



BOARD OF TRUSTEES BOARD MEETING

November 4, 2024



Board of Trustees Meeting

East Central College

Monday, November 4, 2024, at 5:30 PM

BH238 Board Room

Agenda

I. Call to Order

II. Recognition of Guests

III. Public Comment

IV. Approval of Agenda (4 votes)

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.*

V. *Approval of Minutes (4 votes)

VI. Treasurer's Report and Financial Report (simple majority)

VII. Employee Ancillary Insurance (4 votes)

VIII. Student Outcomes

A. Course Success Rates

B. Retention Rates

IX. Program Accreditation

X. Strategic Plan (simple majority)

XI. *Personnel (4 votes)

A. Appointments

B. Classified Staff Appointments (information only)

XII. Board President's Report

XIII. Reports

A. Faculty Association

B. ECC-NEA

C. Professional Staff Association

D. Classified Staff Association

E. Student Government Association

XIV. President's Report

XV. Adjournment

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM I: CALL TO ORDER

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

11/04/2024

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
November 4, 2024**

AGENDA ITEM II: RECOGNITION OF GUESTS

Guests will be recognized by Mr. Gregg Jones.

11/04/2024

East Central College

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM III: PUBLIC COMMENT

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

11/04/2024

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM IV: APPROVAL OF AGENDA

Recommendation: To **approve** the agenda for the November 4, 2024, Board of Trustees meeting.

11/04/2024

East Central College

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Agenda Item IV: Approval of Agenda

Consent Agenda Items for November 9, 2024:

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
November 4, 2024**

AGENDA ITEM V: *APPROVAL OF MINUTES

Recommendation: To **approve** the minutes of the October 9, 2024 regular meeting of the Board of Trustees.

Attachment

11/04/2024

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
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**EAST CENRAL COLLEGE
BOARD OF TRUSTEES MEETING
Monday, October 9, 2024**

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 for all, or parts of the meeting were Joseph Stroetker, Eric Park, Cookie Hays, and J.T. Hardy. Also present were President of the College Jon Bauer; Administrators – Vice President of Academic Affairs Robyn Walter, Vice President of External Relations Joel Doecker, and Vice President of Student Development Sarah Leassner; Faculty – Faculty Association President Tracy Mowery, and ECC-NEA President Reg Brigham, Precision Machining Program Coordinator Blake Poertner, Other Staff – Institutional Research Director Bethany Lohden, ECC Foundation Director Bridgette Kelch, Human Resources Director Carrie Myers, Director of Communications & Marketing Gregg Jones, Executive Director of Institutional Effectiveness Michelle Smith, Rolla Campus Director Christina Ayres, Professional Staff Association President Todd Tracy, Classified Staff Association Secretary Rileigh Cassimatis, and Executive Assistant to the President Stacy Langan.

RECOGNITION OF GUESTS: Dan Silverburg from CampusWorks, Chris Parker from the *Missourian*, and Tommie Lowe from the Union Police Department were also in attendance.

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 October 9, 2024, meeting of the Board of Trustees.
Motion by Cookie Hays; Seconded by Dr. Eric Park; Carried Unanimously

***APPROVAL OF MINUTES:** The Board approved the minutes of the August 26, 2024, Ad Volarem tax hearing meeting and the minutes of the August 26, 2024, regular meeting of the Board of Trustees.

TREASURER’S REPORT AND FINANCIAL REPORT: College President and Interim Vice President of Finance and Administration Jon Bauer reviewed financials. He noted that the Business Office is in the process of closing out fiscal year 2024. Field work with auditors went well and will be presented to the Board in December. Early activity for fiscal year 2025 is starting to show in revenues and expenses. Updated figures will be available in November. Dr. Bauer informed the Board there will likely be a recommendation for participation with IntraFi that will be presented at the November meeting.

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

Motion by Dr. Joseph Stroetker; Seconded by Dr. Eric Park; Carried Unanimously

BIDS: Blake Poertner offered information on the purchase of this equipment that he notes will bring a whole new level of instruction to our students. With this purchase, we will acquire two machines for the price of one of the current machines and will help the program stand out.

Motion: To **approve** the purchase of two SYIL X5 Vertical Machining Centers for the Precision Machining program from Titans of CNC, Flower Mound, TX, a sole source provider of SYIL brand machine tools at a cost of \$71,482 to be funded 75% with Vocational Enhancement Grant funds and 25% with institutional

funds.

Motion by Dr. Joseph Stroetker; Seconded by Dr. Eric Park; Carried Unanimously

OWNER’S REPRESENTATIVE: This recommendation is for Navigate Building Solutions to serve as owner’s representative for the Rolla building renovation. Dr. Bauer noted that ECC held 20 plus contracts for the AD building renovation project with him as the lead. This was feasible with him serving in the Vice President of Finance role on the same campus as the project. The Rolla renovation presents more complexities, including existing tenants, the property is an hour from main campus, and we currently have a vacant Vice President of Finance position. While we hope to fill this position by January, the work on renovation planning needs to start now as we aim to complete the building by January 2027. Initially, we searched for land to build a new property, but the Independence location fit what we were looking for. Using an owner’s representative (OR) makes the most sense for this model. Employees of Navigate have previously worked with firms ECC has successfully collaborated with, and we effectively utilized Navigate for the architect/engineering search, and we were very satisfied with their performance.

Navigate’s contract is through TIPS, and they come with strong references. Given the project's complexity, its large scale, and the fact that Rolla is an hour away, their support is crucial as we are understaffed. While the cost is significant, there is money in the budget, and their involvement can shorten the project timeline.

A kickoff meeting is scheduled to plan the next steps and Navigate will work closely with the core planning team, being on-site as needed. Should their performance not meet expectations, we can go through a process to end the contract. Another advantage is that we will have access to a team, not just one individual, which increases flexibility. Navigate has also helped save costs on previous projects, including \$200,000 on one. Their references confirm similar results.

Motion: To **authorize** a contract with Navigate Building Solutions, Brentwood, MO, to serve as owner’s representative for the renovation of the college’s facility in Rolla. The cost of the services will be a flat fee of \$118,851.30, and a monthly fee of \$19,885.85 for the duration of the project. The cost will be funded with state proceeds dedicated to the project.

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

SELECTION OF ARCHITECT – ROLLA FACILITY: There were a lot of interested firms, and it was difficult to narrow and ultimately choose a firm. Each firm brought different strengths, and it came down to who is the best fit for this project. The Lawrence Group renovated the AD building and that was a good experience. We are required to go through a qualifications-based process, which originated with the federal government with an intent that government agencies don’t go out and hire the most expensive firm. Through that process, we outline the criteria then hire the firm that is best qualified. We aren’t allowed to negotiate with firms prior to the RFQ. Navigate negotiated the cost of the project after The Lawrence Group was selected.

Motion: To **authorize** a contract with The Lawrence Group of St. Louis, MO for architecture and engineering services for the renovation of the College’s facility in Rolla.

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

SELECTION OF ARCHITECT – RESPIRATORY CARE LAB - UNION: Using a similar process as used for the Rolla building project but on a smaller scale, we sent out an RFQ to renovate the computer lab and classroom space in the Health Science building to create a respiratory care lab. Arcturis has experience with this type of project. One difference between this recommendation and the previous one is that the exact price has not yet been set. The final contract will not exceed that amount listed in the proposal, and it will likely be less. The Board will be notified in November of the final contract price. This project will be fully funded with grant money. Navigate was utilized to negotiate these contracts as a way to test the waters.

Motion: To authorize a contract with Arcturis, St. Louis, MO for architecture and engineering services for the renovation of a portion of the Health Science Building to serve as the lab for our new Respiratory Care Program.

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

STRATEGIC PLAN UPDATE: Dan Silverburg with CampusWorks offered an update on the progress of strategic planning that kicked off in March of 2024. He shared the logo created by ECC's Public Relations and the Strategic Planning Trichairs. The team is in the action planning phase now. Ideal Student Experiences are reviewed each time planning starts to remind us all why we are here. At the June 17, 2024, Board meeting, it was determined that the current mission statement would be maintained. At that meeting, two versions of a vision statement were drafted. Those statements were vetted by employees. Employees are split with a slight preference for the first version, which they state is more formal and aspirational. Discussion ensued regarding the two vision statements. Others think the second statement represents students and our role as an employer. The first one is more official and a better statement if we are being formal. Dan mentioned that the vision is used on the web as a way to frame the strategies and objectives of the strategic plan. It is also a public statement that projects to stakeholders what our aspirations are. The mission represents where we are, and the vision is where we want to be. Based on work with other colleges, Dan believes the second version really sets ECC apart as a forward-thinking institution. The overwhelming majority of this evening's meeting attendees, including most Board members, are in favor of version two. Dan outlined the final value statements, key strategies, and next steps. The strategy teams continue to refine the objectives. Action planning workshops are scheduled for October 18 and 23. The goal is to launch the strategic plan on November 5 to employees after Board approval at their November 4 meeting.

***PERSONNEL:** The Board **approved** the appointment of Daniel Gruenenfelder as Enterprise System Associate effective October 14, 2024, with an annual salary of \$82,900; Ashley Ricks-Parmer as Wellness Navigator effective October 28, 2024, with an annual salary of \$51,232.85; The Board also **accepted** the resignation of Megen Strubberg, Director of Enrollment Services, effective November 1, 2024. The Board also **approved** the roster of adjunct faculty addendum for the Fall 2024 semester as listed in the attached memorandum.

BOARD PRESIDENT'S REPORT: Board President Hartley stated that while talking about being worried about the cost of living, ECC is the best buy for the money that anyone can get. The small class size and highly qualified instructors makes this a great opportunity for the community.

REPORTS:

A. FACULTY ASSOCIATION REPORT: Faculty Association President Tracy Mowery noted Jenifer Goodson, EMS presented at the Missouri EMS conference & Expo on mental health and PTSD. Dr. Kami Hancock, English presented at the Focus on Teaching & Technology conference at UMSL. Drs. Clarissa Brown, Biology, and Shanee Haynes, Communications, earned their Doctor of Education degree. Adisa Velic, Medical Assisting, earned a master's degree in educational

psychology. Faculty of the Month awards were presented to Aaron Bounds, Music, in September and Dr. Parvi Acosta, Biology, in October for their dedication and hard work. Ellen Aramburu, Spanish, is an MCCA Excellence in Teaching finalist and Elisha Chaney, Nursing, an MCCA Outstanding Adjunct Faculty finalist. Winners will be announced at the annual MCCA convention in November. Jessica Van Leer, Nursing was this year's Emerson Excellence in Teaching recipient. The Faculty Association will sell food at next week's Falcon Fest.

- B. ECC-NEA:** NEA President Reg Brigham mentioned that he met with Dr. Bauer recently to set the timeline for bargaining. Both teams will meet soon to set ground rules and the timeline for this year. The faculty and administration will participate in a training course in Interest Based Bargaining. Later in November, faculty will host a Fall Feast for all faculty and select administration.
- C. PROFESSIONAL STAFF ASSOCIATION REPORT:** PSA President Todd Tracy reported that Lisa Farrell, Library Director presented "A Sidestep of OER for the Bard" at the NILRC conference, focusing on free resources for literature courses that offer zero cost to students, such as library subscriptions and free web-based content. This was her first presentation at the conference, with resource curation by Morgan Spangler supporting courses taught by John Hardecke. In Student Development, Stephanie Hebert attended the Achieving the Dream Data and Analytics Summit, connecting with other institutions and nonprofits to explore data on student outcomes, including post-completion mobility. She looks forward to integrating these insights into ECC's work with ATD. The AEL program launched a new High School Equivalency class at Crawford County Jail, serving 12 students with virtual-live instruction. This initiative, led by Linda Moore, is the first of its kind in the region. Lastly, the Center for Workforce Development held its 2nd Annual Manufacturer's Summit with nearly 60 attendees. The event featured a new Customized Leadership Series and a lively discussion on program expansion and partnerships between manufacturers and educational institutions.
- D. CLASSIFIED STAFF ASSOCIATION REPORT:** CSA Secretary Rileigh Cassimatis reported that Jon Noelker is a finalist for the MCCA Classified Staff Achievement award that will be presented at the MCCA Convention in November. CSA Denim Days continue to have high levels of participation.

PRESIDENT'S REPORT: Dr. Bauer provided a census report for the Board then reviewed the census numbers. He mentioned that enrollment was trending down from the previous year in headcount and credit hours. There was a decline in dual credit, some of which can be attributed to students still being enrolled due to timing of high school classes. There have also been a few teachers retire or leave the district which affects headcount. Enrollment is also down for first-time students. Retention is improving. The Sullivan school district currently uses other providers for dual credit; ECC continues outreach with the school district. Ideally, we would like to be the provider for all area schools. Some of the declining numbers in Union dual credit are due to timing. Union School District recently began utilizing a new transfer software and that affect when their students are able to enroll. The classes are meeting, the students are just not technically enrolled. The ECC Foundation recently implemented a program to fund tuition for new instructors to be credentialed. There are currently seven high school teachers across six high schools taking advantage of this opportunity.

The annual ECC Golf Tournament, originally scheduled for Friday, September 27, was moved to Monday, September 30 due to inclement weather. Only four teams were not able to attend with the change, which left 112 golfers in attendance. The Foundation is expecting the tournament to bring in \$18-20K.

Achieving the Dream (ATD) success coaches were on campus September 23 and 24. Dr. Robyn Walter and Sarah Leassner worked closely with the coaches. ATD is an instrumental, institution-changing program. The coaches spent time with a diverse group of students and had wonderful feedback about their engagement. We are expecting a President's Letter, which is a formalized approach to their observations to help shape actions and goals over the next couple of years.

ADJOURNMENT:

Motion: To **adjourn** the October 9, 2024, public meeting of the Board of Trustees at 7:22 p.m.

Motion by J.T. Hardy; Seconded by Cookie Hays; Carried Unanimously

President, Board of Trustees

Secretary, Board of Trustees

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

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

11/04/2024

East Central College

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Statement of Net Assets for all Funds
As of September 30, 2024 and September 30, 2023

ASSETS	9/30/24	9/30/23
Current		
Cash	5,170,530	7,769,474
Investments	2,978,714	2,800,661
Receivables, net		
Student	684,049	577,327
Federal & State agencies	1,513,509	1,386,252
Other	534,171	267,667
Inventories	281,466	227,885
Prepaid expenses	55,499	51,252
Total Current Assets	11,217,938	13,080,518
Non-Current Assets		
Lease Assets	348,550	289,548
Capital Assets (net)	46,323,071	40,208,518
Total Non-Current Assets	46,671,621	40,498,066
Total Assets	57,889,559	53,578,584
DEFERRED OUTFLOW OF RESOURCES		
Deferred pension outflows	15,097,621	16,074,458
Deferred OPEB outflows	430,351	509,559
Total Assets and Deferred	15,527,972	16,584,017
Outflow of Resources	73,417,531	70,162,601
LIABILITIES		
Current Liabilities		
Accounts Payable	54,195	45,797
Accrued Wages & Benefits	11,901	163,387
Unearned Revenue	880	418
Due to Agency Groups	-	-
Accrued Interest	-	-
Total Current Liabilities	66,976	209,602
Non-Current Liabilities		
Lease Liability	357,213	289,572
USDA Loan	216,667	316,667
Bonds Payable	3,625,000	5,225,000
Premium on Sale of Bonds	132,184	234,581
Net Pension Liability	18,267,888	15,685,923
Compensated Absences	772,216	872,724
Post Employment Benefit Plan Payable	1,686,592	1,599,488
Johnson Control Performance Contract	828,359	905,594
United Bank of Union	1,390,000	1,510,000
Total Non-Current Liabilities	27,276,119	26,639,549
Total Liabilities	27,343,095	26,849,151
DEFERRED INFLOW OF RESOURCES		
Deferred pension inflows	7,461,740	10,695,010
Deferred OPEB Inflows	556,345	626,536
NET ASSETS	8,018,085	11,321,546
Investment in Capital Assets, net	47,754,079	40,515,449
Restricted for Debt Service	(134,769)	(134,769)
Board Restricted	1,760,000	1,760,000

Unrestricted:		
General Fund	6,962,725	8,732,207
All other Funds	(18,285,684)	(18,880,983)
Total Net Assets	<u>38,056,351</u>	<u>31,991,904</u>
Total Liabilities, Deferred Inflow of Resources and Net Assets	<u>73,417,531</u>	<u>70,162,601</u>

**Statement of Activities
General Fund**

As of September 30, 2024 and September 30, 2023

	For the Fiscal Year Ending June 30, 2025			For the Fiscal Year Ended June 30, 2024			
	Current FY Budget	Sept 30, 2024 Month end	Current FY Year-To-Date	Prior FY Budget	Sept 30, 2023 Month end	Prior FY Year-To-Date	Prior Year FYE (Preliminary)
Revenues:							
Local Revenue	8,166,388	46,011	116,966	8,428,974	37,922	132,893	8,028,646
State Revenue	5,532,654	461,054	1,383,164	5,360,734	436,727	1,330,183	5,360,734
Federal Revenue	-	-	-	-	-	-	-
Tuition and Fees	8,114,429	149,022	4,340,031	7,808,233	183,893	4,153,227	7,559,223
Interest Income	150,000	28,201	49,522	124,076	10,698	32,766	245,193
Gifts and Grants	100,000	7,881	9,421	100,000	-	5,437	95,337
Miscellaneous Revenue	45,500	45,171	50,935	45,500	3,648	12,227	48,764
Transfers-Interfund & Indire	1,149,832	(39,628)	(37,298)	749,967	3,408	8,955	(415,312)
Transfer Federal Programs	-	-	-	-	-	-	9,749
Total Revenues	23,258,803	697,712	5,912,741	22,617,484	676,296	5,675,688	20,932,334
Expenses:							
Salaries	13,813,772	1,048,012	2,505,065	13,229,459	1,037,534	2,505,285	13,457,724
Benefits	4,869,124	397,402	1,049,031	4,713,956	386,727	1,057,710	4,991,915
Contractual Services	1,047,078	30,079	580,145	1,084,300	38,357	535,088	911,776
Current Expenses	920,026	94,860	342,876	1,016,160	59,574	278,550	881,808
Travel	295,455	16,141	102,304	269,417	13,645	51,894	220,199
Property & Casualty Insuran	301,178	-	148,868	235,000	-	122,994	259,420
Vehicle Expense	19,930	1,074	5,201	17,750	2,024	2,024	13,774
Utilities	689,350	68,661	205,581	645,840	44,885	149,887	689,672
Tele/Communications	232,900	21,206	47,911	229,460	16,397	61,336	198,770
Miscellaneous	511,409	12,194	93,035	596,224	9,952	38,791	339,726
Foundation Paid Expense	-	6,386	8,918	27,505	1,594	8,278	37,605
Clearing Account	-	11	56	-	183	445	-
Scholarship Expense	107,600	122,785	123,887	145,600	138,559	141,605	188,910
Faculty Development	35,000	-	1,150	-	-	2,000	6,532
Instit. Match for Grants	78,718	-	-	35,000	-	-	139,578
Commitment to AEL	65,000	-	-	70,000	-	-	51,005
Instit. Commit.to Fine Arts	-	-	-	-	-	-	-
Instit. Commit.to Word & M	-	-	-	-	-	-	-
Capital	700	-	11,330	25,750	16,484	95,631	636,424
Interfund Transfers	-	-	-	-	-	-	-
Debt Princ & Interest	271,562	8,333	61,656	276,063	8,333	62,219	275,500
Total Expenses	23,258,803	1,827,144	5,287,014	22,617,484	1,774,248	5,113,737	23,300,338
Revenues over Expenses	-	(1,129,432)	625,727	-	(1,097,952)	561,951	(2,368,004)

Statement of Revenue, Expenses & Changes in Net Assets
(All Funds)
As of September 30, 2024 and September 30, 2023

	For the Fiscal Year Ending June 30, 2025		For the Fiscal Year Ended June 30, 2024	
	Sept 30, 2024	FY 2025 Year-To-Date	Sept 30, 2023	FY 2024 Year-To-Date
Operating Revenues:				
Student Tuition & Fees	139,516	5,381,571	184,092	5,096,936
Federal Grants & Contracts	3,076,228	3,086,018	2,437,150	2,460,419
State Grants & Contracts	32,383	37,853	-	-
Auxiliary Services Revenue	127,756	829,336	106,886	692,144
Other Operating Revenue	57,396	96,060	5,873	56,085
Total Operating Revenues	3,433,279	9,430,838	2,734,001	8,305,584
Operating Expenses:				
Salaries	1,196,388	2,891,438	1,152,495	2,822,888
Benefits	439,263	1,166,616	420,385	1,157,566
Purchased Services	224,637	1,080,928	120,255	880,991
Supplies & Current Expenses	250,348	1,408,441	191,163	1,209,430
Travel	21,932	47,631	21,477	49,449
Insurance	238	182,101	-	144,370
Utilities	131,457	322,663	93,587	264,074
Other	53,539	111,066	11,997	35,088
Depreciation/Amortization	193,918	585,174	187,217	565,258
Financial Aid & Scholarship	3,139,774	3,142,072	2,709,291	2,712,851
Foundation Paid Expense	6,433	13,044	2,098	11,737
Total Operating Expenses	5,657,927	10,951,174	4,909,965	9,853,702
Operating (Loss)/Gain	(2,224,648)	(1,520,336)	(2,175,964)	(1,548,118)
Non-Operating Revenues/(Expenses):				
State Appropriations	461,054	1,383,164	436,727	1,330,183
Tax Revenue	58,988	149,956	48,618	170,375
Interest Income	31,154	55,403	12,885	39,120
Gain/Loss on asset disposal	-	-	17,838	17,838
Principal & Interest on Debt	(1,882)	(28,222)	(2,057)	(35,902)
Total Non-Operating Revenues/(Expenses)	549,314	1,560,301	514,011	1,521,614
Increase/(Decrease) in Net Assets	(1,675,334)	39,965	(1,661,953)	(26,504)

**East Central College
Investments
As of September 30, 2024**

<u>CD Number</u>	<u>Date</u>	<u>Maturity</u>	<u>Term</u>	<u>Rate</u>	<u>Total</u>
United Bank of Union					
1024024875	12/4/2023	12/4/2024	12 Months	5.39%	\$ 874,381.71
1024025404	1/24/2024	1/24/2025	12 Months	5.25%	\$ 1,058,391.45
1024026085	3/15/2024	3/15/2025	12 Months	5.05%	\$ 525,078.25
1024026886	7/15/2024	1/15/2025	6 Months	5.34%	\$ 520,862.86
ECC Total Investments					\$ 2,978,714.27

2024

Total Cash Accounts	\$ 5,170,530.00
Certificates of Deposit	\$ 2,978,714.27
	<u><u>\$ 8,149,244.27</u></u>

2023 (December)

Total Cash Accounts	\$ 5,436,643.00
Certificates of Deposit	\$ 2,841,438.43
	<u><u>\$ 8,278,081.43</u></u>

**East Central College
Pledged Securities
As of September 30, 2024**

United Bank of Union

SECURITY DESCRIPTION	MATURITY		PAR AMOUNT
	DATE	CUSIP NO.	
FDIC Insurance			\$ 250,000.00
FHR 4672 QD	08/15/45	3137BXLH3	\$ 26,310.48
FRESB 2019-SB61 A10H	01/25/39	30309LAN8	\$ 1,135,941.89
FNMA Pool #AL6270	10/01/34	3138EN6G9	\$ 249,672.91
FHLMC POOL #RB5108	04/01/41	3133KYU98	\$ 1,446,557.30
GNR 2021-22 AD	10/16/62	3830RTZ3	\$ 1,760,242.49
FHR 5081 AG	3/25/1951	3137FXXS2	\$ 1,130,655.22
US TREASURY NOTE	9/30/2025	9128285C0	\$ 1,000,000.00
WEBB CITY MO #4-7 SCH DIST	3/1/2033	947398CC5	\$ 315,000.00
FRESB 2021-SB84 A10H	1/25/2041	3032OWAQ2	\$ 1,401,844.80
FHLB LETTER OF CREDIT	10/30/2024		\$ 2,000,000.00
TOTAL			\$ 10,716,225.09

Phelps County Bank

SECURITY DESCRIPTION	MATURITY		PAR AMOUNT
	DATE	CUSIP NO.	
FDIC Insurance			\$ 250,000.00
TOTAL			\$ 250,000.00

* ALL SECURITIES ARE HELD WITH OUR SAFEKEEPING AGENT - COMMERCE BANK N.A., 1000 WALNUT STREET, KANSAS CITY, MO 64106

** ALL PLEDGED SECURITIES ARE IN COMPLIANCE WITH SECTION 1823 (E) OF THE FDIC REGULATIONS AND HAVE BEEN APPROVED BY THE BANK'S LOAN COMMITTEE. THE APPROVAL IS REFLECTED WITHIN THE MINUTES OF THE COMMITTEE.

**East Central College
Warrant Check Register
As of September 30, 2024**

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 FY25 budgets.

Total amount of checks disbursed from September 1, 2024, through September 30, 2024, is reported at \$2,276,877.88

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM VII: EMPLOYEE INSURANCE

Recommendation: To **approve** Anthem Blue Cross Blue Shield to provide basic Live/Accidental Death & Dismemberment and Long-Term Disability insurance benefits with no premium cost increase for 2025.

Attachment

11/04/2024

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513



TO: Dr. Jon Bauer
DATE: October 29, 2024
FROM: Carrie A. Myers
SUBJECT: 2025 Employee Basic Life/AD&D and Long-Term Disability Insurance Benefits
Renewal

This memorandum serves as a recommendation by the Insurance Committee for the Board of Trustees to approve the Basic Life/AD&D and Long-Term Disability insurance providers and premiums for plan year 2025.

BASIC LIFE/AD&D AND LONG-TERM DISABILITY

In 2016, we moved basic life/AD&D and long-term disability to Anthem Life Basic and have no premium increase in Life/AD&D or Long-Term Disability in 2025. The College provides full-time employees a \$50,000 life/AD&D policy.

Life/AD&D Insurance Premium Cost to the College

*2025 Monthly \$.082 per \$1,000 of life coverage and \$.02 per \$1,000 of coverage

2024 Monthly \$.082 per \$1,000 of life coverage and \$.02 per \$1,000 of coverage

2023 Monthly \$.082 per \$1,000 of life coverage and \$.02 per \$1,000 of coverage

2022 Monthly \$.082 per \$1,000 of life coverage and \$.02 per \$1,000 of coverage

2021 Monthly \$.082 per \$1,000 of life coverage and \$.02 per \$1,000 of coverage

Long Term Disability Insurance Premium Cost to the College

*2025 Monthly \$.262 per \$100 of coverage

2024 Monthly \$.262 per \$100 of coverage

2023 Monthly \$.240 per \$100 of coverage

2022 Monthly \$.240 per \$100 of coverage

2021 Monthly \$.225 per \$100 of coverage

Please let me know if you need any additional information.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM IX: STUDENT OUTCOMES

Vice President Robyn Walter will present course success data and retention rates.

11/04/2024

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513

Course Success Rate Comparison: Academic Year 2023 to Academic Year 2024

Category	Academic Year 2023				Academic Year 2024				% Change in Success Rate
	Student Headcount	Course Enrollments	FTE	Success Rate	Student Headcount	Course Enrollments	FTE	Success Rate	
All Students	3218	17325	1696.2	82.1%	3165	17168	1679.1	82.7%	0.6%
Race/Ethnicity									
American Indian	10	44	4.7	77.3%	12	54	5.1	83.3%	6.0%
Asian	30	132	12.7	78.0%	17	107	10.3	92.5%	14.5%
Black	42	239	23.0	62.8%	29	163	15.6	70.6%	7.8%
Hispanic/Latino	113	619	59.2	78.0%	113	649	63.8	79.2%	1.2%
Native Hawaiian	*	23	2.1	82.6%	*	20	2.4	80.0%	-2.6%
Nonresident Alien	13	119	10.9	64.7%	30	279	26.9	80.6%	15.9%
Two or more races	118	604	60.1	79.6%	138	717	69.7	80.6%	1.0%
White	2881	15509	1519.6	82.8%	2813	15502	1480.9	82.8%	0.0%
Unknown	7	36	4.0	83.3%	8	45	4.5	77.8%	-5.5%
Age									
Under 18	786	2449	247.7	94.7%	723	2369	238.4	93.9%	-0.8%
18 - 24	1845	12077	1176.7	79.2%	1848	12012	1165.3	80.5%	1.3%
25 - 39	457	2255	220.1	83.5%	442	2189	218.8	81.2%	-2.3%
40+	130	544	51.7	82.5%	152	598	56.7	88.5%	6.0%
Gender									
Female	1956	10210	1016.4	82.1%	1927	10111	1007.7	83.0%	0.9%
Male	1262	7115	679.8	82.1%	1238	7057	671.5	82.3%	0.2%
Pell Eligible									
Yes	1071	6869	669.1	75.3%	1092	7056	688.9	76.7%	1.4%
No	2147	10456	1027.0	86.6%	2073	10112	990.2	86.9%	0.3%
Veteran	57	351	32.7	76.9%	59	337	30.8	79.8%	2.9%

*Suppressed to protect student privacy

Notes:

- 1) FTE defined as credit hours/30.
- 2) Success is defined as A, B, C or P.
- 3) Veteran or Active Duty status self reported on enrollment application.
- 4) Data as of 7/17/2024.
- 5) Excludes all incomplete grades.
- 6) AY semester order includes SU, FA, WI, SP.

Course Success Rate Comparison: Spring 2023 to Spring 2024

Category	Spring 2023				Spring 2024				Change in Success Rate
	Student Headcount	Course Enrollments	FTE	Success Rate	Student Headcount	Course Enrollments	FTE	Success Rate	
All Students	2173	6902	1369.4	84.0%	2190	7049	1399.1	82.9%	-1.1%
Race/Ethnicity									
American Indian	6	15	3.0	66.7%	9	21	3.9	81.0%	14.3%
Asian	22	54	10.2	83.3%	9	40	7.7	90.0%	6.7%
Black	27	101	20.2	68.3%	19	66	12.7	75.8%	7.5%
Hispanic/Latino	71	241	47.7	77.6%	85	291	57.5	79.4%	1.8%
Native Hawaiian	*	7	1.4	100.0%	*	7	1.7	85.7%	-14.3%
Nonresident Alien	8	42	8.3	73.8%	28	133	26.5	81.2%	7.4%
Two or more races	79	244	49.1	81.6%	100	304	60.1	81.3%	-0.3%
White	1951	6185	1226.5	84.7%	1931	6165	1224.5	83.3%	-1.4%
Unknown	7	13	2.9	92.3%	6	22	4.3	68.2%	-24.1%
Age									
Under 18	455	909	180.7	95.9%	444	947	187.2	92.3%	-3.6%
18 - 24	1325	4852	964.1	81.8%	1328	4939	980.2	81.5%	-0.3%
25 - 39	306	909	181.1	83.7%	309	878	179.1	79.2%	-4.5%
40+	87	232	43.5	84.1%	109	285	52.7	88.1%	4.0%
Gender									
Female	1322	4058	824.9	82.8%	1317	4131	841.3	82.7%	-0.1%
Male	851	2844	544.6	85.7%	873	2918	557.9	83.2%	-2.5%
Pell Eligible									
Yes	763	2799	554.8	77.8%	785	2915	582.4	77.1%	-0.7%
No	1410	4103	814.7	88.2%	1405	4134	816.8	87.0%	-1.2%
Veteran	38	157	28.5	77.1%	43	136	25.1	80.1%	3.0%

*Suppressed to protect student privacy

Notes:

- 1) FTE defined as credit hours/15.
- 2) Success is defined as A, B, C or P.
- 3) Veteran or Active Duty status self reported on enrollment application.
- 4) Data as of 7/5/24.
- 5) Excludes all incomplete grades.

Course Success Rate Comparison: Summer 2023 to Summer 2024

Category	Summer 2023				Summer 2024				% Change in Success Rate
	Student Headcount	Course Enrollments	FTE	Success Rate	Student Headcount	Course Enrollments	FTE	Success Rate	
All Students	571	971	464.8	82.6%	559	945	453.1	83.4%	0.8%
Race/Ethnicity									
American Indian	*	4	2.2	50.0%	*	3	1.5	100.0%	50.0%
Asian	*	4	1.6	100.0%	*	8	3.7	87.5%	-12.5%
Black	6	11	4.7	72.7%	9	15	7.5	80.0%	7.3%
Hispanic/Latino	15	28	13.9	78.6%	22	39	18.7	84.6%	6.0%
Native Hawaiian	*	4	1.7	75.0%	*	5	2.5	100.0%	25.0%
Nonresident Alien	*	2	1.0	100.0%	*	5	2.0	100.0%	0.0%
Two or more races	23	33	15.9	81.8%	32	61	28.0	82.0%	0.2%
White	516	883	422.9	83.1%	483	807	388.3	83.1%	0.0%
Unknown	*	2	1.0	0.0%	*	2	1.0	100.0%	100.0%
Age									
Under 18	30	39	18.6	82.1%	43	56	28.0	87.5%	5.4%
18 - 24	376	658	314.0	80.7%	352	609	287.3	82.9%	2.2%
25 - 39	134	220	106.9	85.9%	123	213	105.9	83.6%	-2.3%
40+	31	54	25.3	92.6%	41	67	31.8	83.6%	-9.0%
Gender									
Female	380	643	314.4	85.7%	384	645	309.7	84.5%	-1.2%
Male	191	328	150.4	76.5%	175	300	143.4	81.0%	4.5%
Pell Eligible									
Yes	264	465	221.8	80.2%	248	450	217.9	82.2%	2.0%
No	307	506	243.0	84.8%	311	495	235.2	84.4%	-0.4%
Veteran	16	35	15.3	85.7%	19	34	15.7	88.2%	2.5%

*Suppressed to protect student privacy

Notes:

- 1) FTE defined as credit hours/6.
- 2) Success is defined as A, B, C or P.
- 3) Veteran or Active Duty status self reported on enrollment application.
- 4) Data as of 10/29/2024.
- 5) Excludes all incomplete grades.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM X: PROGRAM ACCREDITATION

Vice President Robyn Walter will present an update on external accreditation for instructional programs.

11/04/2024

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM VIII: STRATEGIC PLAN

Recommendation: To **approve** the Strategic Plan starting in academic year 2024-25.

11/04/2024

East Central College

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM XI: *PERSONNEL

A. APPOINTMENTS

Recommendation: To **approve** the appointment of Denise King as Director of Clinical Education for Respiratory Care/Faculty effective November 25, 2024, with an annual base salary of \$64,524.90.

B. CLASSIFIED STAFF APPOINTMENTS (*information only*)

A list of classified staff hired since the October 9, 2024 meeting is attached for information.

Attachments

11/04/2024

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: November 4, 2024
FROM: Carrie Myers, Human Resources Director
RE: Recommendation to Hire: Respiratory Care Director of Clinical Education/Faculty


Please accept the recommendation to hire Denise King as the full-time Director of Clinical Education for Respiratory Care/Faculty effective November 25, 2024, with an annual base salary of \$64,524.90. Dr. Robyn Walter, Vice President of Academic Affairs, approved this recommendation.

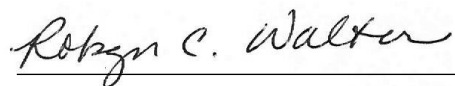
Denise's experience includes, but is not limited to the following:

- Respiratory Clinician – Mercy Washington – 2021– current
- Respiratory Clinician – Mercy St. Louis– 2019– 2021
- Director of Clinical Education/Instructor – St. Louis College of Health Careers – 2015 – 2019
- Respiratory Therapy Coordinator– Mercy St. Louis – 2013 – 2021
- Registered Respiratory Therapist Mercy St. Louis – 2010 – 2021
- Restorative Therapy / Certified Nurse Aide – Grandview Healthcare – 2007 – 2010

Denise received her Associate of Applied Science from East Central College and her Bachelor of Science in Respiratory Therapy St. Louis College of Health Careers.

Recommendation signatures:


Carrie A. Myers
Director of Human Resources


Dr. Robyn Walter
Vice President, Student Development



HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: October 30, 2024
FROM: Carrie Myers, Human Resources Director
RE: Support Staff Hires –October 2024

The following support staff employees have been hired since the last meeting:

- | | | | |
|----------------|--------------------------------|-----------|----------|
| • Colin Lawrie | Custodian | Full-time | 10/14/24 |
| • Dawn Ochs | Enrollment Services Specialist | Full-time | 10/14/24 |

A handwritten signature in black ink, reading "Carrie A. Myers", is positioned above a horizontal line.

Carrie A. Myers
Director of Human Resources

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM XII: BOARD PRESIDENT’S REPORT

Board President Ann Hartley will share information with the Board.

11/04/2024

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 584-6500
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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

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 President, Denise Walker
- E. Student Government Association - no report

11/04/2024

East Central College

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM XIV: PRESIDENT’S REPORT

Projected meeting dates for the remainder of 2024 and 2025 are listed below for planning purposes. Meetings will normally begin at 5:30 p.m. Please let me know as soon as possible if you will not be able to attend any of the projected meetings.

2024 Projected Meeting Dates

December 2

2025 Projected Meeting Dates

January 27

No February Meeting

March 3

April 14

May 5

June 16

July 17 (Thursday noon business meeting)

August 25

No September Meeting

October 6

November 3

December 1

Alternate Meeting Dates

December 9

Alternate Meeting Dates

February 3

March 10

April 21

May 12

June 23

TBD

TBD

October 13

November 10

December 8

11/04/2024

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**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
November 4, 2024**

AGENDA ITEM XV: ADJOURNMENT

Recommendation: To **adjourn** the November 4, 2024, regular meeting of the Board of Trustees.

11/04/2024

East Central College

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