

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
Monday, February 7, 2022**

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 were Joseph Stroetker, Cookie Hays, Eric Park, and Audrey Freitag. Prudence Johnson was absent. Also present for all or portions of the meeting were President of the College Jon Bauer; Administrators – Vice President of Academic Affairs Robyn Walter, Vice President of External Relations Joel Doecker, Vice President of Finance and Administration DeAnna Cassat, and Vice President of Student Development Sarah Leassner; Faculty – Assistant Professor of English Greg Stotler, Instructor of Accounting Tanner French, Faculty Association President Reginald Brigham, and NEA Secretary Cori Derifield; Other Staff – Dean of Health Science Nancy Mitchell, Executive Director of Institutional Effectiveness Michelle Smith, Foundation Executive Director Bridgette Kelch, Director of Human Resources Wendy Hartmann, Director of the Rolla Campus Christina Ayres, Director of Information Technology Doug Houston, Communications & Marketing Director Gregg Jones, Coordinator of Campus Life & Leadership Carson Mowery, Executive Assistant to the President Bonnie Gardner, Professional Staff Association Vice President Becki Heimann, and Classified Staff Association Vice President Amanda Studdard; Students – Student Government Association President Brooklyn Hyatt.

Guests included Brad Dunagan and Terry Todd of Cochran Engineering, Reid Glenn of the *Missourian*, and Lloyd Klinedinst.

The meeting was held via Zoom due to the current COVID-19 pandemic and social distancing recommendations. The Zoom link was included on the published agenda.

PUBLIC COMMENT: There were no public comments.

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 February 7, 2022, meeting of the Board of Trustees.

Motion by Eric Park; Seconded by Audrey Freitag; Carried Unanimously

***APPROVAL OF MINUTES:** The Board approved the minutes of the December 6, 2021, regular meeting of the Board of Trustees.

TREASURER'S REPORT AND FINANCIAL REPORT: Vice President DeAnna Cassat presented the financial statements. She reminded the Board that the decrease in cash is a result of funds transferred into a CD on December 2; those funds are now reflected in the investments. In response to a comment by Dr. Park, Vice President Cassat clarified that while the ECC Foundation financials are included in the annual audit, they are not included in the reports presented monthly to the Board.

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

PEDESTRIAN BRIDGE UPDATE: Brad Dunagan from Cochran Engineering provided an update on the design of the pedestrian bridge between the Shook Student Center and Buescher Hall. A parking and equipment storage area for the contractor will be established on the east side of the construction site with access from the college drive. This area will include erosion control measures and will be

restored and re-seeded after the project is completed. The bridge roof canopy will extend beyond the concrete sides to under the current roof overhang and within a few inches of the existing glass wall of Buescher Hall as well as under the overhang over the door of Shook Student Center. This will protect pedestrians during rain/snow events. The concrete sides will be 3.5 feet high and will not have a separate rail on top as the current structure does. The columns and footings will be replaced, but the existing foundation walls at the Buescher Hall end will be preserved. The lighting plan is still being developed, and it is hoped the final plans will be fully developed by the end of February. Construction is anticipated to begin mid-May and finish by the end of December or early January. Dr. Bauer noted that funding for this project will be from state capital improvement funds for maintenance and repair.

REDISTRICTING: Dr. Bauer reminded the Board that state statute required the formation of a committee to recommend adjustments to subdistricts as required to have a substantially equal population in each subdistrict following the publication of census data. Guidance from the Department of Higher Education suggested that a range of 30% to 36% for each subdistrict is acceptable. The total district population is now 95,080. Population in the current subdistrict 2 has increased at a faster rate than the other two subdistricts so options were reviewed to balance the subdistricts. Three options were presented to the committee, and the committee elected to recommend option three which keeps school districts intact and makes the subdistricts compact and contiguous.

Motion: To **adopt** the attached redistricting plan as proposed by the Redistricting Committee.

Motion by Eric Park; Seconded by Audrey Freitag; Carried Unanimously

APPROVAL OF BIDS: Dr. Bauer noted that bids were received for athletic locker rooms but those are still under advisement. Vice President Cassat stated that a construction project is underway to establish the Falcon Career Center and the project is at a point where furniture needs to be purchased. There were proposals from two vendors who are part of the state competitive bid contract. Funding for the furniture and the construction project is from the GEER Excels Grant.

Motion: To **approve** the purchase of furniture for the Falcon Career Center (HH270) from Modern Business Interiors at a total cost not to exceed \$89,440.84 to be funded with GEER Excels Grant funds.

Motion by Joseph Stroetker; Seconded by Cookie Hays; Carried Unanimously

TUITION & FEES: Dr. Bauer explained that tuition rates and general fees are normally established in February to have them in place when registration begins for the new academic year. For the past several years, a subcommittee of the Budget Advisory Committee has developed the recommended rates. Vice President Cassat chaired the committee and explained that a \$5 per credit hour increase for tuition tiers 1 and 2 is recommended with tier 3 and dual credit tuition remaining the same. Although enrollment is forecast to increase next year, there is data that shows a decline in the high school population. The committee recommends gradual increases over time rather than a large increase in a single year in the future. This represents about a 4.5% increase in tuition which is below the current inflation rate. Tuition will also remain below the maximum threshold for Pell Grants and A+ Scholarships. Small increases in the student activities fee, facilities fee, and security fee are also recommended. Dr. Park observed that the Board has always sought to maintain an affordable tuition rate and this proposal is reasonable as decreases in the student body are anticipated while operating costs continue to increase. Dr. Bauer reminded the Board that 80-90% of ECC students receive financial assistance in some form. The neediest students will qualify for a full Pell Grant of just under \$6,500 while a student taking 15 credit hours would have tuition/general fees costs of \$4,300.

Motion: To **approve** tuition rates and general fees for the 2022-2023 academic year as follows:

Tuition

In-District Tier One	\$115 per credit hour
In-District Tier Two	\$139 per credit hour
In-District Tier Three	\$200 per credit hour
Out-of-District Tier One	\$161 per credit hour
Out-of-District Tier Two	\$195 per credit hour
Out-of-District Tier Three	\$300 per credit hour
Out-of-State Tier One	\$235 per credit hour
Out-of-State Tier Two	\$286 per credit hour
International Tier One	\$241 per credit hour
International Tier Two	\$306 per credit hour
Dual Credit/Dual Enrollment	\$58 per credit hour

General Fees

Student Activities	\$9.00 per credit hour
Support Services	\$1.00 per credit hour
Technology	\$3.00 per credit hour
Facilities	\$8.00 per credit hour
Security	\$9.00 per credit hour

Motion by Eric Park; Seconded by Audrey Freitag; Carried Unanimously

COURSE FEES: Dr. Bauer noted that the proposed fees are specific to certain courses. Vice President Walter, the instructional team, and the business office staff review course fees annually and adjust as necessary to cover the costs of each course. Vice President Walter noted that the fees are reviewed by Academic Council. Many of the fees remained the same and some were reduced. The increase in fees for all classes is \$712 (roughly 2.5% if the new LPN and Surgical Technology programs are not included).

Motion: To **approve** course fees for 2022-2023 as outlined in the attached memorandum.

Motion by Audrey Freitag; Seconded by Cookie Hays; Carried Unanimously

LAW ENFORCEMENT ACADEMY: Dr. Bauer informed the Board that staff have been in discussions with law enforcement officials from Phelps County for several months. They approached the college with the need for training in their area. The development of this program is consistent with the strategic plan and responsive to the community served by ECC. Christina Ayres provided additional information on the discussions noting that Rolla is an ideal geographic location because the nearest training center is 60 or miles away.

The program would be a one-year certificate offered in the evening and on weekends with an annual cohort starting in January and graduating in December. Participants would have the option to complete the AAS degree and graduates would be eligible for a Class A (peace officer) license. Phelps County Sheriff's Department would provide training space for tactical training and fieldwork, firearms for use in the program, a shooting range, vehicles, and vehicle training space for low-speed driver training. The department is also purchasing a simulator for high-speed driving. Phelps County Sheriff's Department staff would assist with instructor recruitment and incentivize their employees to enroll, serve on the program advisory committee, and participate in applicant selection. ECC would provide lecture space at Rolla North, serve as the program certificate/degree grantor, seek the POST

license approval and program accreditation, serve as fiscal agent, provide access to financial aid for students, provide student services and counseling services, and manage the advisory committee.

If approved, the application will be submitted to the POST Commission in March for review in April to provide preliminary approval. That will trigger a site visit to review the facilities over the summer. The POST Commission hearing regarding program approval will occur in October. The first cohort would begin classes in January 2023. The program would be structured to be self-supported. Dr. Bauer noted that this program would present an opportunity to work with other entities in the future.

Motion: To **authorize** college administration to pursue the development of a basic law enforcement training center in Rolla, MO in partnership with the Phelps County Sheriff's Department subject to appropriate regulatory and accrediting bodies, and contingent upon approval of the Missouri Department of Public Safety's Peace Officer Standards and Training (POST) Commission Board.

Motion by Cookie Hays; Seconded by Audrey Freitag; Carried Unanimously

BUDGET DEVELOPMENT UPDATE: The budget will be presented at the June Board meeting. The requests for budget managers have been submitted and are being reviewed by the administrative team. That review will be completed in March. The first session of training for the bargaining teams was just completed, and the bargaining process will begin soon.

Tuition and fees are a significant part of local revenue; enrollment projections will continue to be refined. An inflation factor of upwards of 7% will allow the college to capture a significant part of the gains in property value in the tax levy.

The governor's budget was introduced with a recommended core funding increase and funds for capital improvements. ECC should receive \$66,000 in additional state aid but that is not a significant percentage gain. Over time, rapidly growing institutions receive less on a per-student basis than others. The 12 community colleges have implemented a formula to bring into balance the state funding per FTE. Those on the higher end of the FTE funding will not receive as much as those on the lower end.

The proposed investment in capital improvements from the state would provide \$6.5 million for a facility in Rolla. Local match is required for these funds and grant opportunities are being actively pursued to provide matching dollars. If the capital money is approved later this spring, funds would need to be allocated by the end of 2024 and spent by the end of 2026. Local American Rescue Plan Act (ARPA) funds can be pursued along with public/private grants. The current lease payments for Rolla can also be converted into loan payments. This is being viewed as a cost-neutral project that will bring all programs under one roof with adequate space. General obligation bonds cannot be used for facilities outside the taxing district, and this is the first time in many years that funds have been proposed at the state level.

Dr. Bauer indicated he is hopeful that core funding will continue to increase over the next couple of years as the revenue situation in the state is strong and there appears to be a commitment for increased investments in higher education over time. He reminded the Board that the top priority for the institution is improving compensation to allow for retention and recruitment of employees.

BOARD POLICY: Monuments & Memorials – There were no changes to the policy as presented in December. Dr. Bauer reminded the Board that the college was presented with a request to consider a memorial on the campus. Discussion with the Board and general counsel led to the development of a policy to provide parameters for considering such requests. It was noted that there is a specific area

of law that deals with government speech when it comes to monuments and memorials; accepting one memorial does not obligate the college to accept all monuments/memorials. The college has editorial control if there is any formal information published about a memorial on campus. However, there is no way to control social media comments from the public.

Motion: To **adopt** Board Policy 4.50 Monuments and Memorials and associated procedures as attached.

Motion by Cookie Hays; Seconded by Audrey Freitag; Carried Unanimously

Leave & Accommodation for Victims of Domestic Violence & Sexual Assault – Dr. Bauer noted that state law requires leave to be provided but it does not have to be paid. As this policy moved through the governance process, a question arose about whether the college would provide paid leave in these situations. He felt this was the appropriate thing to do. Dr. Bauer recommended waiving the first reading and adopting the policy immediately to ensure employees would be covered should such a situation arise and to comply with the law. The policy was written by legal counsel and recommended by the Shared Governance Council. In response to a question from the Board, Dr. Bauer stated that the two weeks of paid leave is over the course of a year, not the employee's entire tenure.

Motion: To **waive** the first reading and **adopt** Board Policy 5.51 Leave and Accommodations for Victims of Domestic Violence and Sexual Assault and associated procedures as attached.

Motion by Audrey Freitag; Seconded by Cookie Hays; Carried Unanimously

Board Code of Ethics – Ms. Hartley stated that codes of ethics are an accepted standard now, and this policy was not developed in response to any issue that has ever come up with the Board. Dr. Bauer indicated this is a best practice and provides a code of expectations for trustees to follow that would be beneficial to both seasoned and new trustees. The policy outlines the Board's expectations for itself. The trustees expressed the opinion that such a policy would be beneficial. They were directed to share any suggestions or comments with Dr. Bauer and Ms. Hartley.

Communicable Diseases – Dr. Bauer noted the policy/procedure changes are recommended by the Shared Governance Council. This policy has been in place for many years but was written with the assumption of dealing with an individual or isolated case, not a pandemic. The revisions clarify that in case of an epidemic or pandemic ECC would not necessarily use those individual guidelines for each case but rather would make decisions on how to operate with broad guidelines. Broad decisions could be made that affect all students, but processes will remain in place for an individual case of a communicable disease. There is a parallel policy in the employee section of Board policy.

***PERSONNEL:** The Board **approved** the appointments of Jenna Dulworth as Financial Aid Advisor for Scholarships and A+ effective December 13, 2021, with an annual salary of \$35,568; Abigail Bishop as Wellness Navigator for the Falcon Career Center effective January 4, 2022, with an annual salary of \$41,760; and Sarah Haines as Occupational Navigator for the Falcon Career Center effective January 4, 2022, with an annual salary of \$39,101.92.

The Board **accepted** the retirement request of Susan Henderson, Assistant Professor of English, effective January 14, 2022, and the resignation of Susan Miller Warden, Foundation Event and Program Coordinator, effective March 11, 2022.

The Board also **approved** changes to the roster of adjunct faculty for the 2022 spring semester as listed on the attached memorandum.

BOARD PRESIDENT’S REPORT: Board President Ann Hartley extended congratulations to Bobby Bland, Bethany Herron, and Erin Anglin who were recently recognized as recipients of the NISOD Excellence Award.

REPORTS:

- A. FACULTY ASSOCIATION REPORT:** Faculty Association President Reg Brigham had to leave the meeting so there was no report.
- B. ECC-NEA:** ECC-NEA Secretary Cori Derifield reported the association is designing t-shirts for members, revising the current bylaws, and working on bargaining statements.
- C. PROFESSIONAL STAFF ASSOCIATION REPORT:** Professional Staff Association Vice President Becki Heimann stated the Association had no update.
- D. CLASSIFIED STAFF ASSOCIATION REPORT:** Classified Staff Association Vice President Amanda Studdard reported that she has replaced Jenna Dulworth who is now a member of the professional staff. The current Denim Day charity is Franklin County CASA and \$135 has been raised at this point. The coat drive provided 64 coats to the Franklin County Resource Center in December.
- E. STUDENT GOVERNMENT ASSOCIATION REPORT:** SGA President Brooklyn Hyatt reported that SGA hosted a table at the Student Involvement Fair and will be holding their first meeting of the semester on February 8.

PRESIDENT’S REPORT: Dr. Bauer reported that enrollment is up 4.2% in credit hours. Most community colleges across the nation are experiencing declines right now. This increase is the result of very diligent, intentional work by staff.

There has been no change in COVID protocols for spring; masks are still required indoors at all campus facilities. Data will be reviewed in the next 30 days and adjustments will be made accordingly.

Preparations are underway for the April accreditation visit. Development of the assurance argument is in the final stages, and it will be submitted to the Higher Learning Commission early next month. A five-member site visit team has been assigned and has been reviewed for any conflicts of interest.

Dr. Bauer reviewed federal policy initiatives for the year which include an increase in the maximum Pell Grant award to account for rising costs and inclusion of short-term training programs as eligible programs. There are proposals for a new workforce training program in the Department of Education or Department of Labor and to make the Pell Grant tax-free.

Spring semester is underway and spring sports will soon begin, weather permitting. The first baseball game is scheduled for February 22.

ADJOURNMENT:

Motion: To **adjourn** the February 7, 2022, public meeting of the Board of Trustees at 8 p.m.

Motion by Audrey Freitag; Seconded by Cookie Hays; Carried Unanimously

President, Board of Trustees

Secretary, Board of Trustees

2022 Redistricting Plan

Junior College District of East Central Missouri

Pursuant to the Revised Statutes of Missouri, 178.820, and based upon data from the 2020 United States Census, the following redistricting plan is proposed for the Junior College District of East Central Missouri (the District):

Subdistrict 1—Consisting of the school districts of St. Clair R-13, Lonedell R-14, Sullivan C-2, and Crawford County R-1 (Bourbon)

Subdistrict 2—Consisting of the school districts of Union R-11, New Haven, Franklin County R-2, Spring Bluff R-15, Strain-Japan R-16.

Subdistrict 3—Consisting of the School District of Washington.

The population of the District is 95,080. The populations of each subdistrict are as follows:

Subdistrict 1—33,049 (34.7% of district total)

Subdistrict 2—28,559 (30%)

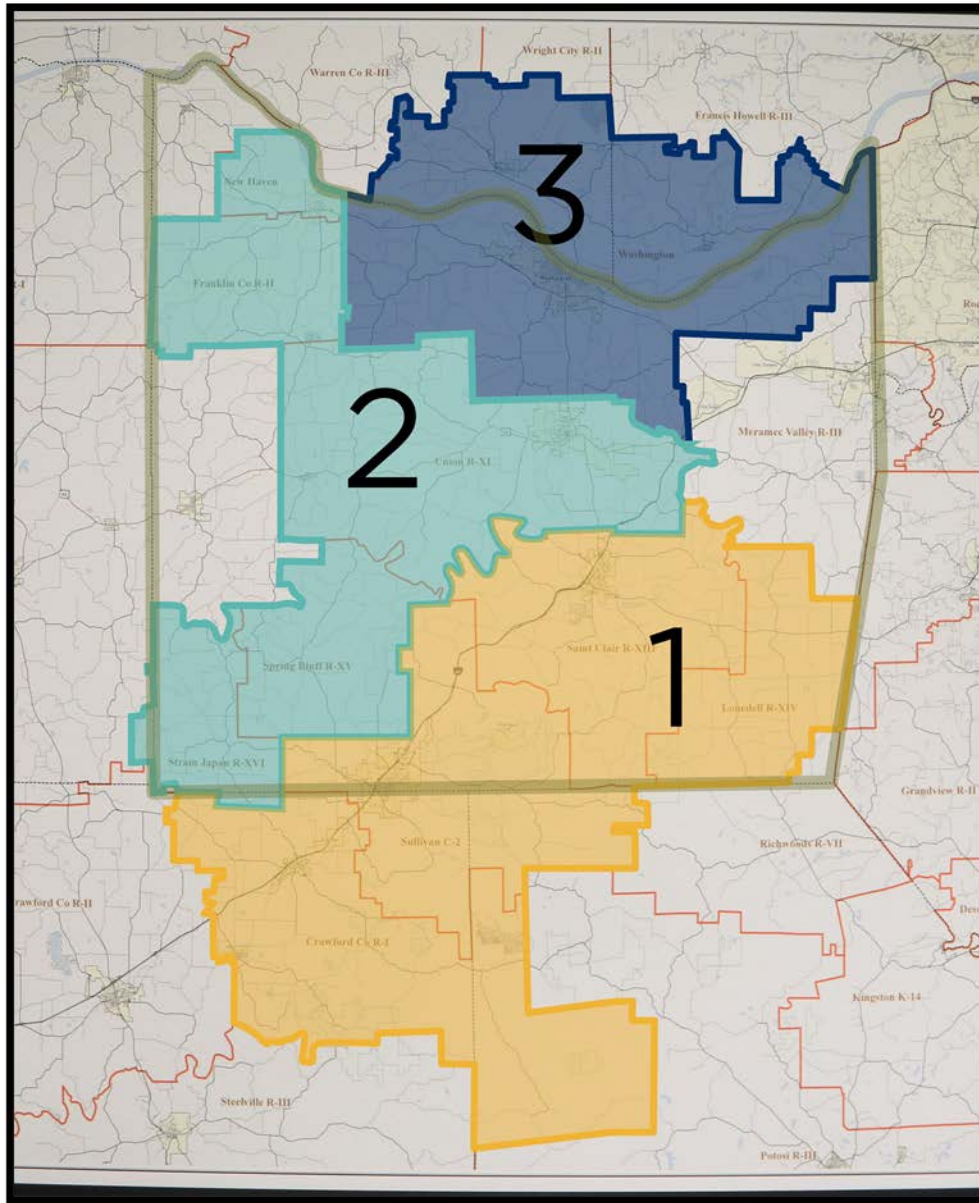
Subdistrict 3—33,472 (35.2%)

The subdistricts are compact and contiguous, as illustrated below, and utilize fully intact school district boundaries. The plan is unanimously recommended by the Redistricting Committee, which met January 27, 2022, minutes of which are attached.

These subdistricts would go into effect for the April 2024 regular election of the East Central College Board of Trustees, or any special election held following adoption of the plan by the Missouri Coordinating Board for Higher Education. Candidates for the Board of Trustees must reside within the subdistrict for which he or she has filed, meet all eligibility requirements of RSMo 178.820(5), and are elected at large by voters of the District.

Junior College District of East Central Missouri

2022 Subdistrict Plan





BOARD MEMORANDUM

TO: Dr. Jon Bauer
 DATE: January 28, 2022
 FROM: Office of Academic Affairs
 RE: Course Fee Schedule for AY 2022/2023

This memorandum serves as a recommendation for the Board of Trustees to adopt the course fee schedule listed below for the 2022/2023 academic year.

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Art	ART*245	Watercolor II	\$10	course supplies	\$10.00	
A&S: FPARTS	Art	ART*248	Advanced Ceramics	\$30	plaster, glaze, tools	\$30.00	
A&S: FPARTS	Art	ART*118	Photography I	\$40	Supplies & Chemicals	\$40.00	
A&S: FPARTS	Art	ART*119	Photography II	\$40	Supplies & Chemicals	\$40.00	
A&S: FPARTS	Art	ART*121	Digital Design	\$15	course supplies	\$15.00	
A&S: FPARTS	Art	ART*125	Two Dimensional Design	\$10	matboard for project	\$10.00	
A&S: FPARTS	Art	Art*126	Design II: Color Theory	\$10	Course supplies	\$10.00	
A&S: FPARTS	Art	ART*128	Drawing I	\$10	paper cost	\$10.00	
A&S: FPARTS	Art	ART*129	Drawing II	\$10	paper cost	\$10.00	
A&S: FPARTS	Art	ART*131	Figure Drawing I	\$30	paper cost	\$30.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Art	ART*132	Figure Drawing II	\$30	paper cost	\$30.00	
A&S: FPARTS	Art	ART*135	Illustration I	\$10	paper cost	\$10.00	
A&S: FPARTS	Art	ART*136	Illustration II	\$10	course supplies	\$0.00	nothing is supplied to students in this course
A&S: FPARTS	Art	ART*137	Graphic Design I	\$0	Printing Supplies	\$10.00	
A&S: FPARTS	Art	ART*141	Painting I	\$10	supplies for demo	\$10.00	
A&S: FPARTS	Art	ART*142	Painting II	\$10	supplies for demo	\$10.00	
A&S: FPARTS	Art	ART*145	Watercolor I	\$10	supplies for demo	\$10.00	
A&S: FPARTS	Art	ART*146	Watercolor II	\$10	supplies for demo	\$10.00	
A&S: FPARTS	Art	ART*148	CeramicsI:Handbldg& Surfaces	\$30	plaster, glaze, tools	\$30.00	
A&S: FPARTS	Art	ART*149	Ceramics II:Throwing & Glaze	\$30	plaster, glaze, tools	\$30.00	
A&S: FPARTS	Art	ART*151	Sculpture I	\$60	course supplies	\$60.00	
A&S: FPARTS	Art	ART*152	Sculpture II	\$60	course supplies	\$60.00	
A&S: FPARTS	Art	ART*170	Typography	\$15	course supplies	\$15.00	
A&S: FPARTS	Art	ART*171	Digital Photography	\$25	course supplies	\$25.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Art	ART*215	Printmaking-Relief	\$40	Chemicals & Supplies	\$40.00	
A&S: FPARTS	Art	ART*216	Printmaking-Intaglio	\$40	Chemicals & Supplies		
A&S: FPARTS	Art	ART*216	Printmaking-Intaglio	\$40	Chemicals & Supplies	\$40.00	
A&S: FPARTS	Art	ART*217	Advanced Printmaking	\$60	Chemicals & Supplies	\$40.00	updated list to better align with other printmaking courses
A&S: FPARTS	Art	ART*217	Advanced Printmaking	\$60	Chemicals & Supplies	\$40.00	updated list to better align with other printmaking courses
A&S: FPARTS	Art	ART*218	Advanced Photography	\$40	Chemicals & Supplies		
A&S: FPARTS	Art	ART*218	Advanced Photography	\$40	Chemicals & Supplies	\$40.00	
A&S: FPARTS	Art	ART*221	Digital Illustrator II-Adv Illustration	\$15	Chemicals & Supplies		
A&S: FPARTS	Art	ART*221	Digital Illustrator II-Adv Illustration	\$15	Paper supplies	\$15.00	
A&S: FPARTS	Art	ART*228	Drawing III	\$10	paper cost	\$10.00	
A&S: FPARTS	Art	ART*229	Advanced Drawing	\$10	paper cost	\$10.00	
A&S: FPARTS	Art	ART*231	Figure Drawing III	\$30	Figure drawing paper	\$30.00	
A&S: FPARTS	Art	ART*231	Figure Drawing III	\$30	paper cost	\$30.00	
A&S: FPARTS	Art	ART*232	Adv. Figure Drawing	\$30	Figure drawing paper	\$30.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Art	ART*232	Adv. Figure Drawing	\$30	paper cost	\$30.00	
A&S: FPARTS	Art	ART*241	Advanced Painting	\$10	paper cost	\$10.00	
A&S: FPARTS	Art	ART*245	Watercolor III	\$10	Paper supplies	\$10.00	
A&S: FPARTS	Art	ART*248	Advanced Ceramics	\$30	plaster, glaze, tools	\$30.00	
A&S: FPARTS	Art	ART*251	Design III: Three Dimen Dsgn	\$10	paper cost	\$10.00	
A&S: FPARTS	Art	ART*254	Advanced Sculpture	\$60	course supplies	\$60.00	
A&S: FPARTS	Art	ART*255	Professional Practices	\$15	course supplies	\$0.00	no disposable materials required
A&S: FPARTS	Art	ART*260	Gallery Applications	\$60	course supplies	\$60.00	
A&S: FPARTS	Art	ART*261	Package Design	\$15	supplies for demo	\$15.00	
A&S: FPARTS	Art	ART*262	Page Design & Layout	\$15	supplies for demo	\$15.00	
A&S: FPARTS	Art	ART*268	Multimedia Productions	\$15	supplies for demo	\$15.00	
A&S: FPARTS	Art	ART*269	3-D Modeling	\$60	course supplies	\$60.00	
A&S: FPARTS	Music	MUA*101	Applied Voice I	\$60	accompanist fee	\$68.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*101	Applied Voice I	\$225	lesson fee	\$225.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUA*102	Applied Voice II	\$60	accompanist fee	\$68.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*102	Applied Voice II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*103	Applied Voice III	\$60	accompanist fee	\$68.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*103	Applied Voice III	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*115	Applied Woodwind I	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*115	Applied Woodwind I	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*116	Applied Woodwind II	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*116	Applied Woodwind II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*117	Applied Woodwind III	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*117	Applied Woodwind III	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*121	Applied Low Brass I	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*121	Applied Low Brass I	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*122	Applied Low Brass II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*122	Applied Low Brass II	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUA*123	Applied Low Brass III	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*123	Applied Low Brass III	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*125	Applied High Brass I	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*125	Applied High Brass I	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*126	Applied High Brass II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*126	Applied High Brass II	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*127	Applied High Brass III	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*127	Applied High Brass III	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*131	Applied Piano I	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*132	Applied Piano II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*133	Applied Piano III	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*135	Applied String I	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*136	Applied String II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*137	Applied String II	\$225	lesson fee	\$225.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUA*141	Applied Guitar I	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*142	Applied Guitar II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*143	Applied Guitar III	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*145	Applied Percussion I	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*146	Applied Percussion II	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*147	Applied Percussion III	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*201	Applied Voice IV	\$60	accompanist fee	\$68.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*201	Applied Voice IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*202	Applied Voice Advanced Skills	\$60	accompanist fee	\$68.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*202	Applied Voice Advanced Skills	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*215	Applied Woodwind IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*215	Applied Woodwind IV	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*216	Applied Woodwind Advanced	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*216	Applied Woodwind Advanced	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUA*221	Applied Low Brass IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*221	Applied Low Brass IV	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*222	Applied Low Brass Advanced Skills	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*222	Applied Low Brass Advanced Skills	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*225	Applied High Brass IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*225	Applied High Brass IV	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*226	Applied High Brass Advanced	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*226	Applied High Brass Advanced	\$30	accompanist fee	\$34.00	increased cost to pay the accompanist
A&S: FPARTS	Music	MUA*231	Applied Piano IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*232	Applied Piano Advanced Skills	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*235	Applied String IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*236	Applied String Advanced	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*241	Applied Guitar IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*242	Applied Guitar Advanced Skills	\$225	lesson fee	\$225.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUA*245	Applied Percussion IV	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUA*246	Applied Percussion Advanced	\$225	lesson fee	\$225.00	
A&S: FPARTS	Music	MUC*102	Mus Theo I(Aural)	\$25	student attendance to concert series	\$25.00	
A&S: FPARTS	Music	MUC*104	Mus Theo II(Written)	\$25	student attendance to concert series	\$25.00	
A&S: FPARTS	Music	MUC*202	Mus Theo III(Aural)	\$25	student attendance to concert series	\$25.00	
A&S: FPARTS	Music	MUC*204	Mus Theo IV(Written)	\$25	student attendance to concert series	\$25.00	
A&S: FPARTS	Music	MUE*105	College Choir I	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*106	College Choir II	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*107	College Choir III	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*111	Vocal Jazz Ensemble I	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*112	Vocal Jazz Ensemble II	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*113	Vocal Jazz Ensemble III	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*115	College Band I	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*116	College Band II	\$10	dress/tux cost & Instrument repair	\$10.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUE*117	College Band III	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*121	Jazz Band I	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*122	Jazz Band II	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*123	Jazz Band III	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*125	Jazz Combo I	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*126	Jazz Combo II	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*127	Jazz Combo III	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*135	String Ensemble I	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*136	String Ensemble II	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*137	String Ensemble III	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*145	Percussion Ensemble I	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*146	Percussion Ensemble II	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*147	Percussion Ensemble III	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*205	College Choir IV	\$10	dress/tux cost & Instrument repair	\$10.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUE*206	College Choir Advanced Skills	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*211	Vocal Jazz Ensemble IV	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*215	College Band IV	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*216	College Band Advanced Skills	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*221	Jazz Band IV	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*222	Jazz Band Advanced Skills	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*225	Jazz Combo IV	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*226	Jazz Combo Advanced Skills	\$10	dress/tux cost & Instrument repair	\$10.00	
A&S: FPARTS	Music	MUE*235	String Ensemble IV	\$0	dress/tux cost & Instrument repair	\$10.00	approved last year, change was not made
A&S: FPARTS	Music	MUE*236	String Ensemble Advanced Skills	\$0	dress/tux cost & Instrument repair	\$10.00	approved last year, change was not made
A&S: FPARTS	Music	MUE*245	Percussion Ensemble IV	\$0	dress/tux cost & Instrument repair	\$10.00	approved last year, change was not made
A&S: FPARTS	Music	MUE*246	Percussion Ensemble Advanced Skills	\$0	dress/tux cost & Instrument repair	\$10.00	approved last year, change was not made
A&S: FPARTS	Music	MUS*101	Music Appreciation	\$10	student attendance to matinee concert	\$10.00	
A&S: FPARTS	Music	MUS*151	World Music	\$10	student attendance to matinee concert	\$10.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: FPARTS	Music	MUS*152	Music Appreciation: Age of Rock & Roll	\$30	student attendance to matinee concert	\$10.00	to be in alignment with other music appreciation courses
A&S: FPARTS	Music	MUS*171	Music History From 1800	\$10	Matinee Concert	\$10.00	
A&S: FPARTS	Music	MUS*172	Music History to 1800	\$10	Matinee Concert	\$10.00	
A&S: FPARTS	Theatre	THE*101	Theatre Appreciation	\$40	Field Trip	\$40.00	
A&S: FPARTS	Theatre	THE*110	Stagecraft	\$40	building supplies	\$40.00	
A&S: MTHEDU	Education	EDU*115	Child Hlth,Nutri&Safety	\$60	Infant & Toddler CPR Certification	\$60.00	
A&S: MTHEDU	Education	EDU*128	Technology for Early Childhood	\$100	Foliotek - Portfolio fee	\$60.00	reduced price of Foliotek
A&S: MTHEDU	Education	EDU*203	Educational Technology	\$60	Foliotek Software	\$60.00	
A&S: MTHEDU	Education	EDU*212	Teaching Prof/Field Experience	\$10	SMSTA Liability Insurance	\$10.00	
A&S: MTHEDU	Education	EDU*290	Program Capstone-Teaching	\$59	MoGEA Testing Fee	\$59.00	
A&S: MTHEDU	Physical Ed	PED*000	Fitness Center Orientation	\$15	Equipment maintenance	\$15.00	
A&S: SCIENG	Agriculture	AGR*102	Introduction to Animal Science	\$40	Field Trip	\$40.00	
A&S: SCIENG	Agriculture	AGR*210	Plant Science Lecture and Lab	\$0	Lab materials	\$50.00	should be current fee
A&S: SCIENG	Agriculture	AGR*220	Fundamentals of Soil Science	\$0	Lab kits, materials and small equipment	\$50.00	new Course. Already approved through Academic Council

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A&S: SCIENG	Biology	BIO*110	General Ecology	\$10	Specimens & Supplies	\$10.00	
A&S: SCIENG	Biology	BIO*111	Gen Biology Lec & Lab	\$50	Specimens & Supplies	\$50.00	
A&S: SCIENG	Biology	BIO*121	Prin of Biology I Lec & Lab	\$20	Specimens & Supplies	\$20.00	
A&S: SCIENG	Biology	BIO*122	Prin of Biology II Lec & Lab	\$50	Specimens & Supplies	\$50.00	
A&S: SCIENG	Biology	BIO*151	Intro Hum Anat&Phys Lec&Lab	\$50	preserved specimens	\$50.00	
A&S: SCIENG	Biology	BIO*205	Microbiology for Allied Health	\$50	Cultured Plates & Other supplies	\$50.00	
A&S: SCIENG	Biology	BIO*206	Hum Anat&Phys I Lec & Lab	\$50	preserved specimens	\$50.00	
A&S: SCIENG	Biology	BIO*207	Hum Anat&Phys II Lec&Lab	\$50	Consumables	\$50.00	
A&S: SCIENG	Biology	BIO*208	General Microbiology Lec & Lab	\$50	Lab materials	\$50.00	
A&S: SCIENG	Biology	BIT*101	Intro to Biotechnology Lec/Lab	\$75	Lab materials	\$75.00	
A&S: SCIENG	Chemistry	CHM*104	Chemistry of Food Lab	\$50	Lab Materials	\$50.00	
A&S: SCIENG	Chemistry	CHM*105	Intro Chemistry Lec & Lab	\$0	Lab Materials	\$30.00	fee approved by board and was not changed
A&S: SCIENG	Chemistry	CHM*106	Chemistry of Health Science Lec & Lab	\$0	Lab Materials	\$30.00	fee approved by board and was not changed
A&S: SCIENG	Chemistry	CHM*111	Gen Chemistry I Lec & Lab	\$30	lab materials	\$30.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
A&S: SCIENG	Chemistry	CHM*112	Gen Chemistry II Lec & Lab	\$50	Chemicals & Supplies	\$50.00	
A&S: SCIENG	Chemistry	CHM*205	Organic Chemistry I Lec&Lab	\$50	Chemicals & Supplies	\$50.00	
A&S: SCIENG	Chemistry	CHM*206	Organic Chemistry II Lec& Lab	\$50	Chemicals & Supplies	\$50.00	
A&S: SCIENG	Engineering	EGR*103	Intro to Engineering Design	\$25	Lab materials	\$30.00	EGR*0001 is an old course number. Fee was approved last year
A&S: SCIENG	Geology	GEO*102	Intro Phys Geo Lab	\$40	Field Trip	\$40.00	
A&S: SCIENG	Physics	PHY*104	Intro to Physics Lect&Lab	\$20	building supplies & consumables	\$20.00	
A&S: SCIENG	Physics	PHY*110	Survey of Phys Sci Lec & Lab	\$25	building supplies & consumables	\$25.00	
A&S: SCIENG	Physics	PHY*112	College Physics I Lab	\$50	lab materials	\$50.00	
A&S: SCIENG	Physics	PHY*122	College Physics II Lab	\$50	lab materials	\$50.00	
A&S: SCIENG	Physics	PHY*212	Gen Physics I Lab	\$10	disposable supplies	\$25.00	approved last year, change was not made
A&S: SCIENG	Physics	PHY*222	General Physics II Lab	\$50	Lab materials	\$50.00	
CATECH	Auto Tech	AUT*101	*Intro Auto Tech	\$125	Lab supplies	\$125.00	
CATECH	Auto Tech	AUT*102	ASE Brakes	\$125	Lab supplies	\$125.00	
CATECH	Auto Tech	AUT*141	ASE Suspension/Steering	\$125	Lab supplies	\$125.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
CATECH	Auto Tech	AUT*142	ASE Manual Drive	\$125	Lab supplies	\$125.00	
CATECH	Auto Tech	AUT*151	Auto Transmission/Transaxle	\$125	Lab supplies	\$125.00	
CATECH	Auto Tech	AUT*221	*ASE Electrical Systems	\$125	Lab supplies	\$125.00	
CATECH	Auto Tech	AUT*222	*ASE Engine Performance	\$125	Lab supplies	\$125.00	
CATECH	Auto Tech	AUT*223	*Heating & Air Conditioning	\$125	Lab supplies	\$125.00	
CATECH	Build Const	BDC*110	*Building Construction I	\$100	Lab supplies	\$100.00	
CATECH	Build Const	BDC*120	Building Construction II	\$100	Lab supplies	\$100.00	
CATECH	Build Const	BDC*130	*Building Construction III	\$100	Lab supplies	\$100.00	
CATECH	Build Const	BDC*140	Building Construction IV	\$100	Lab supplies	\$100.00	
CATECH	Build Const	BDC*270	I.S. Building Construction	\$100	Lab supplies	\$100.00	
CATECH	Build Const	BDC*280	Special Topics-Bldg Const	\$100	lab supplies	\$100.00	
CATECH	Culinary	CUL*101	Kitchen Fundamentals	\$60		\$0.00	lecture course, no fee attached
CATECH	Culinary	CUL*103	Basic Culinary Mthds & Tech	\$60	Food Supplies - course specific ingredients	\$60.00	
CATECH	Culinary	CUL*105	Culinary Competition I	\$60	Competition Related materials and consumables	\$60.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
CATECH	Culinary	CUL*106	Culinary Competition II	\$60	Competition Related materials and consumables	\$60.00	
CATECH	Culinary	CUL*107	Culinary Competition III	\$60	Competition Related materials and consumables	\$60.00	
CATECH	Culinary	CUL*111	Fundamentals of Baking	\$60	Food Supplies - course specific ingredients	\$60.00	
CATECH	Culinary	CUL*114	Dining Room Mgt&Table Serv	\$60	Food Supplies - course specific ingredients	\$60.00	
CATECH	Culinary	CUL*115	Intro Table Service & Brkfst	\$60	Food Supplies - course specific ingredients	\$60.00	
CATECH	Culinary	CUL*212	Meat & Fish ID & Fabrication	\$100	Food Supplies - course specific ingredients	\$100.00	
CATECH	Culinary	CUL*214	Garde Manger	\$100	Food Supplies - course specific ingredients	\$100.00	
CATECH	Culinary	CUL*215	Elements of Banquet&Catering	\$60	Food Supplies - course specific ingredients	\$60.00	
CATECH	Culinary	CUL*221	International Cooking	\$60	Food Supplies - course specific ingredients	\$60.00	
CATECH	Culinary	CUL*222	Adv Culinary & Rest Operations	\$60	Food Supplies - course specific ingredients	\$60.00	
CATECH	Culinary	CUL*223	Beverage Management	\$60	Spirits supplies - consumables	\$60.00	
CATECH	Culinary	CUL*224	Adv Baking & Confections	\$60	Food Supplies - consumables	\$60.00	
CATECH	Culinary	CUL*229	Culinary Arts Comprehensive	\$90	ACF Certification/Membership	\$90.00	
CATECH	Culinary	CUL*229	Culinary Arts Comprehensive	\$60	Competition Related materials and consumables	\$60.00	

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CATECH	HIM	HIM*100	Prof Practice Exper (PPE)Prep	\$100	Liability Insurance, background checks	\$100.00	
CATECH	HVAC	HVC*103	Refrig Recov/EPA Cert	\$35	Certified Field Exam	\$35.00	
CATECH	HVAC	HVC*104	Refrigerant A/C Install I	\$25	Program Consumables	\$25.00	
CATECH	HVAC	HVC*105	Forced Air Heating I	\$25	Consumables	\$25.00	
CATECH	HVAC	HVC*106	Heating and Equip Install I	\$25	Program Consumables	\$25.00	
CATECH	HVAC	HVC*126	App Sheet Metal I	\$40	Lab supplies	\$40.00	
CATECH	HVAC	HVC*151	Energy Audit and Green Technolo	\$25	Lab materials	\$25.00	
CATECH	HVAC	HVC*204	Refrigerant A/C Install II	\$25	Lab supplies	\$25.00	
CATECH	HVAC	HVC*205	Forced Air Heating II	\$25	Lab supplies	\$25.00	
CATECH	HVAC	HVC*205	Forced Air Heating II	\$25	Lab supplies	\$25.00	
CATECH	HVAC	HVC*206	Heating & Equip Install II	\$25	Lab supplies	\$25.00	
CATECH	HVAC	HVC*295	Hvac Capstone	\$15	Lab supplies	\$15.00	
CATECH	Indus Engin	IND*112*83	Industrial Power Systems Lab	\$20	Lab supplies	\$20.00	
CATECH	Indus Engin	IND*152	Industrial Electricity Lab	\$10	Lab materials and other related material usage	\$10.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
CATECH	Indus Engin	IND*163	Indus&Control Sys Wiring	\$25	Lab supplies	\$25.00	
CATECH	Indus Engin	IND*173	Process & Control Systems Lab	\$25	Lab materials and other related material usage	\$25.00	
CATECH	Indus Engin	IND*174	Maintenance Welding	\$250	lab materials	\$250.00	
CATECH	Indus Engin	IND*213	Maintenance Practices	\$15	Lab Materials	\$15.00	
CATECH	Indus Engin	IND*215	Motor Controls	\$15	lab materials	\$15.00	
CATECH	Indus Engin	IND*217	Indus Systems Trblshooting	\$20	lab materials	\$20.00	
CATECH	prec Mach	PRS*103	Print Reading and Design	\$35	lab materials	\$35.00	
CATECH	prec Mach	PRS*112	Intro CNC Mill&Lathe Lab	\$25	Consumables	\$25.00	
CATECH	prec Mach	PRS*121	Machine Tool 1 Lec	\$96	NIMS - student fee	\$125.00	increased certification processing fee from NIMS
CATECH	prec Mach	PRS*122	Machine Tool I Lab	\$25	lab supplies	\$25.00	
CATECH	prec Mach	PRS*123	Machine Tool 2 Lec	\$56	NIMS - student fee	\$56.00	increased certification processing fee from NIMS
CATECH	prec Mach	PRS*124	Machine Tool 2 Lab	\$25	Program Consumables	\$25.00	
CATECH	prec Mach	PRS*141	CNC Lathe Lec	\$56	Consumables	\$56.00	
CATECH	prec Mach	PRS*142	CNC Lathe Lab	\$25	Consumables	\$25.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
CATECH	prec Mach	PRS*201	Machine Tool 3 Lec	\$56	NIMS - student fee	\$56.00	
CATECH	prec Mach	PRS*202	Machine Tool 3 Lab	\$25	Program Consumables	\$25.00	
CATECH	prec Mach	PRS*211	CNC 2 Mill Lec	\$56	Consumables	\$56.00	
CATECH	prec Mach	PRS*212	CNC 2 Mill Lab	\$25	Consumables	\$25.00	
CATECH	prec Mach	PRS*218	Solidworks	\$10	Maintenance Fees	\$10.00	
CATECH	prec Mach	PRS*231	Machine Tool 4 Lec	\$28	Program Consumables	\$25.00	to align with other courses in the program
CATECH	prec Mach	PRS*232	Machine Tool 4 Lab	\$25	Program Consumables	\$25.00	
CATECH	prec Mach	PRS*241	Machining Capstone Lec	\$25	Program Consumables	\$25.00	
CATECH	prec Mach	PRS*242*51	Machining Capstone Lab	\$25	Program Consumables	\$25.00	
CATECH	Welding	WLD*102	Welding I Lab(Intro)	\$250	materials, solder, gas and other misc.	\$250.00	
CATECH	Welding	WLD*102	Welding I Lab(Intro)	\$20	Administrative fees	\$20.00	
CATECH	Welding	WLD*112	Wld II Lab(All Position SMAW)	\$250	materials, solder, gas and other misc.	\$250.00	
CATECH	Welding	WLD*112	Wld II Lab(All Position SMAW)	\$20	Administrative fees	\$20.00	
CATECH	Welding	WLD*122	Wldg III Lab-(Adv. SMAW)	\$250	materials, solder, gas and other misc.	\$250.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
CATECH	Welding	WLD*122	Wldg III Lab-(Adv. SMAW)	\$20	Administrative fees	\$20.00	
CATECH	Welding	WLD*132	Welding IV Lab GMAW	\$250	materials, solder, gas and other misc.	\$250.00	
CATECH	Welding	WLD*132	Welding IV Lab GMAW	\$20	Administrative fees	\$20.00	
CATECH	Welding	WLD*202	Welding V Lab GTAW	\$250	materials, solder, gas and other misc.	\$250.00	
CATECH	Welding	WLD*202	Welding V Lab GTAW	\$20	Administrative fees	\$20.00	
CATECH	Welding	WLD*212	Welding VII Lab Pipe Wldg	\$250	materials, solder, gas and other misc.	\$250.00	
CATECH	Welding	WLD*270	I.S. Welding	\$20	Lab materials	\$20.00	
HTHSCI	EMS	EMS*020	EMS CEU Seminar	\$15	supplies	\$15.00	
HTHSCI	EMS	EMS*100	Pediatric First Aid/CPR	\$25	supplies	\$28.00	
HTHSCI	EMS	EMS*101	BLS/Hlthcare Providers	\$25	Supplies	\$27.00	increase in cost from AHA
HTHSCI	EMS	EMS*102	Heartsaver First Aid	\$25	supplies	\$28.00	increase in cost from AHA
HTHSCI	EMS	EMS*103	First Responder	\$15	supplies	\$17.00	increase in cost from AHA
HTHSCI	EMS	EMS*104	ACLS (Adv Cardiac Life Supp)	\$150	Books, Supplies, Instructor	\$152.00	increase cost in cost from AHA
HTHSCI	EMS	EMS*105	Pre-Hospital Trauma Life Supp	\$150	Books, Supplies, Instructor	\$152.00	increase cost in cost from AHA

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	EMS	EMS*109	Emer Medical Tech Clinical	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*109	Emer Medical Tech Clinical	\$0	Drug Screen & Background Check	\$60.00	new fee
HTHSCI	EMS	EMS*110	Emergency Medical Tech Lec	\$70	Supplies and Lab Instructor	\$70.00	
HTHSCI	EMS	EMS*122	Intro Paramedic Tech Clinical	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*122	Intro Paramedic Tech Clinical	\$0	Supplies & Lab Faculty, Drug Screen & Background Checks	\$150.00	increased lab time due to portfolio requirements,
HTHSCI	EMS	EMS*131	Pediatric Adv Life Support	\$150	Books, Supplies, Instructor	\$152.00	increase in cost from AHA
HTHSCI	EMS	EMS*150	Paramedic Refresher Clinical	\$28	supplies	\$28.00	
HTHSCI	EMS	EMS*151	Paramedic 1 Clinical (Lab)	\$90	Supplies & Lab Faculty, Drug Screen & Background Checks	\$150.00	increased lab time due to portfolio requirements
HTHSCI	EMS	EMS*152	Paramedic 1	\$90	Lab Faculty & supplies d/t portfolio requirements	\$90.00	
HTHSCI	EMS	EMS*152	Paramedic 1	\$50	Supplies	\$50.00	
HTHSCI	EMS	EMS*162	Paramedic 1	\$90	Lab Faculty & supplies d/t portfolio requirements	\$90.00	
HTHSCI	EMS	EMS*162	Paramedic 2 Clinical	\$28	Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*202	Paramedic 3 Clinical	\$28	Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*202	Paramedic 3 Clinical	\$90	Lab Faculty & supplies d/t portfolio requirements	\$90.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	EMS	EMS*211	Paramedic 4 Clinical	\$28	Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*211	Paramedic 4 Clinical	\$90	Lab Faculty & supplies d/t portfolio requirements	\$90.00	
HTHSCI	EMS	EMS*221	Paramedic 5	\$90	Lab Faculty & supplies d/t portfolio requirements	\$90.00	
HTHSCI	EMS	EMS*222	Paramedic 5 Clinical	\$90	Lab Faculty & supplies d/t portfolio requirements	\$90.00	
HTHSCI	EMS	EMS*222	Paramedic 5 Clinical	\$28	Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*270	I.S.-EMT	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*271	I.S.-EMT II	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*272	I.S.-EMT III	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*273	I.S.-EMT IV	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*275	Paramedic Field Intern Continuation	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*280	Special Topics-EMT	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS*290	Paramedic Field Internship	\$28	Professional Liability Insurance	\$28.00	
HTHSCI	EMS	EMS-270	I.S. EMT	\$0	Drug Screen	\$50.00	drug Screen
HTHSCI	LPN	LPN*110	Foundations of Practical Nursing I Lec	\$0	Elsevier Assessment & Remediation	\$375.00	new Program

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	LPN	LPN*111	Foundations of Practical Nursing I Lab	\$0	Lab supplies, faculty load, liability insurance	\$275.00	new Program
HTHSCI	LPN	LPN*120	Foundations of Practical Nursing II Lec	\$0	Calm training, lamp lighting	\$40.00	new Program
HTHSCI	LPN	LPN*121	Foundations of Practical Nursing II Lab	\$0	Lab supplies, cost factor for faculty load, validity background checks	\$305.00	new Program
HTHSCI	LPN	LPN*151	Nursing Care Across the Lifespan I Lab	\$0	Lab supplies, cost factor for faculty load	\$260.00	new Program
HTHSCI	LPN	LPN*161	Nursing Care Across the Lifespan Lab II	\$0	Cost factor for faculty load	\$60.00	new Program
HTHSCI	LPN	LPN*170	Nursing Care Across the Lifespan III Lec	\$0	NCLEX-PN testing fee, finger printing for licensure	\$250.00	new Program
HTHSCI	LPN	LPN*171	Nursing Care Across the Lifespan III Lab	\$0	Cost factor for faculty load	\$60.00	new Program
HTHSCI	LPN		LPN Application Fee	\$0	Administrative Fees	\$25.00	new Program
HTHSCI	LPN		HESI A2-LPN Entrance Exam Fee	\$0	Entrance testing	\$54.00	new Program
HTHSCI	LPN		LPN Admission Fee	\$0	Cost of clinical site onboarding, criminal background check and drug screen	\$150.00	new Program
HTHSCI	MDA	MDA*101	Administrative Procedures	\$100	Remediation and Assessment	\$125.00	increase cost of HESI Remediation & Assessment
HTHSCI	MDA	MDA*113	Clinical Procedures	\$100	Supplies	\$150.00	increase cost of lab supplies
HTHSCI	MDA	MDA*213	Medical Laboratory Procedures	\$100	Supplies	\$150.00	increase cost of lab supplies
HTHSCI	MDA	MDA*222	Prog Capstone-MDA	\$125	Fee for CMA test	\$125.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	MDA	MDA*222	Prog Capstone-MDA	\$125	CMA Test fee	\$125.00	fee for CMA Test
HTHSCI	MDA	MDA*222	Prog Capstone-MDA	\$30	Assessment/ Remediation	\$59.00	increased cost of HESI remediation & assessment
HTHSCI	MDA	MDA*223	MDA Clinical Externship	\$125	Clinical site on-boarding fees: background and drug test	\$150.00	increased costs
HTHSCI	MLT	MLT	All Courses	\$239	Consortium fee	\$253.00	increase in consortium fees
HTHSCI	MLT	MLT*150	Intro to Lab Science Methods	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*210	Immunology	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*220	Clinical Chem and Urinalysis	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*230	Urinalysis and Body Fluids (w Clinicals	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*250	Hematology and Coagulation	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*260	Phlebotomy	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*261	Phlebotomy Certification Course	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*270	Immunochemistry	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*280	Clinical Microbiology	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*290	Parasitology, Mycology and Vir	\$69	Course Fee	\$70.00	increase in consortium fees

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	MLT	MLT*291	Hematology & Coagulation Pract	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*292	Clinical Chemistry Urin Pract	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*293	Clinical Microbiology Practicu	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	MLT	MLT*294	Immunohematology Practicum	\$69	Course Fee	\$70.00	increase in consortium fees
HTHSCI	Nursing	NUR*102	Fund Nursing Lab	\$375	Supplies, Faculty, & Lab expense	\$375.00	
HTHSCI	Nursing	NUR*102	Fund Nursing Lab	\$350	HESI Assessment and Remediation	\$350.00	
HTHSCI	Nursing	NUR*103	Successful Transitions/Nursing	\$150	Supplies & Lab Faculty	\$150.00	
HTHSCI	Nursing	NUR*132	Nrsg of Adults&Chld I Lab	\$375	Supplies, Faculty, & Lab expense	\$375.00	
HTHSCI	Nursing	NUR*202 Bridge	Nursing of Adults & Children II	\$375	Supplies/Faculty/Lab Expense	\$375.00	
HTHSCI	Nursing	NUR*202*11	Nursing Adults & Child II Lab	\$375	Supplies, Faculty, & Lab expense	\$375.00	
HTHSCI	Nursing	NUR*232	Nursing of Adlts&Chld III Lab	\$375	Supplies, Faculty, & Lab expense	\$375.00	
HTHSCI	Nursing	NUR202* Bridge	Nursing of Adults & Children II	\$350	Assessment & Remediation	\$350.00	
HTHSCI	OTA	OTA	All courses	\$195	Consortium fee	\$195.00	
HTHSCI	OTA	OTA*200	Found Occupational Therapy	\$55	Course Fee	\$55.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	OTA	OTA*205	Med Conditions Occup Therapy	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*210	Analysis of Occupations	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*215	Mental Hlth&psychosocial Pract	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*220	Pediatric & Adolescent Pract	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*250	Functional Kinesiology	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*255	Physical Disabilities Practice	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*259	Professional Skills	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*260	Community Practice	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*265	Ethics, Mgt & Leadership	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*290	Level II Fieldwork A	\$55	Course Fee	\$55.00	
HTHSCI	OTA	OTA*290	Level II Fieldwork B	\$55	Course Fee	\$55.00	
HTHSCI	RAD	RAD*101	Fund of Radiologic Sci & Health Sci	\$60	supplies	\$60.00	
HTHSCI	RAD	RAD*101	Fund of Radiologic Sci & Health Sci	\$250	Radiation monitoring device, class apparel	\$250.00	
HTHSCI	RAD	RAD*102	Radiation Prot, Prod & Characteristics	\$35	ASRT membership with online modules & EBP reviews	\$35.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	RAD	RAD*104	Patient Care in Radiologic Science	\$40	supplies	\$40.00	
HTHSCI	RAD	RAD*104	Patient Care in Radiologic Science	\$360	Lab supplies, cost factor for faculty load	\$400.00	
HTHSCI	RAD	RAD*105	Radiologic Procedures I	\$15	supplies	\$15.00	
HTHSCI	RAD	RAD*105	Radiologic Procedures I	\$60	supplies	\$60.00	
HTHSCI	RAD	RAD*105	Radiologic Procedures I	\$380	MoSRT membership & conference, cost factor for faculty load,	\$380.00	
HTHSCI	RAD	RAD*106	Radiologic Physics I	\$240	Rad Tech Bootcamp review course	\$240.00	
HTHSCI	RAD	RAD*151	Clinicals I	\$40	digital access fee	\$40.00	
HTHSCI	RAD	RAD*151	Clinicals I	\$60	clinical cost factor	\$60.00	
HTHSCI	RAD	RAD*151	Clinicals I	\$260	Cost factor for faculty load, my clinical exchange, HESI Remediation	\$260.00	
HTHSCI	RAD	RAD*152	Radiologic Procedures II	\$60	Cost factor for faculty load	\$60.00	
HTHSCI	RAD	RAD*154	Digital Image Acq&display II	\$60	Cost factor for faculty load	\$60.00	
HTHSCI	RAD	RAD*155	Clinicals II	\$60	Cost factor for faculty load	\$60.00	
HTHSCI	RAD	RAD*156	Pharmacology & Drug Admin	\$360	Supplies, cost factor for faculty load	\$360.00	
HTHSCI	RAD	RAD*157	Clinicals III	\$60	Cost factor for faculty load	\$60.00	

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	RAD	RAD*201	Digital Image Acquisition&display III	\$35	Cost factor for faculty load, ASRT membership	\$35.00	
HTHSCI	RAD	RAD*201	Digital Image Acquisition&display III	\$60	Cost factor for faculty load	\$60.00	
HTHSCI	RAD	RAD*202	Advanced Radiographic Procedures I	\$15	Liability Insurance	\$15.00	
HTHSCI	RAD	RAD*202	Advanced Radiographic Procedures I	\$300	lab supplies	\$300.00	
HTHSCI	RAD	RAD*202	Advanced Radiographic Procedures I	\$60	cost factor for faculty load	\$60.00	
HTHSCI	RAD	RAD*204	Clinicals IV	\$40	Cost factor for faculty load, my clinical exchange, HESI Rem, rad monitoring device	\$40.00	
HTHSCI	RAD	RAD*204	Clinicals IV	\$60	clinical cost factor	\$60.00	
HTHSCI	RAD	RAD*204	Clinicals IV	\$100	Radiation monitoring device, class apparel	\$100.00	
HTHSCI	RAD	RAD*204	Clinicals IV	\$230	HESI Remediation	\$260.00	HESI fees increased
HTHSCI	RAD	RAD*252	Adv Rad Procedures II	\$60	Cost factor for faculty load	\$60.00	
HTHSCI	RAD	RAD*252	Adv Rad Procedures II	\$350	Cost factor for faculty load, MoSRT membership & conference	\$350.00	
HTHSCI	RAD	RAD*253	Clinicals V	\$60	Cost factor for faculty load	\$60.00	
HTHSCI	RAD	RAD*290	Curriculum Review V	\$200	digital access fee	\$225.00	review course fee increased
HTHSCI	SRG	SRG*200	Surgical Techniques Lab	\$0	consumables , cost factor for faculty	\$360.00	new Program

Division	Department	Section Number	Section Name	Current Fee	Purpose of Fee	AY23 Proposed Fee	Reason for Change
HTHSCI	SRG	SRG*210	Introduction to Surgical Technology	\$0	uniforms, class apparel	\$300.00	new Program
HTHSCI	SRG	SRG*220	Surgical Procedures I	\$0	Liability insurance, my clinical exchange	\$55.00	new Program
HTHSCI	SRG	SRG*250	Clinical Externship I	\$0	Consumables, cost factor for faculty, validity clinical access	\$300.00	new Program
HTHSCI	SRG	SRG*260	Surgical Procedures II	\$0	AST certification exam, study guide and membership	\$250.00	new Program
HTHSCI	SRG	SRG*265	Professional Practices	\$0	Practice exams, certification review, AST convention fees	\$265.00	new Program
HTHSCI	SRG	SRG*275	Clinical Externship II	\$0	Consumables, cost factor for faculty	\$210.00	new Program
HTHSCI	SRG		Surg Tech Application Fee	\$0	Administrative Costs	\$25.00	new Program
HTHSCI	SRG		TEAS Entrance Exam Fee	\$0	Entrance testing	\$65.00	new Program
HTHSCI	SRG		Surgical Technology Application Fee	\$0	Cost of clinical site onboarding, criminal background check and drug screen	\$150.00	new Program
Total				\$29,761		\$34,307.00	

Fees for LPN (New Program)
Fees for SRG (New Program)

\$1,854.00
\$1,980.00

Grand Total	\$29,761	\$30,473.00
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4.50 Monuments and Memorials *(Adopted 2-7-2022)*

The College may erect or display (or cause to be erected or displayed) monuments or memorials on College property. Any monument or memorial shall be approved by the Board of Trustees. Monuments or memorials erected on college property shall serve to educate students and/or the general public, honor an individual(s) for service to the College or community, or give meaning to events that have shaped the College or community. Monuments or memorials shall be relevant to the vision, mission, and/or values of the College or to the history of the region served by the College.

Procedures *(Adopted 2-7-2022)*

- 4.50.1** Requests to establish or erect a monument or memorial shall be presented in writing to the President of the College. The President shall consider the request within the parameters of this Policy and decide whether to recommend approval to the Board of Trustees.
- 4.50.2** The Board of Trustees has final approval authority; a majority of the whole board being required to approve a monument or memorial.
- 4.50.3** Approval by the Board of Trustees shall include designation of the location of the monument or memorial and the party responsible for funding, installing, and/or maintaining the monument or memorial.
- 4.50.4** Monuments or memorials donated to the College shall become the property of the College, with all rights previously possessed by the donor being relinquished.
- 4.50.5** If the Board of Trustees authorizes an external party to erect, construct, install, or otherwise display a permanent monument or memorial, said work shall be performed at the direction of the College President or designee. The College has the right to review and approve any and all specifications (including but not necessarily limited to design, text, materials, weight, size of object, and location) of the monument or memorial. Monuments or memorials shall be safe from hazards such as sharp projecting elements, loose parts, or other public hazards.
- 4.50.6** The College shall retain full editorial control over any and all text displayed on a monument or memorial and/or any associated signs, markers, publications, social media, or advertisements.
- 4.50.7** The Board of Trustees, in its sole discretion, retains authority to remove a monument or memorial at any time.
- 4.50.8** Any monument or memorial displayed in tribute to an individual(s) shall not be approved until the individual(s) has been deceased for a minimum of ten

(10) years. This restriction does not apply to the naming of facilities in accordance with Policy 4.27 Naming of East Central College Facilities.

4.50.9 This Policy shall apply to permanent monuments or memorials located on College property and not the use of College property or facilities for expressive activities as provided in Policy 4.43 Expressive Activities.

5.51 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)

5.51.1 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.

5.51.2 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.

5.51.3 Leave for Victims of Domestic Violence and Sexual Assault

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 (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.

5.51.4 Safety Accommodation Requests

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 reasonable safety accommodation under this Policy the employee should contact the Director of Human Resources at 636-584-6712 or via email at hrecc@eastcentral.edu.

5.51.5 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.

5.51.6 Coordination with Other Policies

Eligible employees who have exhausted all leave allowed under the College's Family and Medical Leave Act Policy, Section 5.44 of the College's Board Policies, shall not be allowed additional unpaid leave under this Policy.

5.51.7 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.

5.51.8 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.

5.51.9 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.



Interoffice Memo

TO: Dr. Bauer
DATE: January 28, 2022
FROM: Office of Academic Affairs
RE: Adjunct Addendum for Spring Semester 2022

Please approve the following adjunct addendum for the spring 2022 semester.

ADDITIONS

Career & Technical Education

Bonnie Aspiazu, HIM
Michael Caruso, HIM
Mark Ehlen, Welding
Breezy Houston, HIM
Jonathan Huxel, Precision Machining
Ann Schlosser, HIM
Bridget Teaters, Welding
Stephen Thornhill, Welding
Brian Watson, Welding

English & Humanities

Madison Emerick, English
Susan LaFayette, English/Reading
Carson Mowery, Reading
Elizabeth Rosebrough, English
Aurelia VonTress, English

Fine & Performing Arts

Krista Frohling, Art
Amy Jackson, Art
Sierra Moore, Art
Zoe Nicholson, Art
Gary Powers, Art

Dual Credit

Jodi Cruz, Spanish, BHS
Star Hargis, English, RHS

Social Sciences

Kristen Adams, Psychology
Janet Berry, Economics
Taylor Bodenschatz, Psychology
Steven Campbell, Political Science
Theodore Coburn, Criminal Justice/Sociology
Miranda Green, Psychology
Robin Hanson, Anthropology
Melissa Hildebrandt, Psychology
Christopher Karr, Criminal Justice/Sociology
Jenny Kuchem, Sociology
Ray Mowery, Economics
Lesley Peters, Sociology
Robert Spangrud, History
Sarah Wildt, Sociology

Mathematics & Education

Philipp Giacomelli, Education
Kirby Moreland, Mathematics

Science & Engineering

Awad Lemnifi

Health Sciences

Stephanie McCulloch, EMT

Falcon Seminar

Rachael Karr

DELETIONS

Career & Technical Education

Gary Durham, Precision Machining
Deborah Schultze, HIM

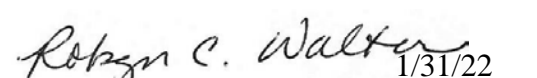
Mathematics & Education

Jennifer Heberlie, Education

Falcon Seminar

Christina Ayres
Jessica Robart

Signatures:



Robyn Walter, Vice President of Academic Affairs Date



Wendy Hartmann, Director of Human Resources Date