.20.5 Injury Report

An injury report should be completed by the employee and the supervisor and submitted to the Human Resources Office no later than the next business day after the work-related injury. Any witness(es) should complete the injury report form and submit it to the supervisor. If the nature of the work-related injury is such that the employee cannot immediately submit the completed report of injury form, the employee's supervisor will assist the employee in completing the form as soon as possible. Any delay in reporting the work-related injury may delay Workers' Compensation benefits. Injury report forms are available in the Human Resources office and on the Human Resources web page.

5.20.6 Follow-up Medical Treatment *(Revised 6-13-2022)*

Follow-up visits and/or therapy may be scheduled during normal working hours and the employee will report the time away from work as sick leave. An employee does not receive compensation when treatment is after hours or on a holiday.

An employee can receive mileage reimbursement for medical treatment according to College Policy for travel from the work location to the designated facility. An employee can receive mileage reimbursement for medical treatment according to Workers' Compensation for travel from the work location to the designated medical facility if 25 miles or more one way.

5.20.7 Return to Work

Employees must provide a release from the treating physician to return to work after being absent due to a work-related injury. The employee will work

with the supervisor and Human Resources if any restrictions are required. All releases from treating physicians must be forwarded to the Human Resources office.

An employee who fails to return to work after receiving the release from the treating physician to do so would be considered absent from their job without authorization. The College considers three (3) days of unauthorized absences without notice to be a voluntary resignation.

5.20.8 Compensation Benefits

The College will pay for time lost because of a work-related injury during the remainder of the normal workday in which the work-related injury occurs.

5.20.9 Temporary Total Disability Benefits *(Revised 6-13-2022)*

Employees will receive Temporary Total Disability (TTD) Benefits in accordance with the Law. TTD Benefits are wage replacement benefits paid to an employee in lieu of wages during the period of time in which the employee is unable to return to any employment because of a work-related injury.

Employees whose average weekly wage as defined by the Law (“average weekly wage”) exceeds the actual wage necessary to obtain the maximum total disability rate as defined by the Law (“maximum wage”) may use accrued vacation, sick leave, or personal leave to cover the difference between the employee’s average weekly wage and the maximum wage during the time period such employee is entitled to TTD Benefits under the Law.

By Law, TTD Benefits are not provided for the first three (3) full days of absence due to a work-related injury unless the employee is off work for at least 14 calendar days due to a work-related injury. The employee may request use of accrued vacation, sick leave, or personal leave for the first three (3) days’ absence from work. If the employee is off work for more than 14 calendar days, TTD Benefits will be made from the first day of lost time. The College will adjust the employee’s accrued vacation, sick leave, or personal leave based on the difference between the amount of TTD Benefits paid and the amount of accrued leave used for the first three (3) days of absence.

An employee who is receiving unemployment benefits may not receive concurrent TTD benefits.

An employee who is terminated from employment with the College for post-injury misconduct will not be entitled to continue to receive TTD benefits.

An employee receiving TTD Benefits will continue to accrue vacation and sick leave.

Employees should refer to PSRS/PEERS for information on the potential impact of TTD Benefits on retirement benefits.

An employee who has returned to work after a work-related injury but is still receiving medical treatment will not receive TTD benefits for time missed from work for physical therapy, employer-requested medical evaluations, or to attend medical treatment and/or evaluations. The employee will be allowed to seek follow-up treatment during the normally assigned work shift and will report the absence as sick leave.

5.20.10 Continuation of Employee Benefits While Off Work Due to Work-Related Injury

If an employee is not able to work due to a work-related injury, all regular employee benefits may continue as long as the injured person remains an employee of the College. However, since the employee will be receiving TTD Benefit checks directly from the College's insurer and not through the College's regular payroll system, the employee's portion of the cost for dependent benefits cannot automatically be deducted from the employee's payroll check. Therefore, the employee is responsible for making separate payment arrangements with the College.

Workers' Compensation leave for more than three (3) days will be designated as FMLA leave for qualifying employees.

5.20.11 Compliance *(Revised 6-13-2022)*

Under the law, Workers' Compensation benefits can be denied if an employee is found to be using alcohol and/or non-prescribed controlled drugs in the workplace and the use is the proximate cause of the injury. If the employee is found to be using alcohol/drugs and the use is not a proximate cause of injury, a 50% penalty can be leveraged against otherwise payable benefits.

An employee with a work-related injury must strictly follow all instructions of the treating physician. This compliance includes but is not limited to prescription use, therapy, rest, following activity restrictions, and returning for follow-up visits. Compliance with medical instructions is mandatory on and off the job.

If an employee violates a rule of the College or fails to use a required safety device, that employee's Workers' Compensation benefits may be reduced by 25-50%.

Employees are expected to comply with these policies as a condition of their employment. This includes but is not limited to the expectation that an employee shall:

1. Comply with physician's orders,
2. Immediately notify their supervisor or the College designated representative of a work-related injury,
3. Refrain from the use of drugs and/or alcohol in violation of the College's policies,
4. Comply with safety standards,
5. Return to work upon release of physician, and
6. Be truthful and accurate in all claims and reports.

Failure to comply with this Policy may result in College discipline up to and including termination.

5.21 Communicable Diseases *(Approved 3-7-1988; Revised 11-3-2003, 11-4-2013, 6-13-2022)*

The College will take appropriate action to minimize the risk of transmission of communicable diseases and to maintain a safe campus working and educational environment. Some College departments have additional restrictions and procedures that must be followed due to the nature of the educational environment.

Procedures *(Revised 11-4-2013)*

5.21.1 Definitions *(Revised 6-30-2014)*

Communicable Disease - An infectious disease that is capable of transmission to other individuals through close contact, exposure to routine secretions, and/or physical proximity on a college campus. A communicable disease may be acute (short-term) or chronic (long-term). For purposes of this Policy, the term is not intended to include diseases for which transmission is virtually eliminated as a result of the application of standard universal precautions or other effective measures.

Employee - For purposes of this Policy, the term “employee” shall include all College employees, students hired as employees, outside or independent contractors, individuals retained or hired by contractors, sub-contractors, sole-proprietors, service providers, and volunteers performing a service for the College.

Assessment Team - A multi-disciplinary team convened to review and assess the employee’s communicable disease and its effect on the College community.

Others or Others in the College Community - Employees, students, and visitors to the College or any of its satellite facilities or properties.

Epidemic – The occurrence in a community or region of cases of an illness clearly in excess of normal expectancy.

Pandemic – A disease epidemic that has spread across multiple continents or worldwide.

5.21.2 Disclosure *(Revised 6-13-2022)*

If an employee becomes aware that they have or may have a communicable disease of public health concern, that employee shall self-report to the Director of Human Resources or designee. A College supervisor who has personal knowledge that a College employee has or may have a communicable disease of public health concern must also report this fact to the Director of Human Resources or designee.

5.21.3 Assessment *(Revised 6-13-2022)*

Upon receipt of a report that an employee has or may have a communicable disease, the Director of Human Resources is authorized to exclude any employee from College property until a multi-disciplinary team (“Assessment Team”) is convened to review and assess the employee’s condition. The employee shall be placed on administrative leave with pay until the Team makes a determination regarding the employee’s status as set forth below.

The Director of Human Resources must convene the Team within five (5) working days after receiving a report that the employee has or may have a communicable disease. The Assessment Team will be comprised of the following persons: 1) the Director of Human Resources or designee; 2) a College-selected physician or other consultant with knowledge of the particular disease; 3) the employee’s health care provider; and 4) other advisers for the parties, upon request, at their respective expense. The employee or their representative will be involved in the assessment process, but the decision on how the situation will be handled will be determined by the College. All individuals are responsible for arranging their schedules to meet at the time and place designated by the Director of Human Resources. Because of the importance of addressing the communicable disease in a prompt manner, this meeting will not be rescheduled because of the unavailability of one or more members. However, Team Members may participate remotely upon giving advance notice to the Director of Human Resources.

The Team will assess, review, and consider the following: 1) the employee’s condition; 2) the present and future risk of transmission to others; 3) the existence and practicality of implementing precautions, methods, and strategies to eliminate or reduce the risk of transmission to others; 4) the restrictions, if any, that will be required to prevent the employee from creating the risk of transmission to others; 5) whether the employee should be excluded from working on College property, and, if so, whether alternative work arrangements can be made; and 6) if warranted, the date upon which the Team will reconvene to reassess the matter.

The Team will make its determination within three (3) working days after it has convened. The Team’s determination will be communicated in writing to the Director of Human Resources, who shall provide written notice of the determination to the employee and President of the College. If the excluded employee works for or is a subcontractor of an outside entity, then the outside entity shall be notified in writing of the determination.

If the condition is chronic or persists for more than a short, definable period, the Team shall reassess its determination as often as the Team deems appropriate.

This assessment process is not intended to limit or otherwise inhibit the right of the College to contact the local health authority or other public health official for guidance in handling a communicable disease situation or for direction. Directives or orders from public health officials shall supersede the assessment process in this Policy.

5.21.4 Consent

To aid in its assessment, the Team may request that the employee provide a HIPAA-compliant authorization that permits the Team to communicate with the

employee's health care provider(s) regarding the status and effect of the employee's communicable disease. In addition, the Team may require the employee, at College expense and in accordance with law, to undergo a physical examination and/or medical tests that are narrowly tailored to assist the Team in determining whether the employee still has a communicable disease. An employee who refuses to provide consent to enable the Team to communicate with the employee's health care provider(s) or to undergo the required examination/tests may be subject to exclusion from employment and/or from College property, as permitted by law, until such time as consent is provided or the Team determines that the employee may be returned to work in accordance with this Policy.

5.21.5 Compensation During Period of Exclusion

As noted above, the employee shall be placed on administrative leave with pay until the Team makes a determination regarding the employee's status.

If the Team excludes the employee from being physically present to work on College property, the Director of Human Resources will notify the employee whether that exclusion is with or without pay. Non-contractual, at-will employees will not be paid during the exclusion period, but they shall be entitled to use their available paid leave during the period of exclusion. If the Team is able to make alternative work arrangements for the employee, such that the employee is able to perform their regular job duties away from campus, the employee will be paid for hours actually worked. Employees under contract shall not be paid during the period of exclusion only where the law allows such denial of pay. A contracted employee who is able to perform their regular job duties away from campus will be expected to do so.

Excluded employees shall, if eligible, be afforded the protection of the Federal Family and Medical Leave Act.

5.21.6 Return to Work

The Team is authorized to decide that the employee may return to work if it determines that one or more of the following is true:

1. The employee no longer has the communicable disease.
2. The communicable disease is not in the infectious or contagious stage.
3. The communicable disease poses little to no risk of transmission in the College environment upon the application of universal precautions.

5.21.7 Appeal *(Revised 6-13-2022)*

The employee may appeal the Team's determination to the President of the College by written notice within three (3) working days of the receipt of the Team's decision. The employee shall set forth in writing all reasons as to why the Team's decision should be modified or reversed. As part of the appeal process, the President is entitled to review all documentation produced and considered by the Team. Upon conclusion of this review, the President will issue a written decision to the Team and the employee. The President's decision shall be final. However, if the employee believes that the actions under this Policy were taken in

violation of Section 504 of the Rehabilitation Act of 1974 (“Section 504”) or the Americans with Disabilities Act (“ADA”), the employee is permitted to submit an appeal by proceeding to the final level of the College’s Grievance Policy on Section 504/ADA complaints. A copy of that Policy may be obtained from the College’s Compliance Coordinator for these laws, whose contact information is as follows:

Director of Human Resources
 East Central College
 1964 Prairie Dell Road
 Union, MO 63084
 Phone: 636-584-6712

5.21.8 Confidentiality

Employees with communicable diseases have a right to privacy and a need for confidentiality of their medical information. Therefore, to preserve this right, the following rules will apply:

1. The employee’s medical condition and related information may be disclosed to those individuals who need to know the information in order to implement this Policy, to assure that proper care is provided, and/or to detect/monitor situations in which the potential for transmission of the communicable disease may increase, as well as to those individuals who are otherwise authorized to receive, or who must receive, this information under law.
2. The employee’s medical information shall be retained in a file separate from the employee’s personnel file. This separate file shall be maintained by the Director of Human Resources.
3. Willful, negligent, or unauthorized disclosure of information about an employee’s medical condition will be cause for remedial or disciplinary action, up to and including dismissal.

5.21.9 Epidemics/Pandemics *(Adopted 6-13-2022)*

Should any disease reach an epidemic or pandemic stage, the College will review and monitor the situation and rely on information and guidance from local, state, and federal authorities to provide appropriate information to the College community. The College President may temporarily close the College if such closure serves the best interest of the College community. In addition, the College President may institute quarantine or isolation protocols; restrict travel to high-risk locations; limit access to facilities; institute measures such as social distancing, enhanced cleaning protocols, and suspension of classes; and/or implement other measures to mitigate disease transmission as recommended by local, state, and federal public health officials. The College President will establish a return to campus plan for all students that supersedes the procedures above.

5.21.10 Exposure to Blood and Bodily Fluids

Many College employees work in programs that may regularly or commonly expose them to blood or other bodily fluids. These employees shall follow the Centers for Disease Control guidelines.

All College employees shall take routine and universal precautions when there is a possibility of exposure to blood or other bodily fluids. Direct skin contact with blood or other bodily fluids should be avoided whenever possible. Employees who may repeatedly come into contact with potential sources of communicable diseases will receive specific training.

5.22 Employee Conduct and Discipline *(Adopted 6-1-1992; Revised 12-2-2002; Reaffirmed 4-15-2014)*
Standards for employee conduct are necessary for the efficient and effective operation of the College, for ensuring a professional image for the College, and for the benefit and safety of all employees. Failure to meet these standards may be grounds for discipline.

Procedures

5.22.1 Expected Conduct *(Revised April 15, 2014)*

All employees are expected to conduct themselves in a manner conducive to the efficient, effective, professional operation of the College. Such conduct includes:

1. Reporting to work punctually as scheduled and being at the proper workstation ready for work at the assigned starting time.
2. Notifying the supervisor in advance of absence from work or inability to report on time and following established department requirements for such notifications.
3. Wearing required protective clothing or devices for safety purposes and complying with all College safety regulations and procedures, including those established for labs and other instructional settings.
4. Complying with all College Policies.
5. Wearing clothing appropriate for the work being performed.
6. Maintaining an orderly work area.
7. Treating all students, fellow employees, visitors, and others affiliated with the College in a courteous manner.
8. Refraining from conduct or communication deemed offensive, disrespectful, or unprofessional.

5.22.2 Prohibited Conduct *(Revised 4-15-2014; 8-20-2020, 6-13-2022, xxx)*

The following conduct is prohibited and will subject the individual involved to disciplinary action, including termination of employment.

1. Reporting to work under the influence of alcoholic beverages and/or controlled substances or selling, dispensing, or unlawfully possessing alcoholic beverages and/or controlled substances on College premises or at College-sanctioned events;
2. Possession of firearms or other weapons on College property or at College-sanctioned events;
3. Threats, assault, and/or battery of a fellow employee, student, visitor, or any other individual affiliated with the College;
4. ~~Bullying~~ **Offensive, disrespectful, or unprofessional conduct that is sufficiently serious and detrimental to the best interests of the College, and which includes but is not limited to emotional abuse behavior (whether physical, verbal, written, or online), that is abusive, coercive, or intimidating physical abuse, coercion, and/or intimidation;**
5. Knowingly furnishing false information to the College;
6. Slanderous or defamatory speech regarding a fellow employee, student, visitor, or any other individual affiliated with the College. This prohibition includes speech that is false, defamatory, and malicious, spoken with a deliberate or reckless disregard of the truth, and with intention to damage another person or persons;
7. Theft, destruction, defacement, or misuse of College property or of another employee's property;
8. Falsifying or altering any College record, report, or timecard. Falsifying or misrepresenting any employment application materials, including but not limited to credentials, work, or military experience, or references;
9. Failure to wear assigned safety equipment or failure to abide by safety rules and policies;
10. Engaging in any form of sexual harassment;
11. Failure to improve unsatisfactory performance;
12. Excessive absences or tardiness;
13. Failure to perform assigned duties;
14. ~~Violation of federal or state laws, the policies of the Board of Trustees of The Junior College District of East Central Missouri, or conviction of a felony or crime involving moral turpitude.~~ **Failure to adhere to the policies of the Board of Trustees;**
15. **Violation of federal, state, or local laws, regulations, or ordinances that impact the employee's effectiveness in the performance of their work for the College;**
16. ~~15.~~ Insubordination;

17. ~~16.~~ Discrimination on the basis of race, color, gender, ancestry, sexual orientation, age, religion, national origin, veteran status, genetic information, or disability;
18. ~~17.~~ Violation of Policy 4.45~~47~~ Acceptable Use of College Technology;
19. ~~18.~~ Other misconduct not specified above, which is sufficiently serious and detrimental to the best interests of the College to warrant disciplinary action;

5.22.3 Disciplinary Actions *(Revised 4-15-2014, 6-13-2022, xxxv)*

In most instances, work-related problems should be resolved at the employee-supervisor level. If an employee's conduct or performance necessitates corrective action, several actions fall within the purview of the supervisor. These may include informal counseling, verbal and written warnings, referral to the Employee Assistance Program (EAP), a performance improvement plan, and/or recommendation for further discipline, including suspension or termination.

When considering discipline that includes a supervisor referral to the EAP, suspension, or termination, the supervisor will work with the appropriate Vice President and Director of Human Resources. The Director of Human Resources shall provide leadership for the process in order to assure that discipline is imposed in accordance with personnel policies.

If necessary, the President of the College may assign the Director of Human Resources to conduct an investigation of the situation, make a written report regarding the circumstances, and recommended action to the appropriate Vice President and the President of the College.

1. If the individual in question is the Director of Human Resources, the President of the College shall appoint a College official to investigate and submit a report to the President of the College.
2. If the individual in question is the President of the College, the President of the Board of Trustees shall appoint a representative to investigate and submit a report to the President of the Board of Trustees.

The College President will have final approval for the recommended disciplinary action, except in cases: 1) involving the College President, in which case disciplinary action shall be determined by the Board of Trustees or 2) requiring due process procedures, as defined below in section 5.22.4, in which case such procedures shall be followed.

In the interests of both the employee and the College, any investigation of potential disciplinary situations should be concluded expeditiously.

Disciplinary action may include but is not limited to the following, depending on the severity of the infraction: verbal warning, written warning, demotion, suspension with or without pay, and termination.

1. **Verbal Warning** - A reasonable number of verbal warnings may be given, at the discretion of the supervisor. Such warnings shall be noted in writing and placed in the individual's personnel file in Human Resources.
2. **Written Warning** - A supervisor may issue a written warning, a copy of which will be sent to the employee along with a copy to the Director of Human Resources for the employee's personnel file.
3. **Demotion** – An employee may be demoted when the seriousness and nature of an offense warrants. A demotion is a reduction in responsibilities and/or supervisory responsibility. The employee's rate of pay will be adjusted according to the change in position classification. A demotion may impact the retirement system enrollment if the position is reclassified from professional staff to support staff.
4. **Suspension Without Pay** – Suspension without pay may be invoked for a time period deemed consistent with the seriousness of the offense and the circumstances. A decision to suspend requires approval by the Human Resources Director, appropriate Vice President, and College President. Earned vacation or other leave may not be applied during an unpaid suspension, nor will leave accrue during an unpaid suspension. Notice will be given in writing with a copy to the employee's personnel file in Human Resources. If applicable, the College will follow the due process procedures established in 5.22.4.
5. **Suspension With Pay** – Suspension with pay may be invoked for a time period deemed consistent with the seriousness of the offense and the circumstances. The employee may not accrue paid leave during a paid suspension lasting more than three (3) days. Accrued leave may be prorated for the month. A decision to suspend requires approval by the Human Resources Director, appropriate Vice President, and College President.

Notice will be given in writing with a copy to the employee's personnel file in Human Resources. If applicable, the College will follow the due process procedures established in 5.22.4

6. **Termination** - Employees may be immediately terminated when the seriousness and nature of an offense warrants. A decision to terminate will be made by the supervisor, appropriate Vice President, Human Resources Director, and College President. If applicable, the College will follow the due process procedures established in 5.22.4.

5.22.4 Due Process Procedures for Suspension or Termination of Contractual Employees *(Revised 12-2-2002, 4-15-2014, xxx)*

1. Due process procedures for suspension or termination apply only to contractual employees, including full-time, faculty, administrators, and professional staff, and do not apply to at-will employees such as support staff and part-time instructors. These procedures also do not apply to 1) non-renewal of a limited-term contract, 2) non-renewal of an annual contract, or 3) non-renewal of a tenured contract of a faculty member if such non-renewal is authorized by Procedure 5.9.8.3.
2. The President of the College has the discretion to initiate disciplinary action involving suspension or termination beginning at Step 2.
3. The following procedural steps are to be followed when a recommendation for suspension or termination is made. While legal requirements should be met, the intent of these is to establish steps that ensure fair treatment for all parties involved.

Step 1: Attempt at Resolution - If the President of the College agrees that the employee should be suspended or terminated, the President of the College or designee shall meet with the employee and their representative to determine if a mutually agreeable disposition of the matter can be reached.

Step 2: Formal Proceedings/Board of Trustees - If no mutually agreeable disposition can be reached, formal proceedings shall be brought before the Board of Trustees. Such proceedings shall be initiated by the President of the College, giving the employee written notice of a hearing and the charges which warrant suspension or termination. The employee in question shall remain in their position during the formal proceedings unless suspended by the President of the College. Such suspension shall be with pay unless the Board of Trustees decides otherwise.

1. The notice shall provide that a hearing shall be held before the Board of Trustees on a particular day and at a certain time and place; that the individual in question may be present with or without a representative or attorney; and that the individual may present witnesses and other evidence on their behalf and may question witnesses presented by the College. The notice and charges must be received by the employee at least ten ~~(10)~~ days prior to the hearing.
2. Should the individual in question not appear for the hearing, the disciplinary action proposed may be imposed by the Board without a hearing. Should the individual in question or their representative request additional time in which to prepare, the Board of Trustees, at its discretion, may grant such additional time and continue or postpone the hearing to another day and time.

3. The hearing shall be conducted at the time and place called for in the notice or at the postponed time if additional time is granted. The President of the Board of Trustees shall preside at the hearing unless the Board decides otherwise. Such hearing shall not be public, and either party may ask that witnesses be present only during the time of their testimony. A recording shall be made of the hearing proceedings, and a copy shall be made available to the employee whose discipline is in question.
4. Formal legal rules of evidence need not be followed, and the Board President or other presiding officer shall determine what evidence may or may not be presented. The proper College official(s) or representative/attorney shall present the institution's position. The employee in question or their representative shall have the right to question any witness called by the College, just as the College's representative may question any witness called by the employee.
5. At any time during the proceedings, any member of the Board of Trustees may question any witness or call for a point of order to be clarified.
6. After testimony has been presented and each side has concluded its presentation, the Board of Trustees shall retire to review all information submitted and render a determination. The decision, which shall be in writing, shall be made no more than 30 working days from the date of the Board hearing.
7. The decision of the Board of Trustees shall be final.

5.23 Appropriate Faculty/Staff/Student Relationships *(Adopted 6-8-2020)*

East Central College prohibits romantic relationships between any two individuals when one individual has supervisory or evaluative authority over the other individual, or where there is inherently unequal power between the individuals.

Procedures *(Adopted 6-8-2020)*

5.23.1 Definitions

Romantic Relationship - Any amorous relationship including but not limited to any sexual or dating relationship or any other close, personal relationship that could adversely affect an employee's impartiality.

5.23.2 Prohibition of Romantic Relationships

To prevent a conflict of interest, favoritism, and/or the perception of a conflict of interest or favoritism, the College prohibits romantic relationships between any two individuals when one individual has supervisory or evaluative authority over the other individual. This includes but is not limited to romantic relationships between any employee and any student, or between a supervisor and a directly supervised employee.

5.23.3 Consensual Relationships

Romantic relationships are prohibited even where the relationship is understood as consensual by both parties involved. Consent may be difficult to assess in a context where a power differential exists between the individuals involved in the relationship (e.g., faculty/student, supervisor/employee).

5.23.4 Disclosure of Relationships

Individuals involved in a romantic relationship prohibited by Procedure 5.23.2 have the duty to immediately disclose the relationship to Human Resources (for relationships involving two employees) or to the employee's administrator (for relationships involving a student and faculty member or a student and staff member).

5.23.5 Removal from Influential or Supervisory Positions

Individuals must remove themselves from all decisions or actions that may influence the evaluation, career, or status of the other individual with whom they have or have had a romantic relationship. Such decisions include but are not limited to employment evaluation, hiring, termination, promotion, salary, discipline, grading, advising, tutoring, recommending, and/or counseling.

In the best interest of the institution, the College will take immediate steps to eliminate any supervisory or evaluative role between the individuals involved in a romantic relationship. This may be accomplished by reassigning an employee, by reassigning supervisory/evaluative duties to another employee, and/or by making alternative arrangements for the grading, evaluating, or advising of a student.

5.23.6 Exceptions

Written permission for exceptions to this policy may be granted by the President in limited circumstances, including, but not limited to, students in selected programs.

5.23.7 Consequences

Employees who violate this Policy will be disciplined, up to and including employment termination according to Policy 5.22 Employee Conduct and Discipline.

5.24 Supplemental Employment *(Approved 12-3-1968; Revised 6-23-2003, 3-3-2014, 6-13-2022)*

No full-time employee of the College will engage in any supplemental employment which will in any way interfere with their ability to carry out their assignment. Supplemental employment is defined as any assignment for pay with the College or any other employer that is outside the employee's defined, regular College position.

Procedures *(Revised 8-14-2006, 6-13-2022)*

5.24.1 Use of Leave for Supplemental Employment *(Revised 3-3-2014)*

Employees who have accepted supplemental employment may not utilize paid sick leave when the absence is used to work on the supplemental job. Personal leave and vacation days may not be utilized to work a supplemental job at the College.

5.24.2 Provision of Tutoring or Private Services

Employees shall not tutor or provide services for compensation to any student who should receive those services free of charge using customary College services and procedures.

5.24.3 Supplemental Employment for Additional Compensation with the College

(Adopted 3-3-2014, Revised xxx)

College employees with supplemental employment must perform the duties outside of their normal work shift, including breaks and/or lunch, and cannot use accrued leave.

Full-time ~~professional exempt~~ staff teaching/working for the College outside of their normal job shall be paid through the assignment sheet/Memorandum of Understanding (MOU) while a full-time ~~hourly non-exempt~~ employee shall complete a timesheet for hours worked.

Exempt employees will be paid according to the terms of the assignment sheet or MOU.

Non-exempt employees will be paid at ~~the established hourly rate for the supplementary job for actual hours worked and will receive pay for an evening class if the College is closed for inclement weather,~~ a blended overtime rate for hours worked outside normal job duties, and paid a straight overtime rate for duties worked relevant to their job duties. Non-exempt employees must keep an accurate time record of all hours worked for the supplementary teaching duties and submit a separate timesheet for this position to the appropriate dean.

5.25 Performance Review *(Adopted 6-1-1992; Revised 2-2-2004, 4-15-2014, 6-13-2022, xxx)*

Supervisors will conduct performance reviews on each regular employee according to job responsibilities, employment obligations, and goals. Faculty on annual or limited-term contracts, administrators, professional staff, and support staff will be evaluated once per year. ~~Tenured Faculty on a tenured contract~~ will be evaluated on a rotation of no more than three (3) years. Performance reviews will be scheduled by the supervisor and conducted using a fair and objective evaluation process. The purpose of this review process is to evaluate performance for consideration of job retention and performance improvement.

Procedures *(Revised 8-14-2006, 4-15-2014, xxx)*

5.25.1 Performance Review Schedule *(Revised 12-13-2017)*

Classification	Performance Review Date	Recommendation to Board
President	June March	July April
Administrators	February - March	April
Professional Staff	March – April	May
Faculty	November September – March	April
Support Staff	September – October November	Not applicable

5.25.2 Procedures by Classification *(Revised 6-13-2022, xxx)*

1. Faculty

Full-time faculty will be evaluated by the ~~department chair~~ Academic Dean or designee and Chief Academic Officer on 1) teaching and instructional management including content expertise, instructional design, instructional delivery, record-keeping, and classroom management, 2) College and community service, and 3) professional growth and development.

The performance review process will include submission of a development ~~portfolio~~ plan by the full-time faculty member to demonstrate compliance with the three areas listed above.

Full-time faculty on annual contracts will be evaluated annually. Full-time faculty on tenured contracts will be evaluated on a regular rotation with no longer than a three-~~(3)~~-year interval or as deemed necessary.

Adjunct faculty will be evaluated by the Academic Dean or department chairperson during their first semester of employment and on a regular rotation with no longer than a three-~~(3)~~-year interval or as deemed necessary.

2. Administrators, Professional Staff, and Support Staff

The Board of Trustees will evaluate the President of the College.

All employees will be evaluated annually by the immediate supervisor on performance of position responsibilities.

If the employee receives an overall performance evaluation that indicates performance needs improvement, the employee ~~will~~ may receive a Performance Improvement Plan, and the employee will be re-evaluated as specified in the improvement plan. If only selected categories of the performance evaluation need improvement, the supervisor may elect to write a Performance Improvement Plan focused on those areas. A Performance Improvement Plan can be implemented at any time deemed necessary and is not solely a function of the performance review process.

A Performance Improvement Plan will address each specific performance issue that needs improvement, the action that must be taken to correct deficiencies, and the date of the next evaluation. This plan will be attached to the evaluation form. Non-compliance with the Performance Improvement Plan will result in further action, up to and including termination.

After the supervisor has provided the evaluation to the employee, the employee has ten ~~(10)~~ calendar days to review and respond. Following the employee response period, the supervisor will route the completed evaluation form to the appropriate Vice President administrator for review. Completed evaluations are then forwarded to the Director of Human Resources for review prior to inclusion in personnel files.

New employees may be evaluated after three ~~(3)~~ to six ~~(6)~~ months of employment at the discretion of the supervisor.

5.25.3 Evaluation Process Management *(Revised 3-1-2018)*

The Chief Academic Officer will be responsible for developing and monitoring the faculty evaluation process including documentation. Original evaluations and other performance documentation will be housed in the Human Resources department. The Director of Human Resources will be responsible for developing and monitoring the evaluation process including documentation for administrators, professional staff, and support staff. All evaluation processes are subject to approval by the College President.

5.26 Hours of Work *(Adopted 6-1-1992; Revised 6-23-2003; Reaffirmed 12-2-2013)*

The time and duration of working hours for exempt and non-exempt employees will be established as required by workload and the efficient management of personnel resources.

Procedures

5.26.1 Employee Work Hours

Each department's hours of operation will be determined by the supervisor and administrator. The schedule of work hours for employees will be determined by the department supervisor. Employees will be informed of their scheduled hours and of any changes to the schedule as far in advance as possible.

The normal workday for full-time exempt and non-exempt employees will consist of eight (8) consecutive hours of work with an unpaid meal period.

5.26.2 Attendance at Lectures, Meetings, and Training Programs

Attendance at lectures, meetings, and training programs will be considered time worked if pre-approved by the appropriate administrator.

Attendance is not considered time worked if:

1. The employee's attendance is voluntary, i.e., not required by the College.
2. The course, lecture, or meeting is not a requirement of the employee's job.

5.26.3 Overtime *(Revised 12-2-2013, 6-13-2022)*

Non-exempt employees may be required to work overtime whenever it is deemed necessary by their administrator. Employees are not permitted to work overtime without the prior approval of their supervisor and the appropriate administrator.

5.27 Administrative, Professional, and Support Staff Flexible Work *(Adopted 7-13-2023)*

Employees shall be provided the opportunity to utilize flexible work arrangements to meet the needs of both the employee and the College. Flexible work arrangements are based on the specific needs of the department and the ability of the individual employee to work effectively in a flexible work arrangement. Employee-requested flexible arrangements are a privilege, not an expectation of employment, and are not appropriate for all positions or times of year. Employees with flexible work arrangements remain subject to applicable College policies and procedures and federal and state laws.

Procedures *(Adopted 7-13-2023)*

5.27.1 Definitions *(Revised xxx)*

Continuity of Operations – Completing all regular duties as assigned for a designated role within the department/division with minimal negative impact on business operations or student needs.

Work Week – A typical staff work week consists of 40 hours spread over five days, normally 8 a.m. to 4:30 p.m., Monday through Friday. Some departments will observe a different schedule to better meet student needs.

Flexible Work – Working on a schedule that varies from the standard operating hours of the department/division (i.e., four ten-hour days) or working from a location other than the College campus on an approved basis.

Situational Remote Work – Working from a location other than the College campus due to unexpected needs. Situational Remote Work can be short-term (~~1-3~~ **one to three consecutive** business days) or long-term (more than three ~~3~~ **consecutive** business days, but not permanent). Situational Remote Work is intended to facilitate continuity of operations for the College and work-life balance for the employee by allowing the employee to work from a remote location due to temporary needs or circumstances.

5.27.2 Departmental Assessment

Supervisors will complete a Department Assessment Form to evaluate on-campus staffing needs during core hours, determine service level expectations, and identify departmental peak periods. The form will be reviewed and approved by the appropriate administrator prior to being submitted to Human Resources.

1. The Department Assessment Form should be completed annually.
2. ECC working hours are 8 a.m. - 4:30 p.m. Monday- Friday. Certain service areas have adjusted hours; therefore, each department will evaluate the appropriate in-person staffing level for their area including the number of on-campus versus remote employees needed during core hours.
3. Establish peak periods for each department. “Peak periods” refers to times during the week, month, semester, or year when business activity or work volume is high, and the department must be staffed on site. During peak periods, employees who are otherwise remote may be required to work on campus.

5.27.3 Flexible Work

1. Requirements for Working from an Off-Campus Location
To be considered for remote work, employees must meet the following requirements:
 - Have a reliable internet connection or access to a College-issued hot spot sufficient to support video conferencing and access to needed platforms to complete job responsibilities. The College will not reimburse costs for home internet service or other technology purchased by the employee.

- Have a mobile phone or landline to forward/answer calls.
- Keep their electronic calendar/availability status updated by posting regular work hours, using statuses such as “working elsewhere” and “out of office” to clarify available times, and ensuring meetings, scheduled work tasks, etc. are posted on the calendar.
- Include days that are remote work and days that are “in office” in the email signature.
- Be responsive to communication via email, Microsoft Teams, and phone as well as respond to all communication in a timely manner.
- Maintain a secure workspace, including maintaining the confidentiality of documents and conversations.
- Provide an appropriate electronic device or have access to a College-issued device that will ensure effective completion of the job.
- Be available to work from campus in specific circumstances as delineated on the position classification form (including when department is short-staffed).
- Have the appropriate work ethic and sense of responsibility to work unsupervised for extended periods.
- Not be on a Performance Improvement Plan.

2. Requirements for Adjusting the Work Schedule

To be considered for an adjusted work schedule, employees must meet the following requirements:

- Have job duties that would not impact service to students or other employees if the employee was not on campus during “standard” business hours.
- Have the appropriate work ethic and sense of responsibility to work unsupervised.
- Not be on a Performance Improvement Plan.

3. Approval Process

- A. Supervisors will complete a Position Classification Form for each position within the department based on job descriptions, classifying them as eligible for flexible work or situational remote work or ineligible for flexible work/situational remote work. The form will be reviewed and approved by the appropriate administrator prior to being submitted to Human Resources
- The position classification process evaluates the position not the person. However, the decision to approve flexible work will be based on the job performance and qualifications of each individual employee who holds an eligible position.
 - A position being classified as eligible does not guarantee that any specific flexible work plan or specific employee will be approved for flexible work.
 - The Position Classification Form will be reviewed annually during the employee’s evaluation.

- (1) The supervisor will assess the essential functions of the position and determine which functions can be performed remotely.

- (2) The supervisor will determine if an alternative schedule for this position could support the department's core hour staffing needs.
 - (3) The supervisor will assess any technical or security concerns associated with flexible work in this position.
- B. The employee will complete a Flexible Work Request form and submit it to their supervisor.
 - The employee will assess the essential functions of their position to determine which can be completed remotely.
 - For alternative work schedules, the employee will discuss the hours and times when they will be on campus to meet core staffing needs.
 - The employee will evaluate any technical or security concerns associated with their flexible work request.
 - The employee will provide a detailed summary of the proposed flexible work plan, including how the work plan supports continuity of operations and service level expectations.
 - C. The supervisor will review the Flexible Work Request form and correlate the request with the position classification and department assessment forms.
 - D. The supervisor will evaluate the request, discuss reasons for modifications (if any) with the employee, and make a recommendation to the appropriate administrator.
 - E. If approved, the approval section of the Flexible Work Request will be completed and documented.
 - F. While the Flexible Work Plan can be reviewed at any time, at minimum an annual review will be conducted during the employee's evaluation.

5.27.4 Situational Remote Work

1. Requirements

To be considered for situational remote work, employees must meet the following requirements:

- Have a reliable internet connection sufficient to support video conferencing and access to needed platforms to complete job responsibilities. The College will not reimburse costs for home internet service or other technology purchased by the employee.
- Have a mobile phone or landline to forward/answer calls
- Keep their electronic calendar/availability status updated by posting regular work hours, using statuses such as "working elsewhere" and "out of office" to clarify available times, and ensuring meetings, scheduled work tasks, etc. are posted on the calendar
- Be responsive to communication via email, Microsoft Teams, and phone as well as respond to all communication in a timely manner

- Maintain a secure workspace, including maintaining the confidentiality of documents and conversations
- Have the appropriate work ethic and sense of responsibility to work unsupervised for extended periods
- Not be on a Performance Improvement Plan

2. Approval Process

- A. Requests should be submitted as early as possible.
- B. Approved requests should be consistent with the College and department mission and not compromise the services provided to any stakeholder.
- C. Employees and supervisors should ensure that students or colleagues are not adversely affected by situational work arrangements.
- D. The supervisor will have the discretion to approve the leave or require the employee to utilize personal leave, medical leave, or vacation time if it appears the employee will not be available to maintain continuity of operations.

(1) Short-Term Situational Remote Work

Requests should be made to the direct supervisor in writing when possible, verbally when necessary, and should explain the situation necessitating the employee to work from a remote location. Verbal requests should be documented in writing within 24 hours. These requests require approval by the direct supervisor.

(2) Long-Term Situational Remote Work

Requests for remote work due to unexpected instances that require the employee to be away from the campus for more than three days should be submitted in writing to the direct supervisor. These situations require approval from the direct supervisor and administrator. Employees must submit:

- The timeline anticipated for the situational work request.
- A list of major processes/work tasks they anticipate completing during the remote work period.
- Points of contact if they are unavailable to complete a process or task
- The preferred method of outreach while they are working remotely (e-mail, Microsoft Teams, text, phone call) and their plan for response.

5.28 Faculty Remote Work *(Adopted 7-13-2023)*

Faculty shall be provided the opportunity to utilize flexible work arrangements to meet the needs of both the employee and the College. Flexible work arrangements are based on the specific needs of the department and the ability of the individual employee to work effectively in a flexible work arrangement. Faculty-requested flexible arrangements are a privilege, not an expectation of employment, Faculty with flexible work arrangements remain subject to applicable College policies and procedures, collective bargaining agreements, and federal and state laws.

Procedures *(Adopted 7-13-2023)***5.28.1 Definitions** *(Revised xxx)*

Continuity of Operations – Completing all regular duties as assigned for a designated role within the department/division with minimal negative impact on business operations or student needs.

Work Week – A typical faculty work week consists of 40 hours spread over five days, normally Monday through Friday.

Work Day – A work day is a contract day during which faculty are expected to meet their course load, office hours, and committee requirements.

Situational Remote Work – Working from a location other than the College campus due to unexpected needs. Situational Remote Work can be short-term (~~one to three~~ ~~1-3~~ ~~business work~~ days) or long-term (more than ~~3~~ ~~three~~ ~~business work~~ days, but not permanent). Situational Remote Work is intended to facilitate continuity of operations for the College and work-life balance for the employee by allowing the employee to work from a remote location due to temporary needs or circumstances.

5.28.2 Remote Work Requirements

Faculty will not be permitted to work remotely on days when they are scheduled to teach an in-person class(es). To be considered for remote work, faculty must meet the following requirements:

- Have a reliable internet connection or access to a College-issued hot spot sufficient to support video conferencing and access to needed platforms to complete job responsibilities. The College will not reimburse costs for home internet service or other technology purchased by the employee
- Have a mobile phone or landline to forward/answer calls
- Keep their electronic calendar/availability status updated by posting regular work hours, using statuses such as “working elsewhere” and “out of office” to identify times when working remotely or taking personal/medical leave, and ensuring meetings, scheduled work tasks, etc. are posted on the calendar
- Include days that are remote work and days that are “in office” in the email signature

- Be responsive to communication via email and phone, as well as respond to all communication in a timely manner
- Maintain a secure workspace, including maintaining the confidentiality of documents and conversations
- Provide an appropriate electronic device or have access to a College-issued device that will ensure effective completion of the job
- Be available to work from campus in specific circumstances as identified by the department chairperson and/or ~~division~~ Academic Dean
- Have the appropriate work ethic and sense of responsibility to work from a remote location
- Not be on a Performance Improvement Plan

5.28.3 Approval Process *(Revised xxx)*

After evaluating any technical or security concerns associated with their remote work request, the faculty member will complete a Remote Work Request form and submit it to their division dean.

1. The ~~division~~ Academic Dean will review the Remote Work Request form and ensure the faculty member's required position duties can be performed from a remote location.
2. The ~~division~~ Academic Dean will evaluate the request and make a recommendation to the Vice President of Academic Affairs
3. If approved, the approval section of the Remote Work Request will be completed and documented.
4. While the Remote Work Plan can be reviewed at any time, at minimum a review will be conducted at the end of each fall and spring semester.

5.28.4 Situational Remote Work *(Revised xxx)*

1. Requirements

To be considered for situational remote work, faculty must meet the following requirements:

- Have a reliable internet connection sufficient to support video conferencing and access to needed platforms to complete job responsibilities
- Have a mobile phone or landline to forward/answer calls
- Keep their electronic calendar/availability status updated by posting regular work hours, using statuses such as "working elsewhere" and "out of office" to clarify available times, and ensuring meetings, scheduled work tasks, etc. are posted on the calendar
- Be responsive to communication via email and phone, as well as respond to all communication in a timely manner

- Maintain a secure workspace, including maintaining the confidentiality of documents and conversations
- Have the ability to teach their entire course load remotely for a short period
- Provide a plan for communicating the change in instructional mode with students
- Ensure that students have the appropriate technology (if applicable) to receive the class instruction
- Provide a plan for providing feedback to students (if applicable) during the remote period
- Have the appropriate work ethic and sense of responsibility to work remotely.
- Not be on a Performance Improvement Plan

2. Approval Process

- A. Requests should be submitted as early as possible.
- B. Approved requests should be consistent with the college and department mission and not compromise the services provided to any stakeholder.
- C. Employees and supervisors should ensure that students or colleagues are not adversely affected by situational work arrangements.
- D. The Vice President of Academic Affairs or designee will have the discretion to approve the request or require the faculty member to utilize medical leave or personal leave if it appears the faculty member will not be available to maintain continuity of operations.

(1) Short-Term Situational Remote Work

Requests should be made to the Vice President of Academic Affairs, after consultation with the ~~division~~ Academic ~~d~~Dean, either verbally or in writing, and should explain the situation necessitating the employee to work from a remote location. Verbal requests should be documented in writing within 24 hours.

(2) Long-Term Situational Remote Work

Requests for remote work due to unexpected instances that require the faculty member to be away from the campus for more than three days should be submitted in writing to the Vice President of Academic Affairs after consultation with the ~~division~~ Academic ~~d~~Dean. Faculty must submit:

- The timeline anticipated for the situational work request.
- A plan for meeting their course load requirements during the remote work period.
- The preferred method of outreach while working remotely (e-mail, text, phone call) and a plan for response.

5.29 Attendance and Punctuality *(Adopted 6-1-1992; Revised 6-23-2003; Reaffirmed 7-14-2014, 6-13-2022)*
 Employees are to report to work punctually and are to work all scheduled hours. Excessive absences or tardiness may result in disciplinary actions.

Procedures

5.29.1 General Rule *(Adopted 7-14-2014; Revised 6-13-2022)*

Timely and regular attendance is an expectation of performance for all employees to ensure adequate staffing, promote positive employee morale, and meet expected productivity standards throughout the College. Employees will be held accountable for adhering to their work schedules. In the event an employee is unable to meet this expectation, they must obtain approval from their supervisor in advance of any requested schedule changes. This approval includes requests to use appropriate accruals, as well as late arrivals to or early departures from work. Supervisors have discretion to evaluate unforeseen/emergency circumstances of a tardy or absence.

5.29.2 Definitions *(Adopted 7-14-2014; Revised 6-13-2022)*

Absence - An employee is deemed absent when they miss the entire assigned/scheduled work shift and such time off was not scheduled/approved in advance as required by department notification procedure.

Tardy - An employee is deemed to be tardy when they:

- Arrive to work past the assigned/scheduled work start time without prior supervisory approval
- Leave work prior to the end of assigned/scheduled work end time without prior supervisory approval
- Take an extended meal or break period without approval

5.29.3 Request for Planned Absences *(Adopted 7-14-2014; Revised 6-13-2022)*

A planned absence must be approved by the supervisor in advance. Employees should submit a request for leave using department procedures and the approved College process as far in advance as possible for a planned absence from work. Requests should include date(s) and type of accrued leave to be used. Requests for leave of five (5) consecutive days or more should normally be submitted a minimum of two (2) weeks prior to the planned absence.

The supervisor will inform the employee as soon as possible if the request has been approved or denied. Depending on department staffing needs, the supervisor may designate dates that leave cannot be requested.

5.29.4 Notification of Unplanned Absences or Tardiness *(Revised 7-14-2014, 6-13-2022)*

An unplanned absence is usually an unavoidable absence due to illness, injury, or emergency where advance notice was not possible. Employees should notify their supervisor, according to the supervisor's guidelines, as soon as possible in advance but generally no later than 30 minutes before their starting time if they

are unable to report for work as scheduled. Such notification should include a reason for the absence or tardiness and an indication of when the employee can be expected to report for work.

Failure to notify (no call/no show) the supervisor and/or follow department procedures for any unplanned absence or tardiness may be grounds for disciplinary action.

Employees must call in for themselves except in extenuating circumstances where the employee may have someone else contact the supervisor.

At the time of notification/call, the employee must notify their supervisor when an absence is due to a documented/approved leave of absence (e.g., Military Leave, FMLA) in order to ensure appropriate tracking of leave utilization and absenteeism. This Policy does not apply to absences covered by the Family and Medical Leave Act (FMLA) or leaves provided as a reasonable accommodation under the Americans with Disabilities Act (ADA). These exceptions are described in separate policies.

Upon return to work, employees are to complete the College approved leave request for supervisor approval.

5.29.5 Absences of More Than Three (3) Days Due to Illness *(Adopted 7-14-2014; Revised 6-13-2022)*

If an employee is absent due to illness for more than three (3) consecutive days or if there is a record of frequent absences due to illness, the supervisor may require that the employee submit a return to work note from the medical provider indicating the employee is fit to perform duties before returning to work.

If the employee fails to provide a return to work note as required, the employee will not be allowed to return to work, may be placed on unpaid leave, and may be subject to disciplinary action.

For absences of more than three (3) consecutive days, the supervisor and the employee are required to contact Human Resources to report the nature of the illness in order to determine if the illness is an FMLA qualifying event. Failure to contact Human Resources will impact the approval of FMLA leave and may impact job protection for absences.

5.29.6 Leaving Work Early *(Adopted 7-14-2014; Revised 6-13-2022)*

An employee must obtain prior permission from the supervisor in order to leave work early. An employee leaving work early without permission may be subject to disciplinary action.

5.29.7 Use of Accrued Leave for Absences *(Adopted 7-14-2014)*

Employees may use accrued leave during absences in accordance with Policy 5.38 Paid Leave Benefits.

Employees placed on unpaid leave may not use accrued leave.

5.29.8 Excessive Absences/Tardiness *(Adopted 7-14-2014; Revised 6-13-2022)*

The supervisor will utilize the College's disciplinary guidelines for addressing excessive absences/tardiness. Excessive absence/tardiness includes:

1. Unplanned absences, failure to complete scheduled workdays, and/or tardiness in excess of three (3) times in a 30-day period without corresponding documentation.
2. Exhausting accrued leave resulting in an unpaid absence that was not approved in advance.

5.29.9 Voluntary Termination *(Revised 7-14-2014)*

Employees who are absent from work for three (3) consecutive days without giving proper notice to the employee's supervisor or designated administrator will be considered as having voluntarily terminated their employment with the College.

5.30 Rest and Meal Breaks *(Adopted 6-1-1992; Revised 6-23-2003, 6-16-2014)*

Rest breaks and a meal break during each workday will be provided for non-exempt personnel. The scheduled time for rest and meal breaks varies among departments, depending on the needs of the department.

Procedures**5.30.1 General Guidelines** *(Adopted 6-16-2014; Revised 6-13-2022)*

Rest and/or meal breaks may not be taken at the beginning or end of the workday except for special circumstances with supervisory approval. Employees must have prior approval to extend rest and/or meal breaks beyond their assigned period.

Supervisors are responsible for balancing workloads and scheduling rest and meal breaks. A supervisor has the discretion to change the time of breaks based on departmental needs.

Non-exempt employees must not perform any work-related duties during the rest breaks and/or during the 30-minute unpaid meal break. Should an employee be required to work at their desk during a meal break, the employee's work schedule will be adjusted accordingly unless prior approval for overtime has been given by the supervisor.

Employees are expected to return to their work promptly at the end of each break and may be subject to disciplinary action for tardiness.

Employees who are scheduled to work from four (4) to six (6) hours may take one (1) 15-minute paid break during the scheduled shift.

Employees who are scheduled to work from six ~~(6)~~ up to eight ~~(8)~~ hours may take two ~~(2)~~ 15- minute paid breaks during the scheduled shift.

Employees who are scheduled to work from 8.5 up to 10 hours may take one ~~(1)~~ 15-minute paid break prior to the 30-minute unpaid meal break and one ~~(1)~~ 15-minute paid break after the unpaid meal break. Or, if approved by the supervisor, such employees may combine the two ~~(2)~~ 15-minute breaks with the 30-minute unpaid meal break for a total break of 60 minutes.

Nursing mothers should refer to Policy 5.37 for information regarding accommodations.

5.30.2 Rest Breaks *(Revised 6-16-2014)*

Whenever practical, employees are to receive a rest break of 15 minutes at approximately the middle of every four ~~(4)~~ hours of scheduled work not broken by the unpaid meal break. Or, if approved by the supervisor, such employees may combine the two ~~(2)~~ 15-minute paid breaks with the 30-minute unpaid meal break for a total break of 60 minutes.

Time spent on rest breaks will be compensated as working time, and employees are not required to sign out and in on their time sheets.

If an employee chooses to remain at work during a rest break, that rest break is forfeited. The employee may not leave before the scheduled ending time and will not receive extra pay for the time worked.

5.30.3 Meal Breaks *(Revised 6-16-2014)*

The meal break will be near the middle of the work shift. The meal break will be 30 minutes unpaid and must be recorded on the time sheet for non-exempt employees. Or, if approved by the supervisor, such employees may combine the two ~~(2)~~ 15-minute paid breaks with the 30-minute unpaid meal break for a total break of 60 minutes.

Employees required to work more than ten ~~(10)~~ hours in any workday will be allowed a second unpaid 30-minute meal break six hours after returning from their first meal break.

Employees will not be compensated for their meal breaks unless they are required to remain at their workstations while eating. Prior supervisory approval is required. The employee will adjust the work schedule for the week so that no overtime is required unless approved by the supervisor.

5.31 Dress Code and Personal Appearance *(Adopted 5-12-2014)*

Employees are expected to be suitably attired and groomed during working hours or when representing the College. Appearance should make a positive, professional impression that reflects good judgment in clothing, grooming, and personal cleanliness.

Procedures

5.31.1 General Guidelines for Appropriate Dress *(Revised 6-13-2022, xxxx)*

All employees should wear clothing that is appropriate for job requirements, the work environment, and the use of any job-related equipment.

Business casual is the standard attire for employees working in an office environment and/or student service-related areas unless otherwise approved by the supervisor. Business casual capris and cropped pants are acceptable attire.

Employees should wear job appropriate and/or required protective clothing for safety and/or sanitation purposes.

A College approved uniform may be established for designated departments.

The College President may designate specific days when a relaxed dress code will apply.

The following clothing is not approved for work:

- Clothing with offensive and/or discriminatory language or pictures; alcohol, drug, or tobacco reference; or depicting violence
- Casual, beach-type flip flops
- ~~Athletic shoes, unless otherwise approved~~
- Shorts, sweatpants, muscle shirts, halter tops, ~~tank tops~~, or other garments that ~~are revealing~~ **are not professional attire**
- Jeans and/or jean capris, unless otherwise approved by the supervisor and/or College administrator

5.31.2 Non-Compliance

If a supervisor deems that an employee's attire or grooming is not in compliance with this Policy, the employee will be sent home on unpaid leave and will be required to return to work properly dressed and groomed.

5.32 Employee Grievance *(Approved 6-4-1990; Revised 5-8-2006, 12-2-2013)*

East Central College employees may file a grievance. For the purposes of this Policy, the term "grievance" shall refer to a violation or inequitable application of College policies, regulations, procedures, or federal/state statutes, including the Americans with Disabilities Act of 1990 (ADA) as amended, Section 504 of the Rehabilitation Act of 1973, other disability-related statutory rights, or other existing laws. Individuals who have been terminated or whose employment contracts have not been renewed are not permitted to grieve the termination or nonrenewal, nor any action leading up to the termination or nonrenewal. (Note: Claims of discrimination or sexual harassment are covered in Policy 5.17 Employee Title IX Sexual Harassment and/or Policy 5.18 Protection Against Sexual Harassment.)

Procedures

5.32.1 Grievance Process *(Revised 12-2-2013, xxx)*

The College provides a process to resolve grievances for employees. The purpose of the grievance process is to secure, at the lowest possible administrative level, a prompt and equitable solution to individual grievances.

All College personnel ~~who supervise employees are responsible for making certain that employees under their supervision have knowledge~~ will be made aware through new hire orientation of the grievance process and understand that they may use the process without fear of retaliation.

Any false statement(s) or breach of confidentiality made during or following the grievance proceeding shall be grounds for disciplinary action for any employee participating in the grievance process.

5.32.2 Definitions *(Revised 12-2-2013, 6-13-2022)*

Grievance – A grievance, as defined above, and presented in writing utilizing the Grievance Form.

Grievant – The individual filing a grievance in writing.

Employee – An individual hired by East Central College to perform services for compensation. Individuals must be current employees to use the grievance process.

Grievance Review Committee – A committee of three ~~(3)~~ to five ~~(5)~~ employees and alternates appointed by the College President at the time a grievance is filed.

Working Day – A normal College business day, exclusive of Saturday, Sunday, a scheduled holiday or recess observed by the College, or an unscheduled closing of the College.

Advisor – A person selected by the grievant to provide advice, support, consultation, and representation. The grievant is responsible for informing the supervisor and Human Resources Director that an advisor shall be present. The grievant's advisor shall not be legal counsel and must be a current employee of the College.

5.32.3 Steps in Grievance Process *(Revised 12-2-2013, xxx)*

If appropriate, a good faith effort should be made to resolve the problem through the employee's supervisor, Vice President, and/or the Director of Human Resources prior to filing a formal, written grievance.

In any formal meeting of an investigative nature between the grievant, Supervisor, and/or Human Resources the grievant shall have the right to be accompanied by their advisor. The Director of Human Resources or designee is responsible for coordination of the grievance process.

Step 1: Filing of Written Grievance - Present the grievance to the Director of Human Resources in writing within 60 working days after the event or occurrence giving rise to the grievance. The formal grievance will include the completed

Employee Grievance Form which shall include:

1. Name(s) of the grievant(s)
2. Date of submission
3. A statement of the incident/complaint of the grievant
4. Relevant Board Policy(ies) or relevant administrative procedure(s) alleged to be violated
5. The date(s) on which the event or occurrence ~~first~~ transpired
6. Explanation of what actions have been taken
7. Supporting documentation
8. Names of witnesses
9. Other information which the grievant deems relevant
10. The resolution or relief requested
11. The grievant(s)' signature(s)

The Director of Human Resources shall collect all relevant evidence, conduct interviews, hold any necessary meetings with all parties and their advisors (if requested), and render a decision and the reason(s) for that decision to the grievant in writing within ten ~~(10)~~ working days after receipt of the grievance.

New grievance issues that were not raised at Step 1 may not be raised by either party in subsequent steps.

Step 2: Appeal to the Grievance Review Committee - In the event the grievant is not satisfied with the decision made upon the completion of Step 1, they may appeal to the Grievance Review Committee through the Director of Human Resources within ten ~~(10)~~ working days of receipt of the Step 1 findings. The Grievance Review Committee will meet, elect a chairperson and secretary, and receive their charge from the Director of Human Resources.

In the event that a committee member wishes to disqualify themselves, an alternate committee member shall serve on the committee. The grievant may also challenge a committee member, who should then recuse themselves, and the alternate committee member shall serve. The grievant may only challenge one committee member. Disqualification of the committee member must occur within ten ~~(10)~~ working days of the committee's receipt of the grievance. An alternate member must be selected by the 12th working day. No member may abstain from voting.

The committee will review all information submitted during Step 1 and render a decision of the majority of the committee as a whole and the reason(s) for that decision no more than ten ~~(10)~~ working days from the hearing of the grievance. The decision will be a written finding of the committee sent to the grievant and the Director of Human Resources. Any committee member may include a written dissent.

Step 3: Appeal to the College President - If the grievant is not satisfied with the decision made upon the completion of Step 2, they may within ten ~~(10)~~ working days of receiving the decision, present an appeal in writing to the College President. The appeal should include a copy of the original grievance and all applicable documentation along with the replies from Step 1 and Step 2.

The College President shall make necessary inquiries and review documents pertaining to the grievance and may convene a conference of the parties. The College President shall render a decision and the reasons for that decision, in writing, within ten ~~(10)~~ working days after the conference.

Step 4: Appeal to the Board of Trustees - If the grievant is not satisfied with the decision made upon the completion of Step 3, they may within ten ~~(10)~~ working days of receiving the decision, present an appeal in writing to the President of the Board of Trustees through the College President. The appeal should include a copy of the original grievance and all applicable documentation and be submitted no later than the Board's next regularly scheduled meeting along with the replies from Steps 1, 2, and 3. The Board of Trustees shall, in its sole discretion, either hold a hearing on the appeal or decide the appeal following a review of the documentation. In the event the Board decides the appeal following a review of the record, the Board's decision shall be in writing and shall be final.

In the event the Board of Trustees chooses to hold a hearing, the following procedures shall apply. The Board shall give notice to the grievant that a hearing to consider the grievance shall be held before the Board on the particular day and at a certain time and place; that the grievant may be present with or without an advisor; and that the grievant may produce witnesses or other evidence on their behalf at the hearing.

Should the grievant or their advisor request additional time in which to prepare, the President of the Board of Trustees may or may not grant such additional time and continue or postpone the hearing to another day and time. This request shall be submitted through the College President.

The President of the Board of Trustees shall conduct the hearing at the time and place called for in the notice or at the postponed time if additional time is requested. Should the grievant not appear for the hearing, the grievance shall be dismissed. The hearing shall not be public and either party may ask that all witnesses not be present while any other person is testifying. In addition, a transcription or electronic recording shall be made of the hearing proceedings.

The grievant may produce witnesses on their behalf who may be questioned. The grievant may also produce any other evidence which they may deem favorable to their position.

The proper College administrative official(s) or attorney shall represent and present the institution's position as applicable, and the grievant or their advisor may have the right to question any witness called by the institution.

At any time during the proceedings, the College's advocate and/or any member of the Board of Trustees may question any witness or call for a point of order of procedure to be clarified.

The Board shall review all information submitted and render a written determination of their findings and conclusions to the grievant no more than 40 working days from the hearing. The Board of Trustees may determine that the grievance is not properly founded and if so declare **that determination**. If the Board decides that the grievance has merit, the Board shall take whatever corrective action is appropriate. The findings and conclusions of the Board of Trustees shall be in writing. The decision of the Board of Trustees shall be final.

5.32.4 Administrative Guidelines *(Revised 6-13-2022)*

1. Multiple grievances filed simultaneously over a common occurrence or event may be processed in a joint action at the discretion of the Director of Human Resources.
2. In the interest of the prompt resolution of employee complaints, the action at each step of the grievance procedure should be taken as rapidly as possible. In the event of extenuating circumstances, an additional ten ~~(10)~~ working days may be allowed.
3. If the grievant skips a step or files with an outside compliance agency before completion of the College's grievance process, all College grievance processes shall be terminated.

5.33 College Holidays *(Approved 12-18-1989; Revised 8-7-2000; Reaffirmed 11-4-2013)*

The College will establish a holiday schedule that combines fixed and floating holidays allowing for normal calendar variations and the academic calendar.

Procedures *(Revised 4-6-2006, 11-4-2013; 8-27-2018)*

5.33.1 Holiday Schedule

The College will be closed on the following holidays. The holiday schedule will be developed in consideration of the academic calendar and must be approved by the College President.

- New Year's Day
- Martin Luther King, Jr. Day
- Spring holiday (assigned to Good Friday)
- Spring Break
- Memorial Day
- Independence Day
- Labor Day
- Fall Break
- Day before Thanksgiving

- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- The weekdays which fall between Christmas Day and New Year's Day
- One floating holiday designated by the College President

5.33.2 Employee's Eligibility for Holiday Pay *(Revised 6-13-2022)*

Regular full-time employees are eligible for holiday pay. Temporary employees, part-time employees, and employees on unpaid leave are not eligible for holiday pay.

To qualify for holiday pay, an employee must work all scheduled work hours on the last scheduled workday prior to the holiday and on the first scheduled workday immediately following the holiday or, in lieu of working all such hours, be approved for vacation, personal leave, sick leave, jury duty, bereavement, or paid military leave. Employees who do not meet these requirements will not be eligible for holiday pay and will be required to use vacation or personal leave for the holiday if absent immediately prior to or following the holiday without approval. A doctor's certification may be required if sick leave is utilized.

5.33.3 Holidays Not Observed by College

The College recognizes that some employees may wish to observe periods of worship or to commemorate certain days that are not included in the College's holiday schedule. Requests for time off for religious observances will be considered on a case-by-case basis. To provide this accommodation, requests for time off to observe a religious holiday should be submitted in the same manner as a request for vacation. If accrued vacation or personal leave is available, the employee will use that paid time off for the observance of such holidays; otherwise, time off is without pay. This Policy applies only to religious holidays. It does not apply to regular weekly days of worship. If an employee's regular work schedule falls on their worship days, generally they will be required to work as scheduled.

5.33.4 Holiday Scheduled Work *(Revised 6-13-2022)*

In most cases, employees will not be scheduled to work on College holidays. The College reserves the right to schedule employees to work on a College-designated holiday.

A non-exempt employee who is required to work on a holiday shall be paid holiday pay plus additional compensation at the employee's regular rate of pay for any hours actually worked on the holiday.

An exempt employee who is required to work on a College-designated holiday may be granted, with the supervisor's approval, another specified workday off with pay in lieu of the College-designated holiday.

An employee absent from work due to an on-the-job injury or illness will receive the appropriate worker compensation payment in effect, if any, in lieu of holiday pay.

5.33.5 Holiday Falling on Weekend

When a College-designated holiday falls on a Saturday, the holiday will be observed on the preceding Friday. When a College-designated holiday falls on a Sunday, the holiday will be observed on the following Monday or as determined appropriate by the College President.

5.34 College Closure *(Adopted 3-8-2021)*

The President of the College is authorized, within the limits of this Policy, to suspend operations of the College and close facilities due to emergency conditions.

Procedures

5.34.1 Emergency Closure *(Adopted 3-8-2021)*

The President of the College may temporarily suspend operations of the College and close facilities when, in the President's estimation, emergency conditions exist which could ~~(a)~~ 1) jeopardize the health and/or safety of employees, students, or others on College property, or ~~(b)~~ 1) preclude the effective operation of the College.

Any emergency closure shall be promptly communicated to the Board of Trustees, including the reason for the emergency closure and the expected date of reopening.

An emergency closure lasting more than five ~~(5)~~ working days shall require the approval of the Board of Trustees.

Prompt notification shall be provided to employees, students, and the general public.

Days when campus operations are suspended shall be considered excused workdays, with no loss of pay for full-time employees and adjunct faculty.

5.34.2 Closure Due to Inclement Weather *(Revised 12-10-2020)*

The President of the College may declare any workday an excused day, when, in the President's estimation, inclement weather and hazardous road conditions are severe enough to justify this action. Such a declaration may be made before or during the workday.

No loss of pay will occur for full-time employees and adjunct faculty when the College President has activated an inclement weather closing. Likewise, employees scheduled for paid time off on a day of inclement weather closure may revise their leave of absence form to reflect the actual number of hours the College was open. This procedure does not apply to employees on unpaid leaves of absence.

Maintenance, grounds, and other staff who are required to be on campus for snow/ice removal during an inclement weather closing will receive pay for the scheduled hours they would have worked had the College not been closed. In addition, they will be paid for any hours actually worked during the time period the College is closed. Any work on all or part of an excused day must be approved by the supervisor.

When, in the estimation of the President of the College or designee, inclement weather and hazardous road conditions are not severe enough to declare an excused day, an absence due to weather and road conditions will be charged to the employee's personal or vacation leave. Employees with no available vacation or personal leave time will not be paid for hours absent from work.

In the case of an emergency closing after the workday has begun, all employees will be released from work except for designated facilities employees who must be on duty for snow removal. Any work after an emergency closing has been declared must be approved by the supervisor.

1. College Closed (*Revised 12-11-2020*)
If the weather warrants, the College will close and cancel day and/or evening classes. This means all employees are released from work from the announced time of closure until the College reopens unless required to report for snow/ice removal.
2. Snow Schedule (*Revised 9-16-2014; 1-24-2020; 12-12-2020*)
If inclement weather prevents the College from opening on time in the morning but roads are expected to be passable later in the morning, the College may elect to use a delayed start. A delayed start means classes will begin at either 9:30 a.m. or 11 a.m. as determined by the president. Classes starting before the announced time will begin in progress at the announced time unless otherwise arranged by the instructor. Employees will report one-half hour prior to the announced start time (at 9 a.m. or 10:30 a.m.).
Maintenance, grounds, and other staff involved with snow removal will report as scheduled by the Director of Facilities and Grounds.

5.35 Family and Medical Leave Act (*Adopted 11-4-2013*)

The College complies with the provisions of the Family and Medical Leave Act (FMLA). The College reserves all rights available to employers under the Family and Medical Leave Act.

Procedures

5.35.1 Definitions

Son or Daughter – For purposes of FMLA leave taken for birth or adoption, or to care for a family member with a serious health condition: a biological, adopted, foster child, stepchild, legal ward, or a child for a person standing in loco parentis who is ~~(a)~~ 1) under 18 years of age or ~~(b)~~ 2) 18 years of age or older and incapable of self-care because of a mental or physical disability.

For purposes of FMLA leave taken related to Armed Forces active duty or call to duty, or covered servicemember care: a biological, adopted, foster child, stepchild, legal ward, or a child for a person standing in loco parentis who is of any age.

Parent – A parent is defined as the employee’s biological, adoptive, step, or foster parent, or the individual who stood in loco parentis to an employee when the employee was a child.

Serious Health Condition – Generally, a serious health condition is defined as a physical or mental illness, injury, impairment, or condition involving 1) inpatient care in a hospital, nursing home, or hospice or 2) continuing treatment by a health care provider. A serious health condition involving continuing treatment by a health care provider includes three (3) or more consecutive calendar days of incapacity relating to the same condition that also involves treatment two (2) or more times directed by a health care provider or treatment one (1) or more times with a resulting regimen of continuing treatment. Included also in the definition is any condition or medical situation not specifically listed here but contained within the FMLA regulations.

Next of Kin - The nearest blood relative of the covered servicemember.

5.35.2 Eligibility

Employees are eligible for Family Medical Leave if they have worked at least 1,250 hours during the prior 12 months and have been employed with the College at least one (1) year. Employees are entitled to take up to 12 weeks of leave without pay and/or utilize accrued leave during a 12-month period due to one (1) or more of the following:

1. For incapacity due to pregnancy, prenatal medical care, or childbirth
2. To care for the employee’s child after birth, or placement for adoption or foster care
3. To care for the employee’s spouse, son, daughter, or parent, who has a serious health condition
4. For a serious health condition that makes the employee unable to perform the employee’s job
5. A qualifying exigency arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces

In addition, employees who are the spouses, sons, daughters, parents, or next of kin of a covered servicemember are entitled to take up to 26 weeks of unpaid leave during a single 12-month period to care for the servicemember who incurs an injury during military service when that injury results in the servicemember being unable to perform their duties.

The employee is required to first use accumulated sick, personal, and/or vacation days; the balance of the leave will be unpaid up to the 12-week maximum. If the

employee is using Family Medical Leave for their own medical needs, the College will continue to provide paid insurance benefits during the leave. As described in this Policy, medical certification from an applicable health care provider will be required. The duration of each leave of absence and the compensation received by the employee, if any, during the leave of absence shall be determined by the College in conjunction with applicable federal and state law.

5.35.3 Counting of Leave Taken Under FMLA

The College will determine the amount of leave available under this Policy for an eligible employee by using a “rolling” 12-month period. A “rolling” 12-month period measures backward from the date an employee’s leave commences to the 12 months preceding this date.

5.35.4 Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer’s operations. Employees must report that the leave is FMLA-related when informing the supervisor. Leave due to qualifying exigencies may also be taken on an intermittent basis.

5.35.5 Notice Requirements of Employees

Employees must provide 30 days’ advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days’ notice is not possible, the employee must provide notice as soon as practicable and must comply with an employer’s normal call-in procedures. The employee’s supervisor must consult Human Resources as soon as there is knowledge an employee needs to be off work.

5.35.6 Medical Certification

Medical certification by an applicable health care provider is required for all leaves with the exception of leave for childbirth.

The employee must provide certification as soon as reasonably possible and no later than 15 days after the College notifies the employee that the leave may qualify as FMLA. If the employee fails to provide such timely certification, the leave request may be denied until a reasonable period after the required certification is provided or the leave request may be denied entirely. Human Resources will inform the employee if the request is approved/denied.

5.35.7 Active Duty/Call to Duty Certification

For leave of absence due to Armed Forces active duty or call to duty, the employee must provide the available Armed Forces documentation as soon as possible.

5.35.8 Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

5.35.9 Substitution of Paid Leave for Unpaid Leave

The employee is required to first use accumulated sick, personal, and/or vacation days; the balance of the leave will be unpaid up to the 12-week maximum.

5.35.10 Continuation of Benefits While on Family or Medical Leave

For any employee granted leave under this Policy:

1. The College will continue to pay the employer portion of the group medical, dental, vision, and life insurance premiums.
2. The employee must continue to pay the employee's portion of insurance premiums.
3. If the employee does not return to work when FMLA leave is exhausted, the opportunity to purchase continuing coverage under COBRA regulation will apply.

5.35.11 Impact on Future Retirement Benefits

For information on the potential impact of Family and Medical Leave on retirement benefits, the employee should refer to the PSRS-PEERS website at <http://www.psr-peers.org>. Subject to PSRS-PEERS requirements, employees on unpaid leave may be able to contribute based on their current salary into the applicable retirement system in order to earn service credit.

5.35.12 Fitness-for-Duty Requirements

Employees who take leave under this Policy due to their own serious health condition must provide to the Human Resources office, in advance of returning to work, a "return to work" slip from their health care provider stating that they are able to resume the essential functions of their jobs with or without a reasonable accommodation. Employees may not return to work without the required documentation from their health care providers.

5.35.13 Return from Family and Medical Leave

Employees are expected to return to work the first workday following the last day of the family or medical leave. In cases where the employee is unable to return sooner or the employee needs an extension of leave time, employees are asked to

provide two (2) days' notice of such whenever possible. Upon return from a family or medical leave, an employee will be restored to the same or an equivalent position. An employee's failure to return from leave on the designated date will be handled in accordance with College Policy.

5.35.14 Option for Employees Ineligible for FMLA Leave

Employees who do not qualify for leave under FMLA or who have exhausted family and medical leave may consult Human Resources to determine their eligibility to apply for an unpaid leave.

5.36 Leave and Accommodations for Victims of Domestic Violence and Sexual Assault

(Adopted 2-7-2022)

The College complies with Missouri Revised Statute Section 285.625 et seq. and provides leave and accommodations for employees who are victims of domestic violence or sexual assault and for employees who have a household member who is a victim of domestic violence or sexual assault.

Procedures *(Adopted 2-7-2022)*

5.36.1 Eligibility

Employees eligible for leave or safety accommodations under this Policy must meet the following criteria: 1) the employee is a victim of domestic violence or sexual violence or 2) the employee has a family or household member who is a victim of domestic or sexual violence whose interests are not adverse to the employee as it relates to the domestic or sexual violence.

5.36.2 Definitions

Abuse - Any physical injury, sexual abuse, or emotional abuse inflicted on a child other than by accidental means by those responsible for the child's care, custody, and control. Victims of abuse shall also include any victims of sex trafficking or severe forms of trafficking as those terms are defined in 22 U.S.C. 78 Section 7102(9)-(10).

Domestic Violence - Abuse or stalking committed by a family or household member, as such terms are defined in this policy.

Family or Household Member - A spouse, parent, son, daughter, other person related by blood or by present or prior marriage, other person who shares a relationship through a son or daughter, and persons jointly residing in the same household.

Sexual Violence - Sexual assault (causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress, or without that person's consent) or trafficking for the purposes of sexual exploitation.

Victim of Domestic or Sexual Violence - An individual who has been subjected to domestic violence, sexual violence, or abuse.

5.36.3 Leave for Victims of Domestic Violence and Sexual Assault *(Revised xxx)*

The College will provide up to two weeks of paid leave (in addition to regular paid leave benefits specified in Board Policy) to eligible employees who are:

1. Seeking medical attention for or recovering from physical or psychological injuries caused by domestic violence or sexual violence, as defined herein, against the employee or the employee's family or household member.
2. Obtaining victim services for the employee or the employee's family or household member.
3. Obtaining psychological or other counseling for the employee or the employee's family or household member.
4. Participating in safety planning, including temporary or permanent relocation, or other actions to increase the employee or the employee's family or household member's safety from future domestic or sexual violence or to ensure economic security.
5. Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's family or household member, including preparing for or participating in court proceedings related to the violence.

An employee must provide the College with at least 48 hours' advance notice of the need for leave under this Policy unless such notice is impractical, and in which case, the notice must be given as soon as possible. Leave may be taken intermittently or on a reduced work schedule.

The College may, in its discretion, require documentation showing that the employee is eligible for leave under this Policy. **Documentation may include** ~~(such as~~ a police report or documentation from a victim services organization, medical professional, attorney, member of the clergy, or another professional from whom the employee or the employee's family or household member has sought assistance in addressing domestic or sexual violence and/or the effects of such violence), and/or a sworn statement from the employee.

To provide notice to the College of intention to take leave under this Policy, the employee shall contact the Director of Human Resources at 636-584-6712 or via email at hrecc@eastcentral.edu.

5.36.4 Safety Accommodation Requests *(Revised xxx)*

The College will also make reasonable safety accommodations in a timely manner to known limitations resulting from the domestic or sexual violence experiences of an eligible employee or an eligible employee's family or household member unless such accommodation would result in an undue hardship for the College. Examples of accommodations for eligible employees include:

- Adjustment to a job structure, workplace facility or work requirement
- A transfer or reassignment
- A modified schedule
- Leave from work (as described above)
- A changed telephone number, email address, or seating assignment
- Installation of a lock or implementation of a safety procedure
- Assistance in documenting domestic violence that occurs at the workplace or in work-related settings, in response to actual or threatened domestic violence

If an employee requests a reasonable safety accommodation under this Policy, the College may, in its discretion, require the employee to provide a written statement signed by the employee or an individual acting on the employee's behalf certifying that the employee is eligible for a reasonable safety accommodation under this Policy.

~~Requests for a~~ **Regarding** reasonable safety accommodations under this Policy, the employee should contact the Director of Human Resources at 636-584-6712 or via email at hrecc@eastcentral.edu.

5.36.5 Privacy of Documentation

If documentation is requested by the College under this Policy, such documentation will be maintained by the College in the strictest confidence and will not be disclosed unless consent is provided by the employee or disclosure is otherwise required by applicable federal or state law.

5.36.6 Coordination with Other Policies

Eligible employees who have exhausted all leave allowed under the College's Family and Medical Leave Act Policy, Section 5.35 of the College's Board Policies, shall not be allowed additional unpaid leave under this Policy.

5.36.7 Benefits During Leave

Eligible employees who take leave under this Policy will be entitled to maintain all accrued benefits through the College. Additionally, the eligible employee will continue to be covered by the College's group health insurance policy while taking leave under this Policy at the same level and under the same conditions

coverage would have been provided if the eligible employee had continued his or her employment with the College continuously for the duration of such leave, assuming the eligible employee participated in the College's group health insurance coverage prior to taking leave under this Policy.

If an eligible employee fails to return to work after the expiration of leave under this Policy for any reason other than the continuation, recurrence, or onset of domestic violence, sexual violence, abuse, a sexual assault, or human trafficking that entitled the employee to leave under this Policy or for other circumstances beyond the control of the eligible employee, the College may seek reimbursement for the premiums paid by the College, if any, for maintaining coverage under the College's group health insurance plan for the eligible employee's and/or the eligible employee's family or household member(s), if applicable, during leave under this Policy.

5.36.8 Retaliation Prohibited

The College will not retaliate against eligible employees for taking or requesting leave or a reasonable safety accommodation under this Policy. Any eligible employee who takes leave under this Policy shall be entitled, on return from such leave, to be restored to the position of employment held by the eligible employee when the leave commenced or an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.

5.36.9 Notice to Employees of Availability of Leave and Safety Accommodations

The College will distribute notice to employees of the availability of leave and safety accommodations under this Policy upon adoption of this policy. Employees hired after the adoption of this policy will be notified of the availability of leave and safety accommodations under this policy upon commencement of employment.

5.37 Nursing Parent Accommodations *(Adopted 4-15-2014)*

East Central College will comply with the requirements of the Patient Protection and Affordable Care Act (PPACA), which amended Section 7 of the Fair Labor Standards Act (FLSA) to provide a reasonable amount of break time to express milk as frequently as needed by the nursing parent.

Procedures *(Revised 2-14-2019)*

5.37.1 Time for Lactation Accommodation

The College will provide additional break time to employees who are nursing parents and who need to express milk during the workday for up to two (2) years after the child's birth. Employees covered by this provision will work with their supervisor to determine how best to accommodate the needs of the parent while still meeting job expectations.

Supervisors will be required to provide a reasonable amount of break time to express milk as frequently as needed by nursing parents. Nursing parents covered by Policy 5.30 will be allowed to extend the two (2) paid 15-minute breaks provided in that Policy by up to an additional 15 minutes of paid time to express milk if needed. If a longer break time is necessary, the employee will be required to make up the missed time or use vacation/personal leave. If an employee takes more than two (2) paid breaks and the unpaid 30-minute lunch break during the workday to express milk, the employee will need to make up the time missed or use vacation/personal leave. Non-exempt employees will be required to record break times on the timecard. Accrued sick leave cannot be used for milk express breaks as this does not qualify for sick leave.

5.37.2 Environment for Lactation Accommodation *(Revised 6-13-2022)*

The nursing parent may use their office, an office in the immediate work area, or one of the private locations designated by the College for expressing milk. The nursing parent may also express milk in any other suitable location on campus. Milk may be stored in College refrigerators located in the break areas throughout the campus.

The College has designated the Board Room (**Buescher Hall, room 238**) as a private location on the Union campus for use by nursing parents. Additional rooms may be available for use; a room list will be maintained by Human Resources. Designated space is available upon request at both Rolla facilities and can be scheduled through the ECC Rolla Administrative Assistant.

5.37.3 Nothing in this policy shall be construed to prohibit an employee from breastfeeding or expressing breast milk in any other suitable location on campus.

5.38 Paid Leave Benefits *(Adopted 6-1-1992; Revised 6-4-2001, 12-2-2013)*

Eligible full-time employees receive paid sick leave, vacation leave, and personal leave annually.

Procedures *(Revised 4-6-2006, 12-2-2013)*

5.38.1 Sick Leave Accrual *(Revised 6-13-2022, xxx)*

Full-time administrators, professional staff, and support staff will accumulate sick leave monthly at the rate of 16 days per year (10.67 hours per month). Employees will be eligible to accrue sick leave effective the first of the month following the date of hire. Sick leave does not accrue while an employee is on unpaid leave.

Full-time faculty on a nine-, ten-, or eleven-month contract will accumulate sick leave monthly at the rate of 16 days per year spread over their contract period. Full-time faculty on a twelve-month contract will accumulate sick leave monthly at the rate of 16 days per year (10.67 hours per month).

Sick leave accrues monthly on the last working day of each month and may accumulate up to 60 working days (480 hours). ~~Sick leave accrual is to help bridge the leave for long term disability.~~

5.38.2 Use of Sick Leave *(Revised xxxx)*

Sick Leave may be used for reasons of personal illness, injury, or medical appointment of an employee and/or to care for an illness or injury or to attend ~~to~~ a medical appointment of an immediate family member. Immediate family members include the employee's spouse, children, stepchildren, foster children, children for which the employee is a legal guardian, parents, stepparents, parents-in-law, and foster parents. Exceptions to include other individuals may be approved by the appropriate administrator.

Full-time staff may utilize sick leave in 15-minute increments. Full-time faculty may utilize sick leave in ~~four-hour or eight-hour~~ 15-minute increments ~~with eight hours being taken on days when faculty is unable to meet any obligations (classes, office hours, appointments, or meetings) on a given workday.~~

~~Pay advices~~ Earnings Statements do not necessarily reflect leave used within the current pay period.

A statement from a physician verifying the necessity for absence(s) may be required for more than three ~~(3)~~ consecutive days of absence.

Employees should notify their supervisor as soon as the need for Sick Leave is known and must complete and submit a leave of absence approval form.

In the event of an injury or illness that is covered by workers' compensation insurance, state laws governing such injuries take precedent over this Policy.

At the time of termination of employment, any accrued sick leave will be forfeited.

5.38.3 Personal Leave

Full-time faculty, administrators, professional staff, and support staff will receive five ~~(5)~~ days (40 hours) of Personal Leave per year on July 1 of each fiscal year.

Full-time faculty, administrators, professional staff, and support staff hired after July 1 of each fiscal year will receive prorated Personal Leave effective the date of hire as follows:

July through September:	100% or 5 days/40 hours
October – December:	75% or 3.75 days/30 hours
January – March:	50% or 2.5 days/20 hours
April –May:	25% or 1.25 days/10 hours

5.38.4 Use of Personal Leave *(Revised 4-22-2014, xxxx)*

Personal leave is to be used at the discretion of the employee, subject to supervisory approval. Examples of activities for which an employee may want to utilize Personal Leave include personal business which cannot be conducted outside of normal working hours, religious observances, and parent-teacher conferences.

Personal leave may be utilized in ~~one-half hour~~ 15-minute increments. Employees must complete and submit a Leave of Absence Request form.

Personal leave that is unused as of June 30 of each fiscal year will be transferred to the employee's Earned Sick Leave account if the employee has not already met the maximum sick leave accrual.

~~Pay advices~~ Earnings statements do not necessarily reflect leave used within the current pay period.

An employee resigning from the College may use no more than 16 total hours of personal or vacation leave during the last two weeks of employment.

At the time of termination of employment, any unused personal leave will be forfeited.

5.38.5 Vacation Leave *(Revised 6-13-2022)*

Vacation leave is to be used at the discretion of the employee, subject to supervisory approval. Employees will be eligible to accrue vacation leave effective the first of the month following the date of hire. Leave accrues monthly on the last working day of each month. Vacation leave does not accrue while an employee is on unpaid leave or utilizing shared sick leave.

The President will have vacation leave as negotiated.

Full-time administrators, professional staff, and support staff will accrue three ~~(3)~~ weeks (15 days or 120 hours, at the rate of 10 hours per month) paid vacation annually. After five ~~(5)~~ years of full-time employment with the College, the annual vacation time will be four ~~(4)~~ weeks (20 days or 160 hours, at the rate of 13.33 hours per month). Maximum vacation accrual is nine ~~(9)~~ weeks (45 days or 360 hours).

5.38.6 Use of Vacation Leave *(Revised 4-22-2014, xxx)*

Vacation leave cannot interfere with the department's operation. Requests for 40 consecutive hours or more of vacation leave should be approved by the supervisor two ~~(2)~~ weeks in advance of such leave. The supervisor must approve specific vacation dates. Only accrued vacation leave may be taken; ~~leave cannot be used prior to being accrued.~~

Vacation leave may be reported in ~~one-half hour~~ 15-minute increments. Employees must complete and submit a Leave of Absence Request form.

~~Pay advices~~ Earnings statements do not necessarily reflect leave used within the current pay period.

An employee who is resigning from the College may use no more than 16 total hours of vacation or personal leave during the last two weeks of employment.

At the time of termination of employment, any accrued vacation leave will be paid through direct deposit following the last regular salary payment.

5.38.7 Voting Leave *(Revised xxxx)*

East Central College employees may take up to three (3) hours of leave from work to vote in local, state, and national elections. ~~Employees will be expected to notify the supervisor at least one (1) week in advance and will be required to use personal or vacation leave time for the absence.~~ When possible, the least amount of voting leave should be utilized.

Requests to take time off to vote should be made to a supervisor prior to the election. Employees will not be discouraged from taking time off to vote nor will they be disciplined or retaliated against for taking time off to do so.

5.38.8 Jury Duty/Court Appearance Leave

Leaves of absences for jury duty or for court appearances related to College business shall be granted with pay.

5.38.9 Bereavement Leave *(Revised xxxx)*

Up to three (3) ~~consecutive~~ working days of leave with pay will be granted to regular, full-time employees upon the death of a family member. For purposes of this Policy, family members are spouse, child(ren), son-in-law, daughter-in-law, parents, parents-in-law, grandparents, grandparents-in-law, grandchildren, brother, brother-in-law, sister, sister-in-law, stepparent, step-child, step-brother, step-sister, foster child, foster parent, or any member of the immediate household of the employee. Exceptions to this procedure must be approved by the College President.

Requests for extended leaves of absence for out-of-state travel should be approved by the supervisor. Accrued sick, personal, or vacation leave may be used.

5.39 Paid Parental Leave *(Adopted 11-4-2019; Revised 6-13-2022)*

Paid parental leave is a benefit that allows up to four (4) weeks of paid time off for eligible full-time employees to provide an appropriate amount of time to recover from the delivery of a child, adjust to the placement of a child, or bond with a child. Other leave may be combined with this policy to obtain up to ~~twelve (12)~~ weeks of leave in accordance with Family and Medical Leave Act (FMLA) guidelines.

Procedures *(Adopted 11-4-2019)*

5.39.1 Eligibility

To be eligible for paid parental leave, an employee must:

1. Be employed with the College at full-time status for at least 12 consecutive months in a benefits-eligible position prior to the start of the paid parental leave,
2. Qualify for FMLA leave with the College as of the anticipated start of the parental leave (See policy 5.35 Family and Medical Leave Act.), and
3. Have remaining FMLA leave available to utilize for the paid parental leave.

In addition, employees must meet one of the following criteria to be eligible for paid parental leave:

1. Have given birth to a child
2. Be a spouse/partner/co-parent of an individual who has given birth to a child
3. Have adopted a child, gained a child through surrogacy, or gained placement of a foster child/*in loco parentis* child; and in either case, the child must be younger than 18 or incapable of self-care because of a mental or physical disability, as verified by a physician in accordance with FMLA guidelines

5.39.2 Amount, Timeframe, and Duration of Paid Parental Leave

1. If both parents are employees of the College, each parent may receive paid parental leave as described in this policy, which may be taken concurrently, consecutively, or at separate times.
2. Each week of paid parental leave is compensated at 100% of the employee's regular, straight-time weekly pay and will be paid on regularly scheduled pay dates.
3. Paid parental leave may be taken at any time during the 12 weeks following the birth, adoption, or placement of a child with the employee. Paid parental leave may not be used or extended beyond this 12-week time frame.
4. The fact that a multiple birth, adoption, or placement occurs (e.g., the birth of twins or adoption of siblings) does not increase the four 4-week total amount of paid parental leave granted for that event.
5. An employee is only entitled to one event of paid parental leave during a rolling calendar year, regardless of whether more than one (1) birth, adoption, foster care, or *in loco parentis* placement event occurs within a rolling calendar year time frame. For example, a mother who receives four (4) weeks of paid

parental leave for giving birth would be ineligible for paid parental leave for adoption in the same rolling calendar year.

6. The paid parental leave may begin from the point the child is placed with the employee (granted custody) for the purpose of adoption; however, a consequential event from an original placement may not be eligible as a qualifying event, even if it occurs after an entire rolling calendar year. For example, an employee may take paid parental leave when a foster child is placed with said employee but cannot take paid parental leave again when the adoption occurs.
7. Leave provided pursuant to this policy is only available to the extent it runs concurrently with an employee's existing FMLA entitlement. For example, if an employee has only three (3) weeks of FMLA leave remaining at the time the employee's paid parental leave is scheduled to begin, the employee would only be entitled to three (3) weeks of paid parental leave pursuant to this policy.
8. Paid parental leave may not be donated or carried over to future years.
9. Upon termination of the individual's employment at the College, they will not be paid for any unused paid parental leave for which they were eligible.

5.39.3 Coordination with FMLA Guidelines

1. Any time taken off work for paid parental leave must be in accordance with the College's established leave policies. See Policy 5.41 Leaves of Absence.
2. This Policy may not be construed to provide leave in addition to the leave available under the Family and Medical Leave Act (FMLA). See Policy 5.35 Family and Medical Leave Act.
3. Any leave taken under this Policy also qualifies as FMLA leave, and therefore, will be counted toward the 12 weeks of available FMLA leave per a 12-month period. All other requirements and provisions under FMLA will apply. In no case will the total amount of leave—whether paid or unpaid—granted to the employee under FMLA exceed 12 weeks during the 12-month FMLA period.
4. After the paid parental leave is exhausted, the balance of FMLA leave, if applicable, may be compensated through employees' accrued vacation, sick, and/or personal leave, if available. Upon exhaustion of accrued vacation, sick, and/or personal leave, any remaining leave will be unpaid leave.

5. All benefits will be maintained for employees during the paid parental leave period just as if they were taking any other paid leave such as vacation, sick, or personal leave.
6. Vacation, sick, and personal leave will continue to accrue during the paid parental leave period. Holiday pay will not be counted against paid parental leave, meaning if a College holiday occurs while the employee is on paid parental leave, such day will be charged to holiday pay.

5.39.4 Requests for Paid Parental Leave *(Revised 6-13-2022)*

1. An employee will make every effort to notify their supervisor of their intention to request paid parental leave at least 90 days prior to the start of the leave. The employee will provide their immediate supervisor and Human Resources with the anticipated timing and duration of the leave. It is understood that under some circumstances it is not feasible to provide 90 days' notice. In these cases, the employee must provide notice as soon as practicable.
2. In order to receive paid parental leave, the employee must complete a Leave of Absence Form along with required FMLA documentation and submit the forms to Human Resources for verification at least 90 days prior to the start of the leave.
3. Employees taking paid parental leave must reflect hours on their timesheet, if applicable, and Leave of Absence Request Form as paid parental leave (PAR).
4. The employee must also communicate whether they intend to use the paid parental leave continuously or on a reduced schedule. Any request for reduced schedule leave requires the approval of the employee's supervisor.

5.40 Shared Sick Leave *(Approved 4-2-2007; Revised 8-25-2014, 6-13-2022)*

The College will maintain a Shared Sick Leave program for employees who are unable to work due to the employee's own serious illness, injury, or impairment that requires continuing treatment/supervision by a health care provider, and which is likely to cause the employee to take a prolonged leave without pay or likely to result in a substantial permanent disability leading to termination of employment or retirement with the College.

Procedures *(Revised 8-25-2014)*

5.40.1 General Rule

Shared Sick Leave may not be used for absences resulting from providing care for a family member. Following the use of Shared Sick Leave, an employee must

complete a minimum of one (1) year of continuous full-time employment with the College before they are eligible to receive Shared Sick Leave again.

5.40.2 Eligibility Requirements for Shared Sick Leave

Full-time employees may be eligible for Shared Sick Leave if they meet the following criteria:

1. The employee must have been employed full-time by the College for at least 12 months immediately preceding the first day of leave from the Shared Sick Leave pool is used.
2. The employee must have been absent from work for at least 15 continuous working days due to the employee's own serious illness, injury, or impairment.
3. The employee must have exhausted all accrued leave or must provide certification from a licensed medical provider that future absences related to the employee's serious illness, injury, or impairment will extend beyond the employee's current accrued leave balances for personal, vacation, and medical leave.
4. The employee must submit a certification from a licensed medical provider that the employee's inability to work is due to a serious illness, injury, or impairment.
5. If the employee has previously received Shared Sick Leave, the employee must have completed a minimum of one (1) year of continuous full-time employment with the College since the conclusion of the most recent use of Shared Sick Leave.

5.40.3 Approval Process

1. The employee must complete the Shared Sick Leave Request Form and must include a detailed explanation of the reason for requesting Shared Sick Leave.
2. The employee shall submit the completed Shared Sick Leave Request Form along with the required documentation to the Human Resources Director.
3. The Human Resources Director and the appropriate vice president will review requests upon receipt of the request form and the required certification from a licensed medical provider.
4. The Human Resources Director will make a recommendation to the College President.

5. The College President will approve or disapprove the request within ten ~~(10)~~ working days from receipt of the recommendation from Human Resources. The decision of the President is final.
6. The College may approve up to 160 hours of Shared Sick Leave for full-time employees. The approval will include the number of allotted Shared Sick Leave hours, dates for use of the hours, and whether recertification will be required.
7. All requests for Shared Sick Leave will be considered confidential.
8. Shared Sick Leave may be retroactive to the start of the unpaid leave if circumstances warrant or if the individual was unable to complete the request form and provide the required certification prior to the use of all accrued leave.
9. Exceptions to this Policy must be approved by the President.

5.40.4 Reconsideration of Shared Sick Leave Request

Requests that are denied may be eligible for reconsideration upon receipt of additional information or change in circumstances that would make the employee eligible for Shared Sick Leave. A written request for review of the eligibility for Shared Sick Leave should be submitted to the Director of Human Resources and the President of the College within ten ~~(10)~~ working days from the date of disapproval notification. The Human Resources Director will make a recommendation to the College President who will make a final determination within ten ~~(10)~~ working days of receipt of the written request.

5.40.5 Benefits While on Shared Sick leave

1. An eligible full-time employee may be granted up to 160 hours of Shared Sick Leave over a two ~~(2)~~ month period.
2. The College will continue paid medical, dental, life, and disability insurance for the duration of the use of Shared Sick Leave.
3. The employee can accrue sick leave and will earn personal days according to College guidelines. The employee will not be eligible to accrue vacation leave until the first of the month following return to work full-time.
4. Educational Assistance may be used by qualified dependents but may not be used by the employee who is on full-time or intermittent Shared Sick Leave.
5. The employee will not be eligible for supplemental employment within the College and will not be approved for supplemental employment outside of the College during the period they are receiving Shared Sick Leave.

6. Utilization from the Shared Sick Leave bank ceases when: 1) the employee is released to return to work, 2) the employee has been absent 90 continuous working days and is eligible to apply for Long-Term Disability benefits, 3) the employee begins receiving retirement benefits, or 4) the approved number of hours have been used.
7. An employee who uses Shared Sick Leave days from the Shared Sick Leave bank is not required to pay back the hours.
8. Leave covered by this Policy shall not constitute a break in service and an individual shall have all rights and privileges as defined in the Policies of the Board of Trustees unless otherwise specified.

5.40.6 Return to Work

Prior to returning to work, an employee who has been absent due to their own serious injury, illness, or impairment must provide Human Resources a return-to-work release from a licensed medical provider. If the return-to-work release contains any restrictions, Human Resources will work with the employee and the supervisor to determine if the College can accommodate the state restrictions. The College will consider any employee who fails to return to work after receiving the release from the licensed medical provider to be absent from their job without authorization. The College considers three (3) days of unauthorized absences to be a voluntary resignation.

5.40.7 Donations to Shared Sick Leave Bank

An employee may donate up to 40 hours from their accrued sick leave in a fiscal year to the Shared Sick Leave bank as long as their accrued sick leave does not fall below 240 hours. Once a donation has been made to the Shared Sick Leave bank, it cannot be restored to the individual. Donations may be made during the months of September and May of each year. The Shared Sick Leave bank cannot exceed a maximum of 2,000 days, and donations will be accepted only when the days accumulated in the bank drop below 2,000 days.

5.40.8 Option for Employees Ineligible for Shared Sick Leave

Employees who do not qualify for Shared Sick Leave, who have exhausted their accumulated paid leave, and/or who have exhausted Family and Medical Leave may consult Human Resources to determine eligibility to apply for an unpaid leave, reduced work schedule, retirement, and/or long-term disability.

5.40.9 Exhaustion of the Shared Sick Leave Bank

Days in the Shared Sick Leave bank will be distributed until exhausted or as determined by the College President. The program may be amended as required to maintain the integrity and purpose of the Shared Sick Leave bank.

5.41 Leaves of Absence *(Adopted 6-1-1992; Revised 6-4-2001, 12-2-2013)*

Employees are eligible for extended paid/unpaid leaves of absence from the College under certain circumstances.

Procedures

5.41.1 Family and Medical Leave Act (FMLA) *(Revised 12-2-2013)*

The College will comply with the provisions of the federal Family and Medical Leave Act (FMLA). The Office of Human Resources must be notified immediately upon request of Family Medical Leave to assure legal compliance. Please refer to Policy 5.35 for the complete Family and Medical Leave Act Policy and Procedures.

5.41.2 Military Leave *(Revised 12-2-2013)*

Full-time employees who are members of the U.S. Armed Forces and its reserve components will be eligible for re-employment in the same or similar position after completing military service, provided that the employee shows their orders to their supervisor as soon as they receive the orders; satisfactorily completes active-duty service; enters the military service directly from employment with East Central College; and applies for and is available for re-employment within 90 days after discharge from active duty. If the employee is returning after 31-180 days of active duty for training, they must apply within 14 days after discharge. If active duty lasts 30 days or less, the employee must report to work at their next scheduled work shift.

Employees with one (1) year or more of service will be protected against loss of income as a result of participation in annual encampment or training duty in the U.S. Military Reserves or the National Guard. In these circumstances, the College will pay the difference between what an employee earns from the government for military service and what the employee would have earned as normal straight-time earnings through their employment with the College. This difference will be paid for up to two (2) weeks in a calendar year. An employee who qualifies for such pay and who is on military leave during one of the College's paid holidays will receive full holiday pay from the College for that day, irrespective of any military pay earned that day.

Employees may also be eligible for leave in certain circumstances, described below, if their spouse, son, daughter, parent, or next of kin is a member or veteran of the U.S. Armed Forces.

An eligible employee may take FMLA leave for a “qualifying exigency” arising out of the fact that their spouse, son, daughter, or parent is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces.

An eligible employee who is the spouse, son, daughter, parent, or next of kin of a “covered servicemember” may take up to 26 weeks of unpaid leave during a 12-month period to care for the servicemember, if the servicemember is undergoing medical treatment, recuperation, or therapy, is in outpatient status, or is on the temporary disability retired list, for a serious injury or illness that occurred in the line of duty (or existed before but was aggravated by service in the line of duty) and that resulted in the servicemember being unable to perform the duties of their office, grade, rank, or rating.

5.41.3 Public Service Leave of Absence

Employees who desire to accept temporary employment in federal, state, or local government or with an organization devoted to higher education betterment may be granted a public service unpaid leave of absence with no paid benefits for up to one (1)-year.

5.41.4 Requests for Unpaid Leave

When possible, requests for a leave of absence or any extension of a leave should be submitted to the employee's supervisor(s) 60 days prior to commencement of the leave period, or as soon as it is practicable. The approval or denial process is supervisor, appropriate administrator, Director of Human Resources, President, and Board of Trustees.

5.41.5 Employee Failure to Return to Work *(Revised 12-2-2013)*

If an employee fails to return to work for their next scheduled work shift after the conclusion of an approved leave of absence, the employee may be terminated from employment.

5.41.6 Reduced Work Schedule for Full-time Employees *(Adopted 7-30-2001; Revised 12-2-2013)*

Full-time employees may request a reduced work schedule on a temporary basis. Reduced work schedule will be defined as completion of less than 40 hours per week. Full-time employees who request reduced leave must work a minimum of 20 hours per week.

1. Eligibility

To be eligible to request a reduced schedule, employees must be 12-month, full-time employees for a consecutive period of at least two (2) years, based upon their date of hire. The employee must demonstrate satisfactory work performance, as reported by the supervisor, for the most recent two (2)-year period.

Upon return from Reduced Work Schedule employees must complete a minimum of two (2) years of continued 12-month, full-time employment with satisfactory performance before they are eligible to request Reduced Leave

again. An employee may request a Reduced Work Schedule no more than twice.

2. Approval Process

In all cases, the supervisor, vice president(s), Human Resources, and President of the College must approve the reduced schedule. The approval process will include an assessment of the hardship to the department and to the College. The expected workload effect and departmental conditions will also be considered and may influence the parameters of the Reduced Work Schedule. Every request will be evaluated on a case-by-case basis. The supervisor, vice president(s), Human Resources, and President of the College will decide if temporary employees will be hired to assist with the workload.

3. Duration

The duration of the Reduced Work Schedule is subject to the approval of the supervisor, vice president(s), Human Resources, and the President of the College, but will not exceed one (+) fiscal year.

4. Continuation of Salary and Benefits

During the period of Reduced Work Schedule, the employee will be paid only for time worked. Non-exempt employees will be paid for hours worked; exempt employees will be paid a percentage of their annual salary, based upon the percentage of schedule worked. Insurance and retirement benefits will be continued on a pro-rated basis. These benefits will include medical, dental, vision, life, and disability insurances. Educational Assistance may be used by qualified dependents but may not be used by the employee who is on the Reduced Work Schedule. During the period of Reduced Work Schedule, the employee may utilize accrued leave, but additional leave will not accrue while the reduced work schedule is in effect. Accrued sick leave may only be used if the reduced work schedule is due to a qualifying FMLA leave. The employee will not be eligible for supplemental employment with the College. If a reduced work schedule is in conjunction with FMLA, benefits will be continued at no cost to the employee.

5.42 Insurance and Benefit Plans *(Adopted 6-1-1992; Revised 6-23-2003, 11-4-2013)*

Information and summary communications intended to explain benefit plans shall be furnished to all plan participants and beneficiaries on a continuing basis.

For purposes of this Policy, a dependent is a child, stepchild, or foster child aged 26 or under.

Procedures *(Revised 4-6-2006; Revised 11-4-2013)*

5.42.1 College Insurance Benefits *(Revised 1-12-2021)*

The following insurance benefits are provided by the College to qualifying full-time employees, as well as to eligible College retirees per state statute (Mo. Stat. 169.590) and other applicable College policies and state/federal law. The

employee/eligible retiree may add a spouse and/or dependents at an additional cost to the employee/eligible retiree. Insurance coverage for new employees begins the first of the month following their date of hire. In the event of termination or resignation, insurance benefits will terminate at the end of the month of the last day worked. The individual will qualify for continuation of medical, vision, and dental insurance under COBRA.

1. **Medical Insurance** – The College pays the premium for all full-time employees’ medical insurance. The employee may be responsible for a portion of the premium based on the type of plan they choose. Employees participating in the high deductible insurance plan can also participate in a Health Savings Account (HSA). Employees working 30 hours per week or more may qualify for medical insurance as defined by the Affordable Care Act.
2. **Vision Insurance** – The College pays the board-approved premium for all full-time employees’ vision insurance.
3. **Dental Insurance** – The College pays the board-approved premium for all full-time employees’ dental insurance.
4. **Life Insurance** – All full-time employees are insured with a \$50,000 life insurance policy. The employee may add additional insurance at their own expense.
5. **Long-Term Disability Insurance** – The College will pay the premium for a salary continuance program which assures full-time employees a continuous income equal to not less than 2/3 of the employee’s monthly salary when an employee is disabled because of injury or illness. Maximum is \$6,000 per month.
 - a. The College will provide access to medical, dental, vision, and disability insurance coverage through the College’s group plans at the expense of the employee until a disabled employee is eligible for Medicare.
 - b. Group term life insurance may be continued on a disability waiver. This requires a disability claim form to be completed.
6. **Unemployment Insurance** – The College provides unemployment insurance to all employees in compliance with state and federal laws.

5.42.2 Tax Shelters

Interested full-time employees may tax-shelter certain earnings in compliance with Internal Revenue Service codes.

The chief financial officer will develop and file all appropriate documentation with state and federal agencies regarding sheltering contributions.

1. **Tax Sheltered Annuities** [IRS code, section 403(b)] are available for employees who wish to tax shelter earnings. A list of current vendors is available from Human Resources.
2. **Deferred Compensation Plans** [IRS code, section 457(b)] are available for employees who wish to tax shelter earnings.
3. **Cafeteria Plans (Flexible Spending Account [FSA])** [IRS code, section 125] are available for employees who wish to redirect pre-tax income to pay eligible benefit items normally paid with after-tax dollars.

The deductions that may be included in the cafeteria plan are:

- a. Medical, dental, and vision insurance premiums paid by the employee
- b. Certain un-reimbursed medical expenses
- c. Adult and child dependent care

The College also offers a Limited Purpose FSA for dental and vision expenses to those employees participating in a Health Savings Account.

5.43 Professional Association Membership *(Adopted 6-1-1992; Revised 11-3-2003; Reaffirmed 11-4-2013)*
 Employees are encouraged to join and participate in professional associations and may be sponsored in professional associations when this will serve the College's interests and goals.

Procedures

5.43.1 Employee-Selected Professional Association

Employees are encouraged to participate in professional associations that promote professional development. However, employee participation in such associations may not be supported financially by the College unless such participation is in support of particular College interests and goals.

5.43.2 College-Recommended Professional Association

The College may identify certain professional associations in which it wants to be represented and then designate the employees that it will sponsor for membership in such associations. Employees so designated will represent the College in the organization and will be expected to participate actively and promote its interests.

5.43.3 Coordinating Representation

Administrators are responsible for coordinating sponsorships of employees in professional associations. Administrators will normally consider the following factors in selecting associations in which to sponsor representation and in designating employees to be sponsored for membership:

1. The nature and purpose of the association
2. The benefit to be derived by the College's support and from employee participation

3. The cost to the College
4. The extent to which the College is already represented in the association
5. The employee's job responsibilities, length of service, and overall qualifications for membership

5.43.4 Planning, Budgeting, and Expense Approval

Administrators are responsible for planning, budgeting, and approving the expenses of their employees' participation in association activities. The College will pay for or reimburse the approved and reasonable expenses of employees sponsored for membership in professional associations.

5.44 Educational Leave *(Adopted 6-16-2014)*

The term “educational leave” refers to the release from duties or time normally required of a full-time employee in carrying out their full responsibilities assigned. Educational leave is granted for purposes related to the employee’s work at the College. College funds may be used to pay employee salaries while they are on educational leave if the eligibility criteria are met. The College provides two types of educational leave – sabbatical leave and professional leave.

Sabbatical leave is intended to advance education or research related to the employee’s position.

Professional leave is intended for work exchange or other professional experience related to the employee’s position.

Procedures *(Adopted 6-16-2014)*

5.44.1 Eligibility for Paid Educational Leave

Full-time, general fund (non-grant funded) ~~employees~~ **staff** may be granted paid educational leave after having been employed by the College for six ~~(6)~~ years. **Educational leave for faculty is outlined in the current Collective Bargaining Agreement.**

1. An eligible full-time employee may be granted educational leave for one ~~(1)~~ full contract year (fall/spring semester) at one-half of the individual’s salary for the period.
2. An eligible full-time employee may be granted educational leave for six ~~(6)~~ months or one ~~(1)~~ semester during the regular academic year at the full contractual salary for the period of the leave.

Retention of benefits while on paid educational leave:

1. The salary computed will be the salary that the individual would receive in the period for which the leave is to be taken.

2. The employee shall retain all accumulated sick leave, personal leave, vacation leave, and years of service status.
3. The College will continue to provide benefits as defined in Policy 5.42 Insurance and Benefit Plans.
4. Educational leave will not constitute a break in service with the College.
5. Vacation leave, if applicable, and sick leave will accrue during the educational leave period. Personal leave will be earned per Policy.
6. Educational leave time will count toward years of service with the College.
7. To the extent permitted by the PSRS/PEERS requirements and guidelines, educational leave will count as service credit in the PSRS/PEERS system.

5.44.2 Eligibility for Unpaid Educational Leave

A request for educational leave for which the employee is not eligible under the foregoing leave-with-pay policy must meet the following criteria for consideration:

1. The benefit to the institution demonstrably outweighs the penalty incurred by the employee's absence.
2. No additional cost is incurred by the institution as a result of the proposed educational leave.

Retention of Benefits while on unpaid educational leave:

1. The employee shall retain all accumulated vacation leave, personal leave, sick leave, and years of service status. Eligibility to accumulate leave and years of service credit ceases on the date educational leave without pay begins.
2. Accumulated vacation leave may be exhausted before going on educational leave without pay or the employee may choose to retain part or all of the accumulated leave until return to service.
3. While on unpaid educational leave, the employee may continue some College employee benefits, as defined in Policy 5.42, at the employee's expense. The College will not make any contributions toward employee benefits during a period of unpaid educational leave.
4. Unpaid educational leave will not count toward years of service with the College.
5. Unpaid educational leave will not count as service credit in the PSRS/PEERS system.
6. The employee and/or family are not eligible for educational assistance during an unpaid educational leave.

7. Following the completion of unpaid educational leave, the employee is not eligible for unpaid educational leave for another six (6) years.

5.44.3 General Principles

1. The College reserves the right to suspend or limit funding for educational leaves if the College determines that budget conditions do not support educational leaves. The notification of such suspension or limitation will occur by January 1 of each year.
2. Duties of the employee will be covered during the educational leave period in a manner that is acceptable to the administration.
3. Upon return from educational leave, the employee may return to their previous position or one which is comparable.
4. At the conclusion of paid educational leave, the employee must serve two (2) full academic/fiscal years in service with the College or repay in full the cash value of salary and benefits for the educational leave. Should the employee serve at least one (1) year but less than two (2) years, one-half of the cash value of salary and benefits received shall be repaid. The employee will be required to sign a promissory note before the commencement of paid educational leave. The President of the College has the right to waive any or all of these requirements.
5. Following the completion of paid educational leave, the employee is not eligible for paid educational leave for another six (6) years.

5.44.4 Application Process

Applications for educational leave shall be filed with Human Resources no later than November 1 of the fiscal/academic year preceding the proposed start date of the educational leave. The employee will need a recommendation letter from the immediate supervisor and appropriate Vice President supporting the employee's request for educational leave. Proposals submitted after the deadline will not be considered.

5.44.5 Selection Guidelines

The broad-based activities considered part of educational leave include academic activities, scholarly endeavors, and professional development.

Criteria to be used in determining eligibility of qualified applicants for sabbatical leave are:

1. Employees who need additional coursework to complete a degree, provided the degree is directly related to the employee's assignment.
2. Employees requesting courses that will be beneficial to the College's instructional programs.

3. Employees requesting academic travel, an immersion experience, or an exchange program related to the faculty's field or program.

Criteria to be used in determining eligibility of qualified applicants for professional leave are:

1. Employees requesting leave for advanced training applicable to their College assignment.
2. Employees requesting to accept and fulfill a leadership role in an organization outside of the College to enhance knowledge and skills.
3. Employees requesting other professional leave that would be beneficial to the College.

In the event that applications for educational leave in any given year exceed the number that can be released without jeopardizing the ongoing programs of the College, preference will be given to employees who have not previously utilized educational leave.

5.44.6 Review Committee

All applications for educational leave will be reviewed by a committee that shall consist of three (3) faculty and two (2) professional staff employees as selected by the respective employee association. The College President will appoint an administrator/Cabinet member to serve as a non-voting member on the committee.

The committee will review the educational leave proposals and make a recommendation to approve or not approve the requests based on the criteria and funding. Proposals selected by the committee will be presented to the College President for approval. The College President will make a recommendation to the Board of Trustees for approval. The Board of Trustees will typically review the recommendation at its March meeting, but no later than the start of the next fiscal year.

5.44.7 Appeal *(Revised 6-13-2022)*

If a request for educational leave is denied, the employee may submit a written appeal to the College President within seven (7) days of such notification outlining the rationale for the additional review. A response to the employee's appeal request will be provided in writing within fifteen (15) working days of receipt of the appeal. The decision of the President is final.

5.44.8 Reporting

At the conclusion of the educational leave, the employee returning from educational leave will present a written report to the appropriate Vice President and the employee's supervisor. The report will summarize the educational leave activities, provide information on achieving the goals of the educational leave,

and outline the connection of the educational leave to the professional development goals of the individual.

5.45 Tuition Waiver *(Adopted 6-1-1992; Revised 6-4-2001; Reaffirmed 4-15-2014; Revised 6-13-2022)*

A waiver of tuition and fees may be provided to employees and qualified retirees who enroll in East Central College courses.

Procedures *(Revised 4-6-2006)*

5.45.1 Employee/Retiree Tuition Waiver Request *(Revised 4-15-2014, 7-23-2014; 2-18-2015; 6-13-2022, xxx)*

The employee must complete the Tuition Waiver Request Form and receive the approval of the immediate supervisor, appropriate Vice President, and Human Resources Director prior to the first day of class. Failure to complete the form in advance will result in denial of waiver benefits. Enrollment in the course(s) should be outside the employee's normal working hours and should not interfere with the employee's work responsibilities. Coursework may not be completed during normal working hours.

Retirees must complete the **enrollment process and** Tuition Waiver Request Form and receive the approval of the Human Resources Director prior to the first day of class.

The employee/retiree tuition waiver covers tuition and general fees but does not apply toward any special fees, book/supply costs, courses offered only on a non-credit basis, or program costs assessed through educational partners for tuition, seat charges, or other fees.

Employees receiving a tuition waiver for themselves, a spouse, or a dependent(s) who separate from the College prior to mid-term in the semester in which the tuition waiver is granted will be required to pay the tuition for that semester. If employment terminates after mid-term, no tuition will be due to the College.

5.45.2 Tuition Waiver Eligibility *(Revised 4-15-2014; 1-13-2021, xxx)*

Tuition waiver eligibility for full-time and part-time employees begins the semester following the employee's hire date. The following employees are eligible for tuition waiver benefits for ECC credit classes:

- Full-time employees – Eligible for up to six (6) credit hours per semester.
- Part-time employees – Eligible for up to six (6) credit hours per semester.
- Adjunct instructors - Eligible for up to six (6) credit hours during the semester immediately following completion of their assignment as an adjunct instructor, unless otherwise approved by Human Resources.

- Retirees – Eligible for up to six ~~(6)~~ credit hours per semester. Retirees are defined as individuals who have completed five ~~(5)~~ years of service to East Central College and are eligible for retirement benefits through PSRS/PEERS.
- Spouses of full-time employees – Eligible for up to 18 credit hours per semester.
- Unemancipated children of **current** full-time employees – Eligible for up to 18 credit hours per semester, which includes dual enrollment and dual credit tuition for unemancipated children who are under the age of 24, unmarried, and live in the employee's residence. Unemancipated children may be natural children, adopted children, stepchildren who live with the employee, or other children for whom the employee is the legal guardian. If the student is using multiple tuition-based funding programs, the other funding will be applied to the student's account before the employee waiver. Should the student drop a course(s) during the semester, the student will be responsible for repaying any charges beyond tuition and general fees. Exceptions to this procedure must be approved by the Director of Financial Aid.

Eligible individuals using a tuition waiver who withdraw or wish to repeat a course are subject to the applicable academic policies and may receive a waiver for only one repeat per course. Repeatedly withdrawing from courses covered by tuition waiver may result in a suspension of the tuition waiver benefit.

5.45.3 Approval of Tuition Waiver *(Revised 4-15-2014)*

Requests for tuition waivers for employees must be approved by the employee's immediate supervisor, appropriate Vice President, and the Director of Human Resources. These requests must be submitted on the Tuition Waiver Request Form before the start of each semester. The course itself, as well as the day and time of the course, are subject to these approvals.

Requests for tuition waivers for spouses and/or unemancipated children must be initiated by the employee and must be approved by the Director of Human Resources. These requests must be submitted on the Tuition Waiver Request Form before the start of each semester.

Requests for tuition waivers for retirees must be approved by the Director of Human Resources before the start of each semester.

5.46 Tuition Reimbursement *(Adopted 6-1-1992; Revised 6-4-2001; Reaffirmed 4-15-2014; Revised 6-13-2022)*

Tuition reimbursement may be provided to full-time regular employees who are in a program of approved college study directed toward the improvement of their qualifications.

Procedures

5.46.1 Full-Time Regular Employee Tuition Reimbursement *(Revised 4-15-2014; 11-5-2018; 2-15-2019; 9-13-2023)*

1. Reimbursement of tuition shall be up to an amount equal to 100% of the applicable undergraduate or graduate College of Education tuition at the University of Missouri-St. Louis or the tuition fee of the institution in which the employee was enrolled, whichever is less. Employee tuition reimbursement covers tuition only and does not apply toward any special fees or book/supply costs.
2. Courses must be taken at a regionally accredited college or university and must be applicable toward a higher degree than the current highest degree of the employee or a recognized post-secondary certificate or non-degree credential. Exceptions may be made by the appropriate Vice President, Director of Human Resources, and President when it is deemed to be in the best interest of the College.
3. The employee must complete the Tuition Reimbursement Request Form and receive the approval of the immediate supervisor, appropriate Vice President, and Director of Human Resources prior to enrolling in the course(s). Enrollment in the course(s) should be outside the employee's normal working hours and must not interfere with the employee's work responsibilities. Any exceptions must be approved by the College President. Coursework may not be completed during normal working hours.
4. No more than six (6) unrestricted credit hours will be reimbursed during an employee's tenure prior to admission to an undergraduate or graduate degree program or a post-secondary certificate/non-degree credential. A degree plan, approved by the supervisor, appropriate Vice President, and College President must be on file with the Human Resources office prior to requesting tuition reimbursement beyond the initial six (6) hours. After the initial six (6) hours, only coursework detailed in the program of study for the advanced degree (beyond the employee's current degree) or post-secondary certificate/non-degree credential will be considered for tuition reimbursement.
5. The employee's immediate supervisor, area administrator, and the Director of Human Resources must indicate approval of the course(s) by signing the Tuition Reimbursement Request form.
6. Financial assistance shall be limited to no more than 18 credit hours per calendar year, based on course completion date, during which the employee is employed with East Central College. East Central College shall comply with applicable IRS regulations regarding the treatment of tuition reimbursements, and such tuition reimbursements (not waivers) shall be considered Educational Assistance as outlined in IRS Publication 15-B. Reimbursement amounts exceeding the published exclusion limit for educational assistance will be considered taxable wages and reported as such on the employee's W-2. The College will not consider any tuition reimbursements as working condition benefits as outlined in IRS Publication 15-B.

7. Employment is required to continue two (2) calendar years following tuition reimbursement. Should the employee voluntarily leave the employment of East Central College within one (1) year of completion of coursework for which the employee was reimbursed, 100% of the tuition reimbursed for the 12-month period ending the date of the last course completed for which reimbursement was received and 50% of the tuition reimbursed for the prior 12-month period shall be repaid to the College. Employees voluntarily leaving the employment of East Central College after one (1) year but prior to the completion of two (2) years of employment following tuition reimbursement shall repay 50% of the tuition reimbursed for the 12-month period ending the date of the last course completed for which reimbursement was received. Reimbursement due to the College for tuition repayment will be deducted from the employee's vacation payout. If there is a remaining balance due after deduction from vacation payout, the business office will issue an invoice to the employee and the balance due shall be paid by check, cash, or credit card through the cashier's office within 30 days of the employee's termination date. The College reserves the right to send delinquent invoices to outside collections.
8. All freshman and sophomore level classes must be taken at ECC (covered under Policy 5.45 Tuition Waiver) unless ECC does not offer the requested course or equivalent. Employees working toward an Associate degree will be required to take the classes at ECC. Reimbursement of tuition for freshman and sophomore level classes not available at ECC shall be up to an amount equal to 100% of the applicable educational fee (tuition) at East Central College. Exceptions must be approved by the appropriate Vice President, Director of Human Resources, and the College President.
9. Employees who voluntarily leave the College or are terminated prior to completing the approved courses will not be reimbursed. Records of all education programs completed by each employee will be maintained by the Office of Human Resources.
10. Any exception to these procedures must be authorized by the College President.

5.46.2 Completed Course(s) *(Revised 2-15-2019)*

To receive reimbursement, the employee must submit a transcript or grade report along with a copy of the invoice/statement from the institution that lists the class credit hour cost to the Office of Human Resources to verify that the approved course has been completed.

5.46.3 Grade Requirements

A grade "C" or better for undergraduate-level course work or "B" or better for graduate-level course work is required for reimbursement.

5.46.4 Course Approval *(Revised 4-15-2014)*

The employee's immediate supervisor, appropriate Vice President, and the Director of Human Resources must indicate approval of the course(s) by signing the Educational Assistance Request Form. Enrollment in the course(s) should be outside the employee's normal working hours and should not interfere with the employee's work responsibilities. Any exceptions must be approved by the College President.

5.47 Degree Attainment *(Revised 4-15-2014, 2-15-2019)*

Full-time faculty, professional staff, and support staff who obtain a college or university degree that exceeds the established degree requirements for the position in which they are employed will receive a salary increase. Subsequent degrees at the same level will not qualify for additional salary increases.

Procedures

5.47.1 The degree must be obtained from a regionally accredited college or university. An official transcript showing degree completion must be submitted to the Human Resources Office to receive the salary increase.

5.47.2 Salary increases will be awarded within 30 days following verification of degree completion. Support staff will receive an hourly rate adjustment equal to the annualized award. Faculty and professional staff will receive the amount added to their annual contractual salary. Faculty and Professional Staff receiving a degree during the contract year will have an adjustment equal to the annualized award added to the remaining contracted salary for that year; the full annual increase will be reflected in the salary for the next contracted year.

The following increase to annual salary will be awarded upon completion of the degree:

Associate degree	\$ 500
Bachelor's degree	\$1,000
Master's degree	\$1,500
Specialist degree/MFA	\$2,000
Doctoral degree	\$3,000

5.48 Professional Development - Staff *(Adopted 4-15-2014)*

East Central College is strongly committed to professional development and encourages professional and support staff to take advantage of opportunities for education, peer networking, learning, and growth.

Procedures *(Adopted 4-15-2014)*

5.48.1 Employees may participate in development activities or workshops intended to improve specific skills (i.e., technical skills), conferences designed for professional enhancement, and/or related activities.

- 5.48.2** All full-time professional and support staff should submit requests to participate in conferences, training, or workshops to their supervisor for approval. Requests for professional development must relate to the job.
- 5.48.3** Upon successful completion of the approved development activity, employees will submit appropriate documentation and request for reimbursement for eligible expenses to the supervisor for approval. Reimbursement amounts will be computed as outlined in the Expense Reimbursement & Travel Policy (4.17).

5.49 Faculty Rank and Promotion *(Approved 9-8-1998; Revised 2-2-2004, 7-12-2010; Reaffirmed 11-4-2013)*
 Appointments of faculty to academic rank will be made by the Board of Trustees upon the recommendation of the President and the Chief Academic Officer.

Procedures *(Revised 7-12-2010, 11-4-2013, 6-13-2022)*

- 5.49.1** Applicable faculty job titles include Instructor (default appointment at hire), Assistant Professor, Associate Professor, and Professor. The College reserves the right to make appointments to Assistant Professor, Associate Professor, or Professor at hire based on established criteria.
- 5.49.2** Faculty on ~~continuing contracts~~ **tenure** are eligible to receive rank promotions and associated salary adjustments based upon established criteria and a review conducted by the Rank and Promotion Committee.
- 5.49.3** Criteria for promotion are available in the office of the Chief Academic Officer.
- 5.49.4** The College reserves the right to suspend the rank and promotion system should budget conditions warrant.

5.50 Collective Bargaining *(Adopted 3-7-2016)*
 East Central College recognizes the right of eligible members to organize and bargain collectively through representatives of their own choosing subject to the procedures set forth in this section and in accordance with applicable Missouri law.

Procedures *(Adopted 3-7-2016)*

5.50.1 Public Sector Labor Law Employees

Any College employees that are included within the coverage of the Missouri Public Sector Labor Law must petition for formal certification of their chosen representative with the State Board of Mediation, in accordance with Missouri law, *Section 105.500, et seq.*, RSMo (2000).

5.50.2 Choosing a Representative – Employees not Covered by Public Sector Labor Law

Any College employees that are excluded from the coverage of the Missouri Public Sector Labor Law may Petition for formal election of their chosen representative with the College Board of Trustees, in accordance with this Board Policy.

5.50.3 Board Requires Secret Ballot Election Process

The College will recognize a labor union or other organization as the official bargaining representative for a group of College employees only after a secret ballot election, similar to those conducted under the Missouri Public Sector Labor Law and as set forth in this Policy unless otherwise required by law.

5.50.4 Establishment of Additional Procedures

College employees may use the process established in this Policy and its related procedures to select a labor union or other organization of their choice as their representative for purposes of collective bargaining. The President is authorized to make additional rules and procedures to govern the election process as may be necessary to implement this Policy.

5.50.5 Petition for Election of Representative with Required Information

To initiate a secret ballot election process to select a representative, an employee must submit to the President or designee a formal Petition for Election of Representative, including the following requirements:

1. The name of the labor union or organization seeking such recognition, along with the name, address, e-mail, and telephone number of the designated contact person.
2. A description of the proposed bargaining unit for which representation is sought. The description should include the classifications of employees to be included and excluded, and the approximate total number of employees included in the proposed bargaining unit.
3. The Petition must be supported by the valid dated signatures of at least 30 percent of the total number of employees in the proposed bargaining unit, on cards or a petition format.
4. No signature in support can be older than six (6) months from the date the Petition for Election is submitted to the President or designee. The signatures in support should be submitted in a separate sealed envelope, labeled *“Signatures in Support of Petition.”*

Once the President or designee receives such a Petition, they will post notice of receipt of the Petition in the same location that notices for Board meetings are posted. The notice will set a future date, no earlier than five (5) business days after the first date of posting, in which any College employees interested in representation by a different labor union or organization may submit a request for a different representative as described below in 5.50.8 “Other Interested Organizations.”

5.50.6 Initial Support by 30% of Employees in Proposed Bargaining Unit

The President or designee will identify and designate an appropriate neutral third person or entity to review the Petition and confirm that it is supported by at least 30 percent of the employees in the proposed bargaining unit. The President or designee will provide the designated person or entity with a list of names and signatures of all College employees within the definition of the proposed bargaining unit for verification.

The President or designee and the third person or entity designated to review the support for the Petition will have up to 30 working days to verify that the required information is present, and to examine the description of the proposed bargaining unit and the validity of the signatures in support. The President or designee will notify the contact person of the union or other organization seeking recognition of any missing information to allow an opportunity for any problem to be corrected within ten ~~(10)~~ working days.

The envelope labeled “*Signatures in Support of Petition*” containing the signatures in support will remain sealed until the designated third person opens it to verify the existence of valid timely (*i.e.*, within six ~~(6)~~ months) signatures from at least 30 percent of the employees in the proposed bargaining unit.

The designated third person or entity will notify the President or designee and the contact person of the labor union or other organization as to whether valid timely signatures of 30 percent of the employees were presented in support of the Petition, but will not provide additional information, will not disclose the signed petition or cards, will not disclose which employees supported the Petition, and will not disclose the total number of employees who supported the Petition to the College or to any person unless required by law.

5.50.7 Determination of Appropriate Bargaining Unit

If the information in the Petition is complete and the necessary level of 30 percent support is demonstrated, the President or designee will consider and determine whether the scope and definition of the proposed bargaining unit is appropriate. The President or designee will submit to the Board of Trustees a written recommendation as to the appropriateness of the proposed bargaining unit description and a list of the College positions and employees who would belong to the unit if formed. If the President or designee determines that the scope and description of the proposed unit is appropriate, the Board of Trustees will set a date for the election.

If the President or designee determines the scope and description of the proposed bargaining unit is not appropriate, the Board of Trustees will set the matter on its agenda and decide the issue at an upcoming Board of Trustees meeting unless the President or designee and the labor union or other organization seeking recognition agree that a meeting is not necessary to resolve the disagreement.

If the matter is set for a Board meeting, the contact person for the labor union or other organization seeking recognition will receive notice of the date, time, and location of the meeting. The Board of Trustees will determine the appropriateness of the proposed bargaining unit within ten ~~(10)~~ business days of the meeting. The Board's decision is final. If the proposed bargaining unit is approved, the Board of Trustees will set a date for the election. If the description of the proposed bargaining unit is not approved, the contact person for the labor union or organization seeking recognition may submit a revised unit description (see paragraph below).

If a revised unit description is submitted, the President or designee will provide the designated third person or entity a list of names and signatures of College employees meeting the definition of the revised proposed bargaining unit so that the designated third person can determine if signatures from at least 30 percent of the employees in the revised unit were obtained, as described in 5.50.6 "Initial Support by 30 Percent of Employees in Proposed Bargaining Unit." If so, the President or designee will submit to the Board a recommendation regarding the appropriateness of the proposed revised bargaining unit as described in this section. If the designated third person or entity determines that the required number of signatures were not obtained, the employee must re-submit a new petition for election for representation with the 30 percent showing described in 5.50.6 "Initial Support by 30 Percent of Employees in Proposed Bargaining Unit."

5.50.8 Other Interested Organizations

As set forth above, once the President or designee receives a complete Petition, they will post notice of receipt of the Petition in the same location(s) that notices for Board meetings are posted. Once the President or designee has posted notice that a Petition for Election of Representative has been filed to select a labor union or other organization as the representative for collective bargaining, any College employee in the proposed bargaining unit who is interested in being represented by a different such organization may submit a second Petition to the President or designee.

To do so, the employee must submit a Petition with the same information set forth in 5.50.5 "Petition for Election of Representative" (including name of labor union or organization seeking recognition, contact information for designated contact person), except that such second Petition need only be supported by signatures of ten percent ~~(10%)~~ of the employees in the proposed bargaining unit.

All information must be submitted to the President or designee no later than the date set in the posted notice. The Board of Trustees will delay setting a date for an election until the new information is reviewed by the President or designee and the person designated to review the Petition, in accordance with the provisions of 5.50.5, 5.50.6, and 5.50.7 of these procedures as described above. If the request was submitted before the deadline and is supported by the timely, *i.e.*, within six ~~(6)~~ months) signatures of at least ten ~~(10)~~ percent of the employees in the

proposed bargaining unit, the additional labor union or organization will also be listed on the ballot, and the Board will set a date for the election.

5.50.9 Ballot, Notice of Election, and Election Procedures

The Board of Trustees may receive recommendations from the President or designee and from the contact person for the labor union(s) and organization(s) that will appear on the ballot regarding appropriate wording and order of choices to appear on the ballot. The Board of Trustees will determine the language to appear on the ballot in time for the Notice of Election (see paragraph below). All approved ballots must include an option under which an employee may vote “No” or for “No Representation” *i.e.*, a vote not to be represented by any labor union or organization for collective bargaining.

The President or designee will provide notice of the election in writing, electronically or otherwise, to all College employees in the proposed bargaining unit. In addition, the President or designee will post notice of the election in the same location that notices for Board meetings are posted, and in other conspicuous places easily accessible to the College employees in the proposed bargaining unit no less than five (5) business days prior to the election. The Notice of Election shall contain:

1. The date, hours, and place of the election.
2. A description of the proposed bargaining unit.
3. A sample ballot with “Sample” clearly marked on its face.
4. Information regarding applicable Board policies and procedures.

The election will be held in one (1) or more polling places reasonably convenient to the eligible voters and at times when the employees in the proposed bargaining unit may vote without leaving their assigned duties. The election will be conducted by secret ballot. The Board and the College President or designee may appoint one (1) or more College employees or other persons who do not belong to the proposed bargaining unit, nor to any labor union or organization listed on the ballot, to distribute and collect the ballots, and to check the names of voters off of a list of College employees in the proposed bargaining unit. The College may also select an outside third person or entity to perform these election functions.

The President or designee and the union(s) or organization(s) seeking recognition appearing on the ballot may each have a representative (“designated observer”) present at each polling place during the election. The designated observers may challenge an individual’s eligibility to vote. Challenged ballots shall be folded and placed in a separate sealed envelope with the name of the voter plainly written on the outside. Challenged ballots will not be considered, unless the number of such votes could affect the results of the election. If the challenged ballots might affect the results of the election, the challenged ballots will be presented to the Board of Trustees at a later formal Board meeting, as set forth below, for a final determination of the challenge.

5.50.10 Tally of Ballots and Election Results

Ballots will not be tallied until after the posted time for closing the polls unless all of the eligible voters have already cast their ballots. The ballots will be tallied by the Board- or President-appointed College employee(s) who does not belong to the proposed bargaining unit nor to any labor union or organization listed on the ballot, or the outside third person or entity mentioned in 5.50.9 “Ballot, Notice of Election, and Election Procedures” and will be done in the presence of the designated observers selected by the President or designee and each of the organization(s) listed on the ballot. Tallied ballots will be placed in a sealed envelope and saved until all challenges and objections are resolved as described in 5.50.11 and the Board votes to certify the election results. The tentative results will be recorded in writing and signed by the observers present when the ballots were tallied. The results will remain tentative until the Board votes to certify the results. The Board’s decision will be final.

If a union or organization seeking representation and appearing on the ballot receives a majority of the votes cast, the outcome is a majority election and that union will become the elected bargaining representative for the bargaining unit after all election objections (and any ballot challenges) are resolved and the Board of Trustees votes to certify the election result.

If the only labor union seeking representation does not receive a majority of votes cast or if the ballot choice of “No” or “No Representation” receives a majority of the votes cast, the outcome is also a majority election and no union or organization will become the elected bargaining representative for the bargaining unit after all election objections (and any ballot challenges) are resolved and the Board of Trustees votes to certify the election result.

An “inconclusive election” is an election in which the ballot includes at least three (3) choices, i.e., at least two (2) labor unions or organizations seeking representation and an option for “No Representation,” and where no choice receives a majority of the ballots cast. When the results of an election are inconclusive, the Board will set a date for a Runoff Election as described in 5.50.12 “Runoff Election” of these policies and procedures. Unless otherwise directed by the Board, there will only be one Runoff Election.

A “null election” is an election where all choices receive an equal number of votes or where two (2) choices receive an equal number of votes and a third choice receives a higher but still a less-than-majority vote. When this happens, the Board of Trustees may declare the election a nullity and set a date to run a new election (a “rerun election”). The new election will follow the notice and election process detailed in 5.50.9 “Ballot, Notice of Election, and Election Procedures” of these procedures. If the rerun election results in another nullity, the Board of Trustees will dismiss the Petition and a bargaining unit will not be formed. If the second election results are “inconclusive,” a Runoff Election will be held.

A “final election” is an election in which two (2) or more choices receive an equal number of votes, another receives no votes, and all eligible voters have voted. In such case, neither a runoff election nor a rerun election will be conducted. Because all eligible employees have voted and there is no majority result, no representative is selected and no labor union or organization will become the designated bargaining representative for the proposed bargaining unit once all election objections (and any ballot challenges) are resolved and the Board of Trustees votes to certify the election result. The Board’s decision will be final.

5.50.11 Challenged Ballots and Objections to Election Results

Within ten (10) business days after the votes are tallied, any employee in the proposed unit may file with College an objection to the conduct of the election or conduct affecting the results of the election, which shall contain a short plain written statement of the reasons for the objection. A copy of the written objection must be provided to all members of the Board, to the President or designee, and to the contact person for any organization(s) seeking to represent the proposed bargaining unit and which appeared on the ballot. The same process shall apply to challenged ballots which may affect the outcome of the election.

The President or designee will investigate all such challenges and objections to the conduct of the election or affecting its results. Unless the President and the persons challenging the ballots or objecting to the election agree otherwise, the Board of Trustees will hold a meeting to consider the objection. If a Board meeting is held, the President or designee, the person(s) challenging the ballots or filing the objection, and the contact person for each of the organization(s) seeking recognition on the ballot will receive notice of the meeting. The Board will make a decision within ten (10) business days on the challenge or objection. The Board’s decision will be final.

After the time for filing objections has expired and/or the Board has made a final decision on all objections and, if necessary, challenged ballots, the final results of the election will be presented to the Board of Trustees for Certification of Election results (and, if needed, for a runoff election; see paragraph 5.50.12 below).

5.50.12 Runoff Election

If a runoff election is necessary, the ballot in any runoff shall provide for a selection among the two (2) or more choices receiving the largest number of votes in the last election, the sum of whose votes aggregate at least one (1) more than half of the total votes cast. After voting to certify the first election, the Board will set a date for the runoff election. The election will follow the notice and election process detailed in 5.50.9 “Ballot, Notice of Election, and Election Procedures.” All College employees in the proposed bargaining unit may vote in the runoff election, regardless of whether that employee voted in the original inconclusive election.

5.50.13 Election Bar

Once a final election result is certified regarding a bargaining unit, no Petition requesting another election in any part of the same bargaining unit will be accepted by the Board for a period of one (1) calendar year after the date the Board voted to certify the results of the prior election.

5.50.14 Petition for Decertification or Change of Representation

Any employee in the bargaining unit may Petition for Change of Representation of their bargaining unit or to no longer be represented by any union or organization for collective bargaining. As noted above in 5.50.13 “Election Bar,” the Board will not accept such a petition for a period of one (1) year after the Board votes to certify the results of the prior election. At any other time, an employee must submit to the President or designee a Petition containing the following information:

1. The bargaining unit in which a Change of Representation is sought, and whether the Petition seeks a different labor union as the representative or seeks “No Representative.”
2. If the Petition seeks a change to a new labor union as the representative, the name of the labor organization seeking recognition as the new employee representative along with the name, address, e-mail, and telephone numbers of its designated contact person.
3. The Petition must be supported by the valid dated signatures of at least 30 percent of the employees in the bargaining unit, on either cards or a petition format. No signature in support of the Petition can be older than six (6) months from the date the Petition for Change is submitted to the President or designee. The signatures in support should be submitted in a separate sealed envelope, labeled “*Signatures in Support of Petition.*”

Once the President or designee receives such a Petition, they will post Notice of Receipt of the Petition in the same location that notices for Board meetings are posted. The process will follow, as closely as possible, the procedures set out above.

The notice will set a date, no earlier than five (5) business days from the first date of posting, by which College employees in the bargaining unit who are interested in a change in representation (i.e., to an alternate labor organization) may submit such a second request as in 5.50.8 “Other Interested Organizations.” The process will follow, as closely as possible, the procedures set out above.

The President will identify and designate an appropriate third person or entity to review the Petition and confirm the existence of support by at least 30 percent of the employees in the bargaining unit. The President or designee will provide the designated third person or entity with a list of names and signatures of all College employees within the current bargaining unit for verification.

The President or designee and the third person or entity designated to review the support for the Petition will have up to 30 working days to verify that the required information is present and to examine the bargaining unit information and the validity of the signatures in support. The President or designee will notify the contact person of the union or other organization seeking a change in representation (if any) of any missing information, to allow an opportunity for any problem to be timely corrected.

The envelope labeled “Signatures in Support of Petition” containing the signatures in support of the Petition for Change will remain sealed until the designated third person opens it to verify the existence of valid timely signatures from at least 30 percent of the employees in the current bargaining unit.

The designated person will promptly notify both the President or designee and the contact person for the potential new labor union or organization (if any) as to whether signatures of 30 percent of the employees were presented in support but will not provide additional information and will not disclose the signed petition or cards, which employees supported the Petition, nor the total number of employees who supported the Petition to any person unless required by law.

If the information is complete, the Board will set a date for the election. The ballot on any Petition for Change of Representation must include the following choices: (1) the current labor union organization or other designated representative, (2) the new labor union(s) or organization(s) seeking the change in representation (if any), and 3) an option for employees to vote for “None” or “No Representative,” *i.e.*, to vote for no representation for purposes of collective bargaining. The election will be conducted in accordance with the process detailed in this Policy and these procedures.

5.51 Academic Freedom *(Approved 12-3-1968; Revised 6-23-2003; Reaffirmed 11-4-2013)*

East Central College, as an academic community, promotes learning characterized by free inquiry, open discussion, and thoughtful communication. Academic freedom is a tenet of such instruction and essential to the purpose of higher education. Faculty and students must be free to examine ideas in an environment without institutional censorship.

5.52 Academic Regalia *(Adopted 12-3-1968; Reaffirmed 12-2-1991; Revised 4-7-2003, 11-4-2013, 6-13-2022)*

The college will provide academic regalia for all faculty, administrators, and professional staff participating in the commencement ceremony.

5.53 Professional Development - Faculty *(Approved 4-7-2003; Revised 8-27-2007, 4-15-2014, 6-13-2022)*

Faculty are encouraged to take advantage of opportunities for education, peer networking, learning, and growth. Resources will be made available through the Faculty Professional Development Fund (FPDF), individual faculty development accounts, and the Academic Affairs Professional Development Reserve Fund.

Procedures *(Revised 4-15-2014, 6-13-2022)*

5.53.1 The Faculty Professional Development Fund (FPDF) is available for use to travel to conferences, workshops, and meetings, or to fund other approved development activities. The Faculty Professional Development Committee will oversee the application and disbursement process for requests from the FPDF with final approval made by the Chief Academic Officer. Any remaining funds at the end of each fiscal year will be divided equally among all current full-time faculty individual development accounts.

5.53.2 Faculty may accrue funds in individual faculty development accounts. Any remaining funds at the end of each fiscal year will go into the Academic Affairs Professional Development Reserve Fund. New faculty will be allotted \$500 for their individual faculty development account at hire. Additional funds may be earned by participation in specific activities as outlined in the Collective Bargaining Agreement. A maximum of \$2,500 may be accrued in the individual faculty development account. Any funds in excess of \$2,500 or funds remaining in an individual faculty member's account when they leave the institution will go into the Academic Affairs Professional Development Reserve Fund.

5.54 Faculty Emeritus *(Adopted 2-4-2013; Revised 11-4-2013)*

Appointments of retired faculty to the honorary status of emeritus faculty may be made by the Board of Trustees upon recommendation of the President.

Procedures**5.54.1 Emeritus Application Upon Retirement**

1. Following fifteen consecutive years of full-time service to the College, a faculty member is eligible to apply for Emeritus title upon retirement.
2. A retired faculty member will complete the application form and submit all the required documents to the Chief Academic Officer.
3. Applicants will be reviewed by a seven (7) member committee appointed by the President, and consisting of five (5) faculty, one (1) administrator, and one (1) professional staff member. The committee will establish the criteria used to advance a recommendation of emeritus status. The committee will meet in the spring of each year and recommend Emeritus status no later than the April Board of Trustees meeting.
4. The committee will make a recommendation to the President; the decision of the President is final and not subject to appeal.

5.54.2 Emeritus Application for Faculty Retired More Than One Year and Posthumous Applications:

1. Faculty members who have been retired from the College for a minimum of one ~~(1)~~ year and have served as a full-time faculty member for a minimum of 15 consecutive years may apply for emeritus status.
2. Application procedures and limitations will follow the guidelines for faculty at retirement. Retirees of one ~~(1)~~ year or more will complete the application form and submit all required documentation to the Chief Academic Officer.
3. Emeritus status can be awarded posthumously. An application can be made following the guidelines stated above on behalf of a deceased retiree.

5.54.3 Emeritus Benefits

1. Title of Faculty Emeritus included in all College publications and materials
2. The option to attend commencement in full academic regalia
3. Eligible for tuition waivers for credit courses
4. An invitation to campus social activities
5. A certificate noting the Emeritus appointment and placement of the name of the Emeritus Faculty on a plaque in a prominent location on campus
6. A campus identification card noting the Faculty Emeritus status
7. An ECC email address

5.55 Service Awards *(Approved 3-4-1991; Revised 6-23-2003, 11-4-2013)*

It is the policy of the College to recognize eligible employees for their years of service to the institution.

Procedures *(Revised 8-2007)*

5.55.1 Years of Service Recognized *(Revised 11-4-2013, 7-1-2016)*

Awards shall be presented annually by the President of the College to full-time and part-time employees at their five ~~(5)~~-year service anniversary and every five ~~(5)~~ years following. Awards shall also be presented upon retirement from the College as defined by Policy 5.56. Effective July 1, 2017, adjunct faculty will be recognized for their years of service at their five ~~(5)~~-year anniversary and every five ~~(5)~~ years following.

5.55.2 Determining Eligibility *(Revised 12-23-2014; 7-1-2016; 1-12-2021, xxx)*

1. Years of service will be determined from the first date of full-time or part-time employment with the College (including temporary full-time

employment and part-time employment that is contiguous with regular full-time employment as of July 1, 2016) except that adjunct faculty service will not be added to years of full-time service. Time spent on approved leave of absence such as Family Medical Leave, Military Leave, Sabbatical Leave, or Professional Leave will be considered as active employment for service awards. In the event of a termination of employment and subsequent rehire, years of service will be adjusted accordingly. Calculation of years of service for service awards may be different than years of service calculation for benefits.

2. Employees must have reached the five (5)-year service interval prior to October 1 of the year they are recognized.
3. The Office of ~~Human Resources~~ **the President** is responsible for identifying those employees to be honored **as verified by the Office of Human Resources**.

5.55.3 Awards *(Revised 11-4-2013; 7-1-2016, 6-13-2022)*

Full-time and part-time employees eligible for recognition for their years of service will be honored at a recognition dinner with the Board of Trustees and administrators each year. All honorees will receive a certificate of recognition. Those with ten (10) or more years of service will also receive an award commemorating their years of service.

Adjunct faculty eligible for recognition for their years of service will be recognized during an **annual recognition dinner** ~~fall in-service event such as the adjunct faculty workshop~~. All honorees will receive a certificate of recognition. Those with ten (10) or more years of service will also receive a small gift of appreciation.

5.56 Retirement *(Adopted 6-1-1992; Revised 6-23-2003, 11-4-2013, 7-15-2015)*

The College provides retirement options for employees with five (5) or more years of service within the regulations and guidelines of the Public School Retirement System (PSRS), the Public Education Employee Retirement System (PEERS), and applicable state law.

Procedures

5.56.1 Full-time Faculty, Administrators, and Professional Staff

The retirement contribution as established by state statute is paid by the employee with matching contribution by the College into the Public School Retirement System.

5.56.2 Full-time Support Staff

The retirement contribution as established by state statute is paid by the employee with matching contribution by the College into the Public Education Employee Retirement System.

5.56.3 Notification of Retirement *(Revised 1-12-2021, xxx)*

Qualifying retirees are strongly encouraged to notify the Director of Human Resources as indicated:

1. Administrators, professional staff, and teaching faculty shall notify the College of retirement at least ~~90~~ 180 days prior to the effective retirement date unless otherwise authorized by the College President.
2. Support staff members shall notify the College of retirement at least sixty days prior to the effective retirement date unless otherwise authorized by the College President.

Qualifying retirees shall notify PEERS/PSRS as required.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM XI: *PERSONNEL

A. APPOINTMENTS

Recommendation: To **approve** the appointment of Heather Foster as the full-time Practical Nursing (LPN) Instructor/Program Coordinator for the Washington location, with an annual base salary of \$66,939, effective Spring 2026.

Recommendation: To **approve** the appointment of Laura Sivert as the full-time Workforce Training Specialist, with an annual base salary of \$58,930.39, effective February 2, 2026.

Recommendation: To **approve** the appointment of Lauran Spier as the full-time TRIO College and Career Advisor, with an annual base salary of \$56,170, effective February 16, 2026.

Recommendation: To **approve** the appointment of Dina Vitale as the full-time Practical Nursing (LPN) Instructor for the Washington location, with an annual base salary of \$73,633, effective Spring 2026.

B. RELEASE OF CONTRACT

Recommendation: To **accept** the release of contract for Michelle Redmond as the full-time Academic and Career Navigator effective January 30, 2026. She will continue to serve in a part-time role for the TRIO grant.

C. ADJUNCT FACULTY

Recommendation: To **approve** the addendum roster of adjunct faculty for Spring 2026 as listed in the attached memorandum.

D. CLASSIFIED STAFF APPOINTMENTS *(information only)*

A list of classified staff hired since the December 8, 2025, meeting is attached for information.

Attachments

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 584-6500
FAX (636) 584-0513



HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: January 20, 2026
FROM: Carrie Dunham, Human Resources Director
RE: Recommendation to Hire: Instructor, Practical Nursing/Program Coordinator

Please accept the recommendation to hire Heather Foster as the full-time Practical Nursing (LPN) Instructor/Program Coordinator for the Washington location effective Spring 2026, with an annual base salary of \$66,939. Dr. Robyn Walter, Vice President of Academic Affairs, approved this recommendation.

Heather's experience includes, but is not limited to the following:

- Nursing Instructor/SIM Lab Coordinator – Washington School District –2021 – present
- Director of Nursing – St. Clair Nursing Center – 2018 – 2021
- MDS Coordinator – St. Clair Nursing Center – 2015– 2018
- LPN Charge Nurse – Life Care Center of Sullivan – 2010 – 2015

Heather received her Bachelor of Science in Nursing and Master of Nursing Education from Central Methodist University.

Recommendation signatures:

Carrie A. Dunham
Director of Human Resources

Dr. Robyn Walter
Vice President, Student Development



EAST CENTRAL COLLEGE

HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: January 20, 2026
FROM: Carrie Dunham, Human Resources Director
RE: Recommendation to Hire: CWD Workforce Training Specialist

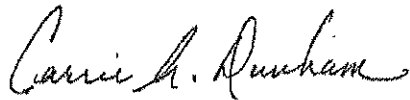
Please accept the recommendation to hire Laura Sivert as the full-time Workforce Training Specialist with the Center for Workforce Development effective February 3, 2026, with an annual base salary of \$58,930.39. Joel Doepker, Vice President of External Relations, approved this recommendation.

Laura's experience includes, but is not limited to the following:

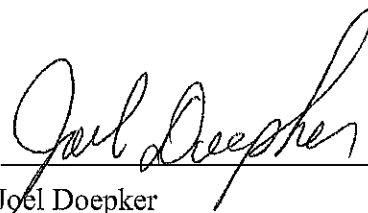
- WIOA Case Manager –MERS Goodwill – 2024 – current
- Family Educator –Youth in Need – 2022 – 2024
- Senior Talent Development Specialist – Office of Administration Jefferson City – 2020 – 2022
- Staff Development Training Specialist – Missouri Department of Revenue – 2014 – 2020

Laura received a Bachelor of Arts Elementary Education from Buena Vista University and a Master of Science in Human Resources Management from Troy University.

Recommendation signatures:



Carrie A. Dunham
Director of Human Resources



Joel Doepker
Vice President, External Relations



HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: January 21, 2026
FROM: Carrie Dunham, Human Resources Director
RE: Recommendation to Hire: TRIO College & Career Advisor

Please accept the recommendation to hire Lauran Spier as the full-time TRIO College and Career Advisor effective February 16, 2026, with an annual salary of \$56,170.00. Sarah Leassner, Vice President of Student Development, approved this recommendation.

Lauran’s experience includes, but is not limited to the following:

- Success Coach/Retention Specialist –East Central College – 2023 – current
- Learning Center Specialist –East Central College – 2016 – 2023
- Adjunct Instructor – East Central College 2022

Lauran received a Bachelor of Science in Mathematics Education from Central Methodist University, a Master of Education in Organizational Leadership and Adult Learning from Park University, and is currently enrolled in a Doctor of Education program at Maryville University.

Recommendation signatures:

Carrie A. Dunham
Director of Human Resources

Sarah Leassner
Vice President, Student Development



HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: January 20, 2026
FROM: Carrie Dunham, Human Resources Director
RE: Recommendation to Hire: Instructor, Practical Nursing

Please accept the recommendation to hire Dina Vitale as the full-time Practical Nursing (LPN) Instructor for the Washington location, effective Spring 2026, with an annual base salary of \$73,633. Dr. Robyn Walter, Vice President of Academic Affairs, approved this recommendation.

Dina's experience includes, but is not limited to the following:

- Practical Nursing Instructor – Washington School District – 2014 – present
- Director of Nursing – Warrenton Manor – 2012– 2014
- Clinical Manager – Mederi Home Health – 2007 – 2012
- Nursing Coordinator – Missouri Baptist Sullivan – 1998 – 2007

Dina received her Bachelor of Science in Nursing from Maryville University and her Master of Nursing Education from Chamberlain College of Nursing.

Recommendation signatures:

Carrie A. Dunham
Director of Human Resources

Dr. Robyn Walter
Vice President, Student Development



**Interoffice Memo
HUMAN RESOURCES**

TO: Dr. Jon Bauer
DATE: January 20, 2026
FROM: Carrie A Myers, Director of Human Resources
RE: Requesting Release from Contract –Michelle Redmond

Michelle Redmond, Academic and Career Navigator, has requested to be released from the remainder of her FY26 employment contract, effective February 13, 2026. She will continue to serve in a part-time role for the TRIO grant.

Signatures:

A handwritten signature in black ink, appearing to read "Carrie A. Myers", written over a horizontal line.

Carrie A. Myers
Director, Human Resources

A handwritten signature in black ink, appearing to read "Sarah Leassner", written over a horizontal line.

Sarah Leassner
Vice President, Student Development

Interoffice Memo

TO: Dr. Bauer
 DATE: January 21, 2026
 FROM: Office of Academic Affairs
 RE: Adjunct Addendum, Spring 2026

Please approve the following adjunct addendum for the spring 2026 semester.

ADDITIONS

Business & Industry

James Crego, HVAC	Roger Studdard, HVAC	Michael Williams, HVAC
Hunter Smith, Precision Machining		

Health Science

Kim Adler, Nursing	Tracy Kimminau, Nursing	Summer Thorpe-Lancaster, LPN
Elisha Chaney, Nursing	Scott Mueller, EMS	Michelle Todd-Roskowske, Resp Care
Kimberly Dziejma, EMS	Heather Reed, Nursing	Kelsea Truong, Nursing
Andy Erickson, EMS	Heather Starnes, Nursing	Susan Wurdack, Nursing

English & Humanities

Shawna Flanigan, Communications	Melissa Wampler, English	Alexander Zhang, Philosophy
David Kelch, Religion	Letrice Young, English	

Fine & Performing Arts

Timothy Eshing, Music	Steven Martin, Art	Bess Moynihan, Theater
Amy Jackson, Art		

STEM

Dan Jacobson, Agriculture	Mark Palmier, Biology	Dennis Smith, Mathematics
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Social Sciences & College Success

Erin Anglin, College Success	Jennifer Linthicum, Psychology	Windy Souders, College Success
Ryan Douglas, Acctg/Business	William Loughridge, Law Enforcement	Teresa Stratman, Sociology
Philip Giacomelli, Education/College Succ	Steffani McCrary, Bus/College Success	Randall Upchurch, Business
Miranda Green, Psychology	Alicia McDaniel, Business	Matthew Vogeler, Psychology
Jessica Horn, College Success	Jay Mehrhoff, Physical Ed	Haley Walter, College Success
Rachel Johnson, History	Frank Miller, Business	Vanessa Whittle, History
Rachael Karr, College Success	Brian Moore, Law Enforcement	Sarah Wildt, Sociology
David Kelch, Accounting	Lindsay Riegel, College Success	

Dual Credit

Patrick Brooks, English, RHS	June Miller, History, CHS
Terry Brookshire, Auto Technology, RTI	Cole Nahlik, Business (CAPS), FRCC
Charles Cassidy, Building Construction, RTI	Maria Raab, Spanish, SFBHS
Kevin Daharsh, Auto Technology, RTI	Andrew Rosenburg, Auto Technology, FRCC
Bradley Dicus, Building Construction, RTI	Robert Schulze, Auto Technology, FRCC
Natasha Green, English, RHS	Melanie Snodgrass, English, VHS
Ricky Hardy, Auto Technology, OHS	Melissa Ziegler, College Success, FRCC
Melissa Mauchenheimer, Mathematics, WHS	

DELETIONS

English & Humanities

Madison Emerick, English

Health Sciences

Heather Branson, Nursing

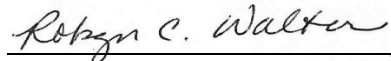
Social Science & College Success

James Huitt, Sociology

Dual Credit

Jenny Meers, Education, WHS

Signatures:



Robyn Walter, Vice President, Academic Affairs



Carrie Myers, Director, Human Resources



HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: January 20, 2026
FROM: Carrie Dunham, Human Resources Director
RE: Support Staff Hires –January 2026

The following support staff employees have been hired since the last meeting:

- | | | | |
|-------------------|----------------------------|-----------|---------|
| • Jeannie Jenkins | CWD Youth Coordinator | Part-time | 1/12/26 |
| • Brittni Cebulak | Learning Center Specialist | Full-time | 1/12/26 |

Carrie A. Dunham
Director of Human Resources

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM XII: BOARD PRESIDENT'S REPORT

Board President Ann Hartley will share information with the Board.

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM XIII: REPORTS

Reports may be presented by:

- A. Faculty Association President Tracy Mowery
- B. ECC-NEA President Reg Brigham
- C. Professional Staff President Todd Tracy
- D. Classified Staff Association Treasurer Cynthia Cubas

02/02/2026

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

AGENDA ITEM XIV: PRESIDENT’S REPORT

Projected meeting dates for 2026 are listed below for planning purposes. Meetings will typically begin at 5:30 p.m.

2025 Projected Meeting Dates

March 9
April 20
May 11
June 15
July 23 (Thursday, noon business meeting)
August 31
No September Meeting
October 5
November 2
December 7

Alternate Meeting Dates

TBD
TBD
May 18
June 22
July 30
August 24
No September Meeting
October 12
November 9
December 14

02/02/2026

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
February 2, 2026**

**AGENDA ITEM XV: ADJOURNMENT OF PUBLIC SESSION/ENTER EXECUTIVE
SESSION – RSMo2004, SECTION 610.021 (3) PERSONNEL**

Recommendation: To **adjourn** the February 2, 2026, public meeting of the Board of Trustees and enter executive session per RSMo2004, Section 610.021 (3) Personnel.

02/02/2026

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 583-5195, Ext. 2201
FAX (636) 583-6602