



**AD VALOREM TAX
HEARING AND
BOARD OF TRUSTEES
MEETING**

August 25, 2025



East Central College Ad Valorem Tax Levy Hearing & Board of Trustees Meeting

East Central College

Monday, August 25, 2025 at 5:30 PM

BH238 Board Room

Meeting Details: <https://us02web.zoom.us/j/84372434162>

Agenda

- I. Call to Order - Ad Valorem Tax Hearing
- II. Notice of Public Hearing
- III. Public Comments
- IV. Approval of Tax Rate (4 votes)
- V. Adjourn Ad Valorem Tax Hearing (simple majority)
- VI. Call to Order - Regular Meeting
- VII. Recognition of Guests
- VIII. Public Comment
- IX. 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.*
- X. *Approval of Minutes (4 votes)
- XI. Treasurer's Report and Financial Report (4 votes)
- XII. Bids (4 votes)
- XIII. Conflict of Interest & Personal Financial Disclosure (4 votes)
- XIV. Employee Insurance (4 votes)
- XV. Board Resolution (simple majority)
- XVI. Washington Practical School of Nursing
- XVII. Strategic Plan Update
- XVIII. Higher Learning Commission Update
- XIX. *Personnel (4 votes)
 - A. Retirement
 - B. Appointments
 - C. Fall 2024 Adjunct Roster Addendum
 - D. Classified Staff Appointments (information only)
- XX. Board President's Report
- XXI. Reports
 - A. Faculty Association
 - B. ECC-NEA
 - C. Professional Staff Association
 - D. Classified Staff Association
- XXII. President's Report
- XXIII. Adjournment (simple majority)

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
PUBLIC HEARING
August 25, 2025**

AGENDA ITEM I: CALL TO ORDER – AD VALOREM TAX HEARING

The Public Hearing on the Ad Valorem Tax Rate will be called to order by Board President Ann Hartley.

8/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 583-5195, Ext. 2201
FAX (636) 583-6602

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
PUBLIC HEARING
August 25, 2025**

AGENDA ITEM II: NOTICE OF PUBLIC HEARING

Attached is the Notice of Public Hearing showing the proposed operating levy and debt service levy.

Attachment

8/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 583-5195, Ext. 2201
FAX (636) 583-6602

NOTICE OF PUBLIC HEARING

In accordance with Missouri Law 67.110, notice is hereby given to the residents of the Junior College District of East Central Missouri that a public hearing on the 2025 ad valorem tax rates will be held at 5:30 p.m. on Monday, August 25, 2024, in Buescher Hall, Room 238 on the campus of East Central College, 1964 Prairie Dell Road, Union, Missouri, at which citizens may be heard on the property tax rates proposed to be set by East Central College. The hearing will also be accessible via Zoom at <https://us02web.zoom.us/j/84372434162>.

The operating tax rate is set to produce revenues of at least \$8,183,093 for the fiscal year beginning July 1, 2025. The debt service levy is set to produce revenues of at least \$2,098,525 which is required to meet the debt service of East Central College for the calendar year beginning January 1, 2026. The valuation of the taxable property within said District for the current and prior tax years are as follows:

	<u>Current Tax Year</u>	<u>Prior Tax Year</u>
Real Estate	\$1,971,793,820	\$1,798,414,812
Personal Property	\$ 545,965,335	\$ 493,032,693
Totals	\$2,517,759,155	\$2,291,447,505

The proposed operating tax levy for 2025 shall be .3391 per one hundred dollars assessed valuation on the above current valuation.

The proposed debt service levy for 2025 shall be .0833 per one hundred dollars assessed valuation on the above current valuation.

The tax rates are subject to change based upon actions by county boards of equalization, the State Tax Commission, subsequent information, applicable law, and certification by the State Auditor.

Board of Trustees of East Central College

By Ann Hartley, President of the Board

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
PUBLIC HEARING
August 25, 2025**

AGENDA ITEM III: PUBLIC HEARING

Public Comments will be taken from the audience.

8/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 583-5195, Ext. 2201
FAX (636) 583-6602

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
PUBLIC HEARING
August 25, 2025**

AGENDA ITEM IV: APPROVAL OF TAX RATE

Recommendation: To **approve** a resolution to set the 2025-2026 Junior College District of East Central Missouri Property Tax Rate for Operating Tax Levy at \$0.3391 and the Debt Service Levy at \$0.0833 per \$100 of assessed valuation, subject to certification by the state auditor.

8/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 583-5195, Ext. 2201
FAX (636) 583-6602

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
PUBLIC HEARING
August 25, 2025**

AGENDA ITEM V: ADJOURN AD VALOREM TAX HEARING

Recommendation: To **adjourn** the August 25, 2025, Ad Valorem Tax Hearing.

8/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084
(636) 583-5195, Ext. 2201
FAX (636) 583-6602

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM VI: CALL TO ORDER

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

08/25/2025

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
August 25, 2025**

AGENDA ITEM VII: RECOGNITION OF GUESTS

Guests will be recognized by Vice President Joel Doepker.

08/25/2025

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
August 25, 2025**

AGENDA ITEM VIII: PUBLIC COMMENT

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

08/25/2025

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
August 25, 2025**

AGENDA ITEM IX: APPROVAL OF AGENDA

Recommendation: To **approve** the agenda for the August 25, 2025, Board of Trustees meeting.

08/25/2025

East Central College

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

Agenda Item IX: Approval of Agenda

Consent Agenda Items for August 25, 2025:

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 4, 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.

August 25, 2025

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM X: *APPROVAL OF MINUTES

Recommendation: To **approve** the minutes of the June 16, 2025, regular meeting of the Board of Trustees.

Attachment

08/25/2025

East Central College

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

**EAST CENTRAL COLLEGE
BOARD OF TRUSTEES MEETING
Monday, June 16, 2025**

CALL TO ORDER: The regular meeting of the Board of Trustees was called to order at 5:31 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, Audrey Freitag, and J.T. Hardy. Also present were President of the College Jon Bauer; Administrators – Vice President of External Relations Joel Doepker, Vice President of Student Development Sarah Leassner, and Vice President of Academic Affairs Robyn Walter; Faculty – ECC-NEA President Reg Brigham; Other Staff – Human Resources Director Carrie Myers, Director of Communications & Marketing Gregg Jones, Professional Staff Association President Todd Tracy, Classified Staff Association Treasurer Cynthia Cubas, ECC Foundation Director Bridgette Kelch, Online Learning & Educational Technology Director Chad Baldwin, Rolla Director Christina Ayres, Informational Technology Director Doug Houston, and Executive Assistant to the President Stacy Langan.

RECOGNITION OF GUESTS: Vice President Joel Doepker recognized Chris Parker from the *Missourian*, Officer Todd Schlitt from the Union Police Department, Ryan Wilson of NAVIGTE Building Solutions, and community members Paul Gross and Dean Gross.

PUBLIC COMMENT: There was no public comment.

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

Motion: To **approve** the agenda for June 16, 2025, meeting of the Board of Trustees.

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

APPROVAL OF MINUTES: The Board approved the minutes of the May 5, 2025, regular meeting of the Board of Trustees. Board Vice President Joseph Stroetker was absent from that meeting, and the minutes will be amended to reflect his absence.

TREASURER’S REPORT AND FINANCIAL REPORT: President Bauer reviewed the financial statements as of April 30, 2025. He noted that local revenue is still expected, as there are outstanding bills for May and June. With some timing variances, the figures are generally in line with where we were at this point last year.

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 Audrey Freitag; Carried Unanimously

COLLECTIVE BARGAINING AGREEMENT: President Bauer noted that bargaining began mid to late fall and continued through the spring, concluding shortly after commencement. This is an annual contract. The executive summary included in the agenda outlines the agreed-upon changes. The agreement includes a 2 percent base salary increase and a flat amount based on years of service to ECC. This amount was determined through the bargaining process with the faculty. The collective bargaining agreement was presented to the faculty body for ratification and is now before the Board for approval. The agreement also includes a supplemental letter. Beginning in September, a joint group of faculty and administrators will begin work to define competitive salaries in comparison to peer institutions. This effort will help inform and prepare for next year’s bargaining season. President

Bauer expressed appreciation for the work of both the ECC-NEA and the administrative team throughout this process.

Motion: To **approve** the negotiated Collective Bargaining Agreement with the ECC-NEA regarding salary, benefits, and working conditions for the 2025-2026 fiscal year.

Motion by Audrey Freitag; Seconded by Joseph Stroetker; Carried Unanimously

FY 26 BUDGET AND STAFFING PLAN: President Bauer outlined the budget process, noting work on expenses began in Fall 2024. Revenue projections started after the first of the year and continued through spring. This is a reassessment year, which will impact the levy set at the August meeting. Reassessment, new construction, and the senior property tax freeze will all factor in. Core funding from the state is expected to increase by 3 percent.

The budget reflects a projected 3 percent enrollment decline for tuition and fees. The budget also includes a recommended 5 percent tuition increase beginning Spring 2025. This year will include a full review of tuition and fees. While tuition is reviewed annually, this will be a comprehensive review across all tiers. A tuition recommendation for next year is expected in March. The 5 percent increase will keep Tier 1 tuition below the A+ cap. Tier 3 tuition is already above the cap for both in-district and out-of-district students. The mid-year tuition increase is the first in nearly 20 years. Approving it now allows the change to be in place when students register in the fall. Full Pell students will still have coverage for tuition and fees. Total FY26 revenue is projected at \$23,356,836.

Staff salary increases average 2.6 percent, aligning with the 2 percent increase and flat amount based on years of service for faculty. This is consistent with current inflation. The budget includes a projected 5 percent increase in health insurance costs for calendar year 2026. Capital is limited in this budget. Items like HVAC, roads, and roofs will need to be addressed next year. A staffing plan is included in the agenda. Items in blue will not be filled this year; they reflect needs identified but held to keep expenses aligned with revenue.

A federal grant funds the Respiratory Care program. The budget provides minimal funding for maintenance and repairs. The college will return to the Board throughout the year with a plan to address these needs. The budget is very tight, which is a concern. Next year will be even more difficult. About 500 students are A+ eligible, but only a portion will receive it. Pell is applied first, and A+ then covers any remaining tuition and fees.

FY27 budget planning begins now. Priorities include deferred maintenance, the implementation of the classification and compensation study, collective bargaining obligations, and a review of tuition and fees. These efforts are necessary to meet institutional needs and serve students effectively. FY27 is critical due to the impact of retired bonds.

Motion: To **approve** the general operating budget and staffing plan for FY26 as attached to the agenda.

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

PROFESSIONAL SERVICES: Annual renewals for professional services from existing firms the College partners with are included in the agenda. Tueth Keeney provides legal services, KPM conducts the annual audit for both the College and the Foundation, Cottingham & Butler serves as the insurance broker, and Securitas provides security services at the Rolla location.

Motion: To **approve** the renewal of professional service agreements for legal services, the annual audit, insurance benefits consultant/broker of record, and Rolla security services for fiscal year 2026, as outlined in the agenda.

Motion by Audrey Freitag; Seconded by Joseph Stroetker; Carried Unanimously

BIDS:

Motion: To **approve** the purchase of 58 student computers with monitors, and two all-in-one computers from Dell at a cost of \$49,892 through the MHEC public bid cooperative contract, to be funded by Tech Fees.

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

TSI Global has been selected to upgrade the gymnasium's audio system. This project is funded through the federal earmark for the technology and streaming initiative. Although one firm submitted a significantly lower bid, that proposal involved repurposing approximately 12-year-old equipment.

Motion: To **accept** the bid from TSI Global Companies to install the audio system in the gymnasium for \$50,238.27, funded by the allocated federal earmark for Phase II Technology/Streaming Project.

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

The abatement and demolition project in Rolla is the first phase of a two-phase effort. This initial phase includes asbestos abatement, as the building was constructed in the 1970s when asbestos use was common. Funding for the project comes from the State of Missouri and is restricted for this specific use; it cannot be redirected to other projects.

Ryan Wilson with NAVIGATE Building Solutions noted that four bids were received. The lowest bidder later withdrew their bid the day after submission, citing a significant oversight in the scope of work. Cahill's bid aligned with expectations and is within the budgeted amount. This funding does not come from any tax revenue and is designated solely for this project.

Motion: To **award** the Material Abatement and Selective Demolition contract for the Rolla facility at 1400 Independence Road to Cahills Construction Inc. in the amount of \$1,082,575.00 to be funded with capital improvement funds appropriated by the State of Missouri for this project.

Motion by Joseph Stroetker; Seconded by Audrey Freitag; Carried Unanimously

FACILITY LEASES: President Bauer noted that the College operates at two rented locations in Rolla. The cost for the Rolla North facility is lower this year due to reduced space usage. As construction progresses at 1400 Independence, the move-in date is set for January 2027. As a result, lease agreements next year will be shorter in duration. The Rolla campus continues to operate independently.

Motion: To **approve** the renewal of off-campus leases at Rolla Technical Center and Rolla North for fiscal year 2026, as outlined in the agenda.

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

CENTRAL METHODIST UNIVERSITY MOU: There is a longstanding agreement with Central Methodist University, which offers bachelor's degree programs on our campus. They occupy a small office suite and use selected classrooms in the evenings. While their physical footprint is relatively small, their presence significantly impacts both students and employees by providing access to

advanced degree opportunities. The College collects rent as a source of revenue, and CMU also contributes \$4,000 annually to campus security.

Motion: To **approve** a Memorandum of Understanding for Continuing Facilities Usage with Central Methodist University for FY26 at a flat rental fee of \$31,146.

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

BOARD POLICIES & PROCEDURES CHAPTER 3 REVISIONS: President Bauer stated that elected policies from Chapter 3 are being presented for Board approval. While the full chapter is typically reviewed and approved as a whole, the Shared Governance Council (SGC) has already recommended these specific revisions, which are being brought forward now to allow for implementation in the Fall 2025 semester. Jon asked the Board to waive the second reading for this reason.

Vice President Sarah Leassner presented the current policy language and the proposed changes. For Policies 3.14 and 3.15, the recommendation is to remove the requirement for completion of 12 or 24 credit hours and instead rely solely on GPA (minimum of 2.0) and successful completion of two-thirds of attempted courses. Updates to 3.15 also include clarification on academic standing, which was shared in a slide during the meeting.

The changes are intended to allow for earlier intervention. As part of the College's Achieving the Dream work, it was identified that students who earned zero successful credit hours in their first semester were not placed on academic standing. This prevented timely outreach. The proposed updates reflect best practices identified through a review of peer institutions and were developed through the policy review process and SGC.

Bringing these changes forward now ensures implementation in the upcoming semester and allows for outreach to students who may otherwise be missed. Staff are in place to support the process, and additional positions are being added through the Title III grant. These changes may also help retain students, potentially increasing tuition revenue.

Students placed on suspension will meet with the Vice President of Student Development to review their challenges and plan a path forward. The program includes weekly touchpoints with a suspension coach, advisor, faculty member, and others as needed. Students will remain enrolled in courses during this support period.

It was noted that many items approved this evening are grant-funded. ECC has been proactive in applying for and managing grants. These funds are highly competitive and essential to work; they do not come automatically.

Motion: To **approve** revisions to Chapter 3 of Board Policies and Procedures as outlined in the document attached to the agenda.

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

***PERSONNEL:** The Board **approved** the appointment of John Kennealy as the full-time Culinary Arts Program Coordinator/Faculty effective August 11, 2025, with an annual salary of \$58,741; Nathan Esbeck as the full-time Dean of Business & Industry effective July 1, 2025, with an annual salary of \$99,060.80; Ryan Good as the full-time Athletic Director effective July 8, 2025, with an annual salary of \$79,138.34; Dr. Ryan Hoerr as the full-time Chemistry Instructor effective August 11, 2025, with an annual salary of \$55,686.69; Tyrone Davidson as the full-time Director of Advising and Career Services effective July 7, 2025, with an annual salary of \$75,681.34; Daniel Jaycox as the full-time English Instructor effective August 11, 2025, with an annual salary of \$63,351.80; and the transfer of Bethany Lohden, Director of Institutional Research, to Executive Director of Institutional

Effectiveness effective July 1, 2025, with an annual salary of \$110,144.58 (salary before any board-approved increase). The Board also approved the addendum roster of adjunct faculty for the Summer 2025 semester and the adjunct faculty roster for the Fall 2025 semester as listed in the attached memorandum.

BOARD PRESIDENT’S REPORT: Board President Hartley noted that today is Trustee Cookie’s birthday.

REPORTS:

A. FACULTY ASSOCIATION REPORT: No report.

B. ECC-NEA: No Report.

C. PROFESSIONAL STAFF ASSOCIATION REPORT: Association President Todd Tracy noted AEL Adult Education & Literacy is launching two new career courses in July. A carpentry/construction class will be held at the Union campus through a COABE grant in partnership with Lowe’s Foundation and NCCER. A substitute teacher/paraprofessional course will run in Union and Rolla, collaborating with Workforce Development, Teacher Education, and CMU. It serves as a pre-apprenticeship through MOSEPworks.

The Wellness team completed all approvals with the St. Louis Area Foodbank and will place the first food order this month. ECC is now part of Partners in Prevention, a statewide student wellness coalition. After reviewing results from the MACH-B survey conducted in February, Wellness Services will form a campus and community coalition to address key wellness priorities next year.

D. CLASSIFIED STAFF ASSOCIATION REPORT: In May, CSA held an election for the Executive Council. Denise Walker will continue as President and Jennifer Komo as Vice President, serving from June 2025 to May 2027. Denise is a Learning Center Specialist, and Jennifer is a Student Services Specialist. Denim Day raised \$110 for Grace’s Place Crisis Nursery, matched by a private donor for a total of \$220. Another \$30 was raised for the Cuba Animal Shelter. The Penny War fundraiser brought in \$1,820.54 with seven teams participating. Plans are underway for the Celebrate CSA luncheon slated for Friday, July 11. A smaller-scale event will be planned for the nine CSA members in Rolla.

PRESIDENT’S REPORT: President Bauer shared updates on legislative activity at both the state and federal levels that may impact the College.

At the state level, the Governor called a special session. SB3, a property tax freeze similar to the senior tax freeze, passed both chambers and was signed into law last week. It applies only to specific counties, including some in our district. There are objections and possible legal challenges. The next step will require county-level ballot measures no later than April 2026. This will affect the FY27 budget, and we will continue to monitor it.

At the federal level, the reconciliation package includes proposed changes to Pell eligibility. The House version would raise full-time Pell from 12 to 15 credit hours and part-time from 6 to 7.5, which could disqualify some of our students. About half of ECC’s Pell recipients are part-time. The Senate HELP committee version keeps current eligibility levels. The final version will need to be negotiated, with a bill expected by the end of the session.

Appropriations discussions are in early stages. Proposals being tracked could affect funding for TRIO, Title III, AEL, and Perkins. Perkins funding supports career and technical programs. A continuing resolution will likely carry current funding levels into next year, with final action in spring 2026.

Institutional Research has developed a legislative impact statement to help lawmakers understand how these changes would affect our students. This information is key to advocating for their needs.

ADJOURNMENT:

Motion: To **adjourn** the June 12, 2025, regular meeting of the Board of Trustees at 7:04 p.m.

Motion by J.T. Hardy; Seconded by Joseph Stroetker;

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

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

President, Board of Trustees

Secretary, Board of Trustees

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM XI: 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

08/25/2025

East Central College

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

East Central College
Statement of Net Assets for all Funds
As of June 30, 2025 and June 30, 2024

	Preliminary 6/30/25	6/30/24
ASSETS		
Current		
Cash	6,258,914	7,575,963
Investments	3,105,500	2,941,641
Receivables, net		
Student	4,329,858	4,134,095
Federal & State agencies	1,617,020	256,869
Other	311,440	183,409
Inventories	299,037	281,465
Prepaid expenses	994,183	910,522
Total Current Assets	16,915,952	16,283,964
Non-Current Assets		
Lease Assets	348,550	348,550
Capital Assets (net)	46,634,083	46,908,244
Total Non-Current Assets	46,982,633	47,256,794
Total Assets	63,898,585	63,540,758
DEFERRED OUTFLOW OF RESOURCES		
Deferred pension outflows	11,101,712	15,097,621
Deferred OPEB outflows	430,351	430,351
Total Assets and Deferred	11,532,063	15,527,972
Outflow of Resources	75,430,648	79,068,730
LIABILITIES		
Current Liabilities		
Accounts Payable	1,036,440	443,596
Accrued Wages & Benefits	425,354	1,023,927
Unearned Revenue	4,312,362	4,049,496
Due to Agency Groups	-	-
Accrued Interest	32,398	56,208
Total Current Liabilities	5,806,554	5,573,227
Non-Current Liabilities		
Lease Liability	357,213	357,213
USDA Loan	141,667	241,667
Bonds Payable	1,875,000	3,625,000
Premium on Sale of Bonds	29,787	132,184
Net Pension Liability	15,691,686	18,267,888
Compensated Absences	762,522	772,216
Post Employment Benefit Plan Payable	1,686,592	1,686,592
Johnson Control Performance Contract	766,716	848,074
United Bank of Union	1,300,000	1,420,000
Total Non-Current Liabilities	22,611,183	27,350,834
Total Liabilities	28,417,737	32,924,061
DEFERRED INFLOW OF RESOURCES		
Deferred pension inflows	6,620,177	7,461,740
Deferred OPEB Inflows	556,345	556,345
Total	7,176,522	8,018,085
NET ASSETS		
Investment in Capital Assets, net	49,312,167	47,998,025
Restricted for Debt Service	(159,332)	(182,394)
Board Restricted	1,760,000	1,760,000
Unrestricted:		
General Fund	5,329,639	6,169,177
All other Funds	(16,406,085)	(17,618,224)
Total Net Assets	39,836,389	38,126,584
Total Liabilities, Deferred Inflow	75,430,648	79,068,730
of Resources and Net Assets		

East Central College

Statement of Activities

General Fund

As of June 30, 2025 and June 30, 2024

	For the Fiscal Year Ending June 30, 2025 (Preliminary)			For the Fiscal Year Ended June 30, 2024			
	Current FY Budget	June 30, 2025 Month end	Current FY Year-To-Date	Prior FY Budget	June 30, 2024 Month end	Prior FY Year-To-Date	Prior Year FYE
Revenues:							
Local Revenue	8,166,388	45,317	8,404,217	8,428,974	37,810	8,028,646	8,028,646
State Revenue	5,532,654	461,052	5,532,654	5,360,734	446,729	5,360,734	5,360,734
Federal Revenue	-	-	-	-	-	-	-
Tuition and Fees	8,114,429	(23,306)	8,174,302	7,808,233	(27,902)	7,559,223	7,559,223
Interest Income	150,000	86,038	304,355	124,076	131,399	245,193	245,193
Gifts and Grants	100,000	62,398	184,755	100,000	10,756	95,337	95,337
Miscellaneous Revenue	45,500	3,248	104,067	45,500	3,068	48,764	48,764
Transfers-Interfund & Indirect	1,149,832	(545,430)	(312,774)	749,967	(674,800)	(511,777)	(511,777)
Transfer Federal Programs	-	7,539	7,539	-	9,749	9,749	9,749
Total Revenues	23,258,803	96,856	22,399,115	22,617,484	(63,191)	20,835,869	20,835,869
Expenses:							
Salaries	13,813,772	1,421,038	13,278,756	13,229,459	1,764,757	13,489,604	13,489,604
Benefits	4,869,124	978,376	5,151,495	4,713,956	753,106	5,000,280	5,000,280
Contractual Services	1,047,078	29,881	965,536	1,084,300	16,574	911,776	911,776
Current Expenses	920,026	257,849	1,503,024	1,016,160	121,027	882,815	882,815
Travel	295,455	19,109	237,836	269,417	21,266	226,203	226,203
Property & Casualty Insurance	301,178	-	337,656	235,000	-	259,420	259,420
Vehicle Expense	19,930	6,576	22,242	17,750	2,808	13,774	13,774
Utilities	689,350	50,357	635,521	645,840	51,899	689,672	689,672
Tele/Communications	232,900	13,954	178,053	229,460	17,767	201,646	201,646
Miscellaneous	511,409	104,913	636,742	596,224	(113,875)	339,726	339,726
Foundation Paid Expense	-	5,556	85,402	27,505	977	37,605	37,605
Clearing Account	-	(134)	-	-	(687)	-	-
Scholarship Expense	107,600	(2,854)	180,870	145,600	761	188,910	188,910
Faculty Development	35,000	-	3,950	-	2,432	6,532	6,532
Instit. Match for Grants	78,718	-	214,452	35,000	-	139,578	139,578
Commitment to AEL	65,000	-	943	70,000	873	873	873
Instit. Commit.to Fine Arts	-	-	-	-	-	-	-
Instit. Commit.to Word & Music	-	-	-	-	-	-	-
Capital	700	-	110,205	25,750	14,249	636,424	636,424
Interfund Transfers	-	-	-	-	-	-	-
Debt Princ & Interest	271,562	14,427	272,773	276,063	14,990	275,500	275,500
Total Expenses	23,258,803	2,899,048	23,815,456	22,617,484	2,668,924	23,300,338	23,300,338
Revenues over Expenses	-	(2,802,192)	(1,416,341)	-	(2,732,115)	(2,464,469)	(2,464,469)

Statement of Revenue, Expenses & Changes in Net Assets
(All Funds)
As of June 30, 2025 and June 30, 2024

	For the Fiscal Year Ending June 30, 2025 (Preliminary)		For the Fiscal Year Ended June 30, 2024	
	June 30, 2025	FY 2025 Year-To-Date	June 30, 2024	FY 2024 Year-To-Date
Operating Revenues:				
Student Tuition & Fees	(22,907)	10,192,227	(10,897)	9,334,121
Federal Grants & Contracts	2,771,546	10,586,309	986,624	6,798,704
State Grants & Contracts	561,696	2,545,374	5,523,772	7,186,110
Auxiliary Services Revenue	471,658	2,835,125	156,017	1,632,494
Other Operating Revenue	116,940	465,601	38,381	356,917
Total Operating Revenues	3,898,933	26,624,636	6,693,897	25,308,346
Operating Expenses:				
Salaries	1,618,429	15,299,340	1,907,706	15,059,548
Benefits	1,047,222	5,749,320	812,726	5,463,017
Purchased Services	457,322	3,477,346	432,986	3,186,725
Supplies & Current Expenses	591,587	4,475,666	87,261	3,017,525
Travel	27,381	323,835	38,588	335,503
Insurance	-	370,889	-	280,795
Utilities	98,719	1,088,830	93,445	1,128,618
Other	635,010	944,919	(4,549)	129,420
Depreciation/Amortization	(102,397)	2,044,129	257,040	2,370,136
Financial Aid & Scholarship	888,747	7,503,147	572,094	6,292,182
Foundation Paid Expense	5,556	98,549	2,754	81,560
Total Operating Expenses	5,267,576	41,375,970	4,200,051	37,345,029
Operating (Loss)/Gain	(1,368,643)	(14,751,334)	2,493,846	(12,036,683)
Non-Operating Revenues/(Expenses):				
State Appropriations	461,052	5,532,654	446,729	5,360,734
Tax Revenue	58,099	10,774,243	48,475	10,293,238
Interest Income	87,459	329,615	132,603	268,152
Gain/Loss on asset disposal	-	-	-	18,219
Principal & Interest on Debt	(32,398)	(176,866)	(70,008)	(253,346)
Total Non-Operating Revenues/(Expenses)	574,212	16,459,646	557,799	15,686,997
Increase/(Decrease) in Net Assets	(794,431)	1,708,312	3,051,645	3,650,314

**East Central College
Investments
As of June 30, 2025**

	<u>Date</u>	<u>Maturity</u>	<u>Term</u>	<u>Rate</u>	<u>Total</u>
<u>United Bank of Union</u>					
CDAR 1030419312	1/23/2025	7/24/2025	6 Months	4.59%	\$ 1,108,546.72
CDAR 1030419347	1/23/2025	7/24/2025	6 Months	4.59%	\$ 545,789.91
CDAR 1030795756	3/13/2025	3/12/2026	12 Months	4.40%	\$ 545,349.21
CD 1024028589	12/5/2024	12/2/2025	12 Months	4.43%	\$ 905,813.84
ECC Total Investments					\$ 3,105,499.68

2025

Total Cash Accounts	\$ 6,258,914.00
Certificates of Deposit	\$ 3,105,499.68
	\$ 9,364,413.68

2024 (December)

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

**East Central College
Pledged Securities As
of June 30, 2025**

United Bank of Union

SECURITY DESCRIPTION	MATURITY		PAR AMOUNT
	DATE	CUSIP NO.	
FDIC Insurance			\$ 250,000.00
WEBB CITY MO #R-7 SCH DIST	3/1/2034	947398CD3	\$ 185,000.00
WEBB CITY MO #R-7 SCH DIST	3/1/2033	947398CC5	\$ 315,000.00
FRESB 2021-SB84 A 10H	1/25/2041	30320WAQ2	\$ 1,379,685.80
TOTAL			\$ 2,129,685.80

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

FDIC Insured Institution	FDIC Cert #	Balance
Bank of China	33653	\$ 247,400.67
Crown Bank	35480	\$ 247,400.67
First Guaranty Bank	14028	\$ 247,400.67
Israel Discount Bank of New York	19977	\$ 169,932.61
Union Bank & Trust Company	1753	\$ 196,412.10
TOTAL		\$ 1,108,546.72

FDIC Insured Institution	FDIC Cert #	Balance
Cathay Bank	18503	\$ 247,400.67
Security Bank	4178	\$ 247,400.67
Union Bank & Trust Company	1753	\$ 50,988.57
TOTAL		\$ 545,789.91

Phelps County Bank

FDIC Insurance		\$ 250,000.00
TOTAL		\$ 250,000.00

**East Central College
Warrant Check Register
As of June 30, 2025**

The Board of Trustees, including the Treasurer, has access to records necessary to confirm check payments have been issued in accordance with the policies and procedures of the Junior College District of East Central Missouri (East Central College), in compliance with the appropriation granted by the Board of Trustees as defined in the FY25 budgets.

Total amount of checks disbursed from May 1, 2025 through June 30, 2025 is reported at \$2,865,313.67

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM XII: BIDS

Recommendation: To **approve** the purchase of a Universal Robot UR7e with accessories for the Industrial Engineering program from Advanced Technologies Consultant, a sole source provider, at a cost of \$42,544 to be funded 75% with Vocational Enhancement Grant funds and 25% with institutional funds.

Recommendation: To **award** the Rolla campus renovation construction contract to K&S Associates, Inc., of St. Louis, MO, at a cost of \$9,642,000.

Attachments

08/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513



OFFICE OF THE VICE-PRESIDENT OF ACADEMIC AFFAIRS

TO: Dr. Jon Bauer, College President

DATE: August 20, 2025

FROM: Robyn Walter, Vice President of Academic Affairs

RE: Vocational Enhancement Grant Purchase Proposal – Universal Robot

The Industrial Engineering Technology (IET) program seeks to utilize Vocational Enhancement Grant funds to purchase a Universal Robot (UR7e) with accessories to update outdated technology, totaling **\$42,544**. Enhancement Grant funds will cover 75% of this purchase.

Pursuant to Board Policy 4.13.3, the IET program obtained a sole source letter from Universal Robots identifying **Advanced Technologies Consultants** as the designated vendor for the ECC region. Attached are both the sole source letter and a price quote from Advanced Technologies Consultants.

The **Universal Robot UR7e** is a collaborative robot (cobot) increasingly adopted by industries in our region. Cobots are designed to operate safely in close proximity to human workers, requiring minimal guarding due to their inertial load calculations and advanced sensing capabilities. Their ease of integration makes robotic automation more accessible and cost-effective for smaller facilities.

This purchase will significantly enhance the IET Robotics curriculum by:

- Providing students substantially more **hands-on programming time** with up to date technology using a 6-axis robot. (The program has been purchasing one cobot per year with the long-term goal of building a fleet of six.)
- Introducing students to **advanced programming techniques**, made possible by the UR7e's updated controllers. These controllers allow scripts to run in the background while the primary program executes—capabilities not available on the program's existing Mitsubishi robots, which are nearing the end of their service life.



8/20/2025

Universal Robots USA, Inc.

101 Pacifica
Suite 350
Irvine, CA 92618
United States
www.universal-robots.com

To: Nathan Esbeck, East Central College

I am writing to you to confirm that Advanced Technologies Consultants (ATC) is Universal Robots' only distribution partner in Missouri with a sole focus on the educational market. Furthermore, because you are an educational institution, ATC has been approved by Universal Robots to offer you a significant discount off our recommended list price.

Universal Robots is the world's leading collaborative robot manufacturer and distinguishes itself with products that have fast setup, flexible deployment, easy programming and that are collaborative and safe. Additionally, Universal Robots has an ecosystem – UR+ – of third-party manufacturers specializing in end-effectors, vision systems, accessories and software that are plug and play to our robotic platform.

Michael DeGrace

Michael DeGrace

Sales Development Manager

Phone: +1 844-462-6268
Cell: +1 480 869 3509
mide@universal-robots.com



Presented to: Nathan Esbeck
East Central College
42 Prairie Dell Plaza Drive
Union, MO 63084
nathan.esbeck@eastcentral.edu
636-649-5812

8/15/2025
Dennis Peterson
636-236-1661
dpeterson@atctrain.com

Terms	Project	Delivery	FOB Point
Net 30	Universal Robots	6-8 Weeks ARO	Denmark

v.8/1/2025

Item#	Qty	Description	Part #	EDU Price	Extended
1	1	UR7e Robot PolyScope 5 Std TP with Xm cable Includes: Integrated Force Torque Sensor Payload: 16 Pounds, Reach: 33.5 Inches 6 Rotating Joints DOF, Robot Weight: 45.4 Pounds I/O Ports: Digital In (2) Digital Out (2) Analog In (2) Control Box I/O Ports: Digital In (16) Digital Out (16) Analog In (2) Analog Out (2)	200849	\$36,858.00	\$36,858.00

Package Includes:

Hand-E Gripper HND-ES-UR-KIT
UR e-Series Pendant Armor® Bumper UNI-E_PA
E-Series Tempered Glass Screen Protector UNI-E-PA-GLASS-SCRN

\$36,858.00
\$5,686.00
\$42,544.00



TO: East Central College

FROM: Ryan Wilson, Sr. Project Manager

SUBJECT: Rolla Campus Renovation – General Contractor Recommendation

DATE: August 18, 2025

CC: Dr. Jon Bauer, Dr. Robyn Walter, Mrs. Christina Aryes, and Mr. Chris Hoelzer

East Central College (ECC), in collaboration with Navigate Building Solutions, initiated the bidding process for the Rolla Campus Renovation project on June 23, 2025. The project was publicly advertised through multiple channels including local newspapers, regional bid rooms, the ECC website via ESM Sourcing, and direct notifications issued by NAVIGATE to a list of qualified contractors.

The bid solicitation remained open until August 12, 2025, at which time three (3) bids were received electronically through the ESM Sourcing platform. The bidding firms included:

- K&S Associates
- Prost Builders
- Franklin County Construction

Immediately following the bid submission deadline, ECC and NAVIGATE conducted a comprehensive evaluation of all proposals. The evaluation criteria included bid completeness, scope alignment, project completion timeline, and proposed cost.

Pre-award interviews were conducted on August 14, 2025, with all three firms. The interviews were attended by representatives from ECC, Navigate Building Solutions, and The Lawrence Group, and focused on each firm's understanding of the project scope, proposed schedule, team qualifications, and compliance with the bidding documents.

Based on the interviews, proposed timelines, and a detailed review of the bid documents, K&S Associates was determined to be the lowest responsive and responsible bidder.

The bid submitted by K&S Associates included two bid alternates:

- Alternate 1: Addition of a new bridge crane – Add \$50,000
- Alternate 2: Shelling out of spaces noted in the plans – Deduct \$425,000

After careful consideration, it is recommended to accept Alternate 1 for the new bridge crane, which enhances the project's long-term functionality. It is not recommended to accept Alternate 2, as the shelling out of spaces would reduce the project's overall readiness and usability.



Therefore, it is recommended that the East Central College Board of Trustees award the General Contractor contract for the Rolla Campus Renovation project to K&S Associates for a total of \$9,642,000, which includes the base bid of \$9,592,000 plus \$50,000 for Alternate 1.

In addition, it is recommended that the Board approve a 10% construction contingency in the amount of \$964,200 to address any unforeseen conditions or necessary scope adjustments during the course of construction.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

**AGENDA ITEM XIII: CONFLICT OF INTEREST & PERSONAL FINANCIAL
DISCLOSURE STATEMENT POLICIES**

Recommendation: To **reaffirm** the Board Member Conflict of Interest Policy (BP1.10) and the Personal Financial Disclosure Statements Policy (BP1.9) as attached to the agenda to fulfill the requirements of the Missouri Ethics Commission.

Attachment

08/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513

1.10 Board Member Conflict of Interest *(Adopted 11-12-2007; Reaffirmed 8-28-2017, 8-26-2019, 8-30-2021, 8-28-2023)*

All trustees of the College shall adhere to the laws regarding conflict of interest and take steps to avoid situations where their decisions or actions in their capacity as Board members conflict with the mission of the College.

As used in this policy, "businesses owned by Board members" includes sole proprietorships, partnerships, joint ventures, or corporations where the Board member is the sole proprietor, a partner having more than a ten (10) percent partnership interest, or a co-participant or owner of more than ten (10) percent of the outstanding shares of any class of stock.

Procedures

1.10.1 Sale, Rental, Lease or Provision of Personal Property

Board members or businesses they own shall not sell, rent, lease or provide personal property to the College District.

1.10.2 Sale, Rental or Lease of Real Property (Real Estate)

Board members and businesses they own may sell, rent, or lease real estate to the College. Public notice of the transaction must be given prior to execution if the payment to the Board member or business exceeds \$500 per transaction or \$5,000 per year.

1.10.3 Employment

The College shall not employ Board members for compensation even on a part-time basis. While a Board member remains on the Board of Trustees, the College will not accept an application of employment from a Board member, consider a Board member for employment, or decide to employ a Board member. Board members may provide services on a volunteer basis.

1.10.4 Independent Contractor

Board members may provide services to the College as independent contractors through businesses they own. If payment for the service exceeds \$500 per transaction or \$5,000 per year, the College must give public notice and competitively bid the service, and the bid or offer of the Board member's business must be the lowest received. Businesses owned by Board members may provide services on a volunteer basis.

1.10.5 Businesses That Employ Board Members

Board members may participate in discussions and vote on motions for the College to do business with entities that employ the Board member as long as the business is not owned by the Board member and the Board member will not

receive any financial benefit from the transaction. The Board member may need to submit a statement of interest as described below.

1.10.6 Statement of Interest

If a Board member has a substantial personal or private interest in a decision before the Board, before voting the Board member shall provide a written report of the nature of the interest to the Board secretary. The written statement will be recorded in the minutes. A Board member will have complied with this requirement if the Board member has disclosed the interest in a personal financial disclosure statement that was filed or amended prior to the vote.

A "substantial interest" exists when the Board member, his or her spouse or dependent children, either singularly or collectively, directly or indirectly:

1. Own(s) ten (10) percent or more of any business entity; or
2. Own(s) an interest having a value of \$10,000 or more in any business entity; or
3. Receive(s) a salary, gratuity, or other compensation or remuneration of \$5,000 or more from any individual, partnership, organization, or association within any calendar year.

1.10.7 Self-Dealing

A Board member shall not favorably act on any matter that is specifically designed to provide a special monetary benefit to the Board member, his or her spouse, or dependent children.

A "special monetary benefit" means being materially affected in a substantially different manner or degree than the manner or degree in which the public in general will be affected or, if the matter affects only a special class of persons, then affected in a substantially different manner or degree than the manner or degree in which such class will be affected.

A Board member will not directly or indirectly influence or vote on a decision when the Board member knows the result of the decision may be the acceptance by the College of a service or the sale, rental, or lease of property to the College and the Board member, his or her spouse, dependent children in his or her custody, or any business with which he or she is associated will benefit financially.

"Business with which a person is associated" means:

1. A sole proprietorship owned by the Board member, his or her spouse, or any dependent children in the person's custody.
2. A partnership or joint venture in which the Board member or spouse is a partner, other than as a limited partner of a limited partnership, and any corporation or limited partnership in which the Board member is an officer or director or of which the Board member, spouse or dependent children in the Board member's custody, whether singularly or collectively, own more than

ten (10) percent of the outstanding shares of any class of stock or partnership units.

3. Any trust in which the Board member is the settlor or trustee, or in which the Board member, spouse or dependent children, singularly or collectively, are beneficiaries or holders of a reversionary interest of ten (10) percent or more of the corpus of the trust.

1.10.8 Use of Confidential Information

A Board member shall not use confidential information obtained in the course of his or her official capacity in any manner with the intent to result in financial gain for himself or herself, any other person, or any business.

1.10.9 Nepotism

A Board member shall not vote to employ or appoint any person who is related within the fourth degree to such Board member by consanguinity or affinity. In the event that an individual is recommended for employment or appointment and the individual is related within the fourth degree to a Board member, the related Board member shall abstain from voting and shall leave the room during consideration of the question and the vote.

"Fourth degree of consanguinity or affinity" means parents, grandparents, great-grandparents, great-great-grandparents, spouse, children, siblings, grandchildren, great-grandchildren, great-great-grandchildren, nieces or nephews, grand-nieces or grand-nephews, aunts or uncles, great-aunts or great-uncles, and first cousins by virtue of a blood relationship or marriage.

1.9 Personal Financial Disclosure Statements *(Adopted 11-12-2007; Reaffirmed 8-28-17, 8-26-2019, 8-30-2021, 8-28-2023)*

The Board of Trustees hereby adopts a policy establishing and making public its own method of disclosing financial interests of Board members, candidates and specified administrators, in accordance with law. Personal financial disclosure statements as described below shall be filed with the Missouri Ethics Commission and the East Central College Board of Trustees, on or before May 1 for the preceding calendar year, unless the person filing is a Board candidate. Candidates who are required to file reports (i.e., those who have engaged in reportable transactions in the previous calendar year) must file their reports within 14 days after the last day to file for office. The reports will be made available for public inspection and copying during normal business hours.

This portion of the policy dealing with the financial interest statement will be adopted in an open meeting every other year by September 15. A certified copy of this policy/resolution shall be sent to the Missouri Ethics Commission within ten (10) days of adoption.

Procedures

1.9.1 Board Member Disclosure

All trustees and candidates for trustee will disclose in writing the following transactions if they occurred during the calendar year:

1. Each transaction in excess of \$500 per year between the College and the individual, or any person related within the first degree by consanguinity or affinity to the individual. The statement does not need to include compensation received as an employee or payment of any tax, fee, or penalty due the College. The statement shall include the dates and identities of the parties in the transaction.

"First degree of consanguinity or affinity" includes parents, spouse, or children by virtue of a blood relationship or marriage.

2. Each transaction in excess of \$500 between the College and any business entity in which the individual has a substantial interest. The statement does not need to include any payment of tax, fee, or penalty due the College District or payment for providing utility service to the College District. The statement shall include the dates and identities of the parties in the transactions.

"Substantial interest" is ownership by the individual, his or her spouse or dependent children, either singularly or collectively, directly or indirectly, of ten (10) percent or more of any business entity, or of an interest having a value of \$10,000 or more, or the receipt of a salary, gratuity or other compensation of \$5,000 or more from any individual, partnership, organization or association within any calendar year.

1.9.2 College President and Chief Purchasing Officer Disclosure

The College President and the Chief Purchasing Officer (i.e., the Vice President of Finance and Administration) will disclose in writing the information required in 1) and 2) above. In addition, these employees will disclose the following information for themselves, their spouses, and dependent children:

1. The name and address of each employer from whom income of \$1,000 or more was received during the year covered by the statement.
2. The name and address of each sole proprietorship the individual owned.
3. The name, address, and general nature of business conducted by each general partnership or joint venture in which he or she was a partner or participant.
4. The name and address of each partner or co-participant in the partnership or joint venture unless the information is already filed with the secretary of state.
5. The name, address, and general nature of business of any closely held corporation or limited partnership in which the individual owned ten (10) percent or more of any class of the outstanding stock or limited partners' units.
6. The name of any publicly traded corporation or limited partnership that is listed on a regulated stock exchange or automated quotation system in which the individual owned two (2) percent or more of any class of outstanding stock, limited partnership units or other equity interests.
7. The names and addresses of each corporation for which the individual served in the capacity of director, officer, or receiver.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM XIV: EMPLOYEE INSURANCE

Recommendation: To **approve** Anthem Blue Cross Blue Shield to provide medical insurance benefits for employees in 2026 at a 0% rate increase with no plan changes.

Attachment

08/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513



TO: Dr. Jon Bauer, President

DATE: August 18, 2025

FROM: Carrie A. Myers, Director of Human Resources

SUBJECT: 2026 Employee Health Insurance Benefits Renewal

Our insurance broker, Cottingham & Butler, received the initial renewal rates from Anthem Blue Cross Blue Shield in mid-August.

The Insurance Committee recommends that the Board of Trustees approve a **0% increase in medical insurance premiums for plan year 2026**. Renewal rates for Dental, Vision, Basic Life/AD&D, and Long-Term Disability will be presented to the Board at the October meeting.

Medical

East Central College has partnered with Anthem Blue Cross Blue Shield for medical coverage since January 1, 2014. Employees may select between a base plan and a high-deductible plan, with two network options available (BJC or non-BJC providers). ECC retirees have the option to continue their medical coverage at the same premium cost to the College and dependents at their own expense.

Anthem's initial renewal reflected a 3% increase; however, Cottingham & Butler successfully negotiated a **0% increase with no plan changes**, contingent upon ECC agreeing not to go out to market and finalizing by August 31, 2025.

Anthem will also continue to provide a \$7,500 Wellness Reimbursement, which funds on-campus biometric screenings for full-time employees in October. Participation is voluntary.

Plan Changes for 2026

- The employee deductible portion of both H.S.A. plans will increase from \$3,300 to \$3,400 to remain compliant with IRS regulations.

ECC will continue to fund a **Health Reimbursement Account (HRA)**, which reduces overall premium costs and employee deductibles. Employees enrolled in the high-deductible plan will continue to receive either a College contribution to their Health Savings Account (HSA) for employee-only coverage or a reduced premium for dependent coverage.

The medical insurance renewal includes the premium, HSA contribution or reduced dependent premium (for high-deductible participants), and the estimated HRA cost per employee, which together represent the insurance value reported to PSRS/PEERS:

- 2026 Monthly \$998.79 | Annual \$11,985.48
- 2025 Monthly \$998.79 | Annual \$11,985.48
- 2024 Monthly \$998.79 | Annual \$11,985.48
- 2023 Monthly \$966.50 | Annual \$11,598.00

- 2022 Monthly \$911.32 | Annual \$10,935.84
- 2021 Monthly \$813.68 | Annual \$9,764.16

Insurance Committee Membership

- Carrie Myers (Chair – Director of HR)
- Kim Aguilar (HR Generalist)
- Clarissa Brown (NEA)
- Kim Daman-Scheel (FAC Assoc.)
- Melissa Popp (PSA)
- Christian Ayres (PSA-Rolla)
- Denise Walker (CSA)
- Michelle North (CSA)
- Chris Hoelzer (CFO)
- Ashley Straatmann (Director of Financial Services)
- Stephanie Baker (Payroll)

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM XV: BOARD RESOLUTION

Recommendation: To **approve** a resolution authorizing East Central College to negotiate a facilities lease with General Services Administration.

Attachments

08/25/2025

East Central College

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

BOARD RESOLUTION

OF THE

BOARD OF TRUSTEES OF JUNIOR COLLEGE, EAST CENTRAL DISTRICT

RESOLUTION TO DELEGATE SIGNING AUTHORITY FOR THE General Services Administration (GSA) LEASE

WHEREAS, the Board of Trustees of the Junior College of the East Central District of Missouri is responsible for the overall governance and financial oversight of the college; and

WHEREAS, for the effective and efficient management of the college's day-to-day operations, it is necessary to delegate certain responsibilities and authorities to key administrative personnel; and

WHEREAS, the college is preparing to enter into a **lease agreement of college owned space to GSA**, and the execution of contracts, financial instruments, and other documents related to this lease requires efficient administrative action; and

WHEREAS, it is deemed prudent and in the best interest of the college to grant specific signing authority to the President and the Vice President of Finance and Administration to execute documents related to this lease.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Junior College of the East Central District of Missouri hereby delegates and grants signing authority to the following individuals to execute documents specifically related to the **lease of college owned space to GSA**, within the scope of their official duties:

1. **President-Jon Bauer**: The President is authorized to sign, execute, and deliver all contracts, agreements, and other official documents on behalf of the College for the lease of college space to the GSA.
2. **Vice President of Finance and Administration-Chris Hoelzer**: The Vice President of Finance and Administration is authorized to sign and execute all financial instruments, checks, contracts, and agreements related to the college's financial operations and administration for the lease of college space to the GSA.

BE IT FURTHER RESOLVED, that this delegation of authority is in addition to, and not in limitation of, any other authority granted to these officers under the bylaws or policies of the college.

BE IT FURTHER RESOLVED, that this resolution shall remain in effect until revoked or amended by a subsequent resolution of the Board of Trustees.

ADOPTED by the Board of Trustees on this **25th** day of **August, 2025**.

The undersigned, as President and Secretary of the Board of Trustees, hereby certify that the foregoing is a true and correct copy of a resolution duly adopted by the Board of Trustees at a meeting where a quorum was present.

VOTES:

For:

Against:

Abstain:

BOARD OF TRUSTEES

Ann Hartley, President of the Board of Trustees

Ina Hays, Secretary of the Board of Trustees

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM XVI: WASHINGTON PRACTICAL SCHOOL OF NURSING

President Jon Bauer will provide an update on discussions with the School District of Washington regarding the Washington Practical School of Nursing.

08/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513



School District of Washington and East Central Community College Licensed Practical Nursing (LPN) Program Sponsorship Transition Analysis

Background

The School District of Washington (SDOW) has proudly sponsored the Washington School of Practical Nursing (WSPN) for decades, providing high-quality training for adult learners to enter the healthcare workforce. To ensure the program continues to meet evolving higher education requirements and expand student support, SDOW and East Central College (ECC) are working collaboratively to transition sponsorship of the LPN program to ECC.

The proposed transition would officially take effect on August 1, 2026, following the graduation of the final WSPN cohort under SDOW's direct oversight.

Benefits of Transition

Alignment with Higher Education Standards

Sponsorship under ECC will strengthen compliance with the Missouri Department of Higher Education and the Higher Learning Commission (HLC) requirements for accredited postsecondary programs.

Expanded Student Financial Aid and Support

Students will gain access to additional federal and state financial aid, more scholarship opportunities, and comprehensive adult learner support services, including learning labs, counseling, and academic advising.

Continued Community-Based Training

The program will remain embedded within the community, sustaining local workforce development while expanding ECC's healthcare program offerings.

Increased Program Depth for ECC

Bringing the LPN program under ECC expands the college's health sciences footprint, strengthens its reputation as a regional leader in healthcare education, and supports future growth opportunities in allied health fields.

Reduced Administrative Burden for SDOW

The extensive financial reporting, adult education compliance, and accreditation responsibilities will shift from SDOW to ECC, an institution equipped to manage these processes long-term.

Proposed Timeline

- **SDOW Board of Education Review:** August 20, 2025
- **ECC Board of Trustees Review:** August 25, 2025
- **State Board Petition by ECC:** Fall 2025
- **2026 Enrollment Planning & Messaging:** Fall/Winter 2025
- **Missouri Dept. of Higher Education & HLC Coordination:** Winter 2025
- **WSPN Accreditation Visit:** Spring 2026
- **Final WSPN Cohort Graduation:** July 2026
- **Official Transfer of Sponsorship:** August 1, 2026

Considerations and Challenges

Facilities and Equipment

ECC is exploring leasing the existing FRCC facilities. SDOW will review depreciation and enhancement grant requirements for equipment transfer. An updated inventory report will be developed collaboratively.

Curriculum and Accreditation

Some curriculum adjustments will occur for the 2026–27 academic year. ECC will partner with current WSPN instructors to align program content with ECC’s standards and prerequisites.

Human Resources

Staff will be consulted throughout the process. Current instructors will have the opportunity to apply for positions at ECC. SDOW will determine if support staff remain district employees or transition to ECC. Retirement timelines for key personnel may be adjusted to align with the transition. Any new hires to the program will be made collaboratively with ECC to ensure a smooth staffing transition.

Financial Transition

ECC has requested an updated WSPN operating pro forma. Both institutions will coordinate on facility leasing, equipment inventory, depreciation, and any transfer pricing considerations.

Impact on FRCC

SDOW will evaluate lab space and equipment usage with Health Occupations and PLTW BioMed programs to ensure efficient use of space beginning in 2026–27.

Conclusion

This proposed sponsorship transition reflects a shared commitment to students, the community, and the local healthcare workforce. By partnering with East Central College, the School District of Washington will help sustain and expand LPN training opportunities while refocusing district resources on its PreK–12 mission.

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM XVII: STRATEGIC PLAN UPDATE

Bethany Lohden, Executive Director of Research & Institutional Effectiveness, will provide an update on the strategic planning initiatives and progress of the current strategic plan.

08/25/2025

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
August 25, 2025**

AGENDA ITEM XVIII: HIGHER LEARNING COMMISSION UPDATE

Dr. Robyn Walter, Vice President of Academic Affairs, will provide an update on the Higher Learning Commission.

08/25/2025

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
August 25, 2025**

AGENDA ITEM XIX: *PERSONNEL

A. RETIREMENT

Recommendation: To **accept** the retirement of Melissa Shall-Wilmore as the Project Coordinator Skill-Up Grant effective September 30, 2025.

B. APPOINTMENTS

Recommendation: To **approve** the appointment of Joseph Lawton as the full-time Network and Systems Manager effective July 28, 2025, with an annual salary of \$79,138.34.

Recommendation: To **approve** the appointment of Tim Willard as the full-time Accounting/Business Instructor effective August 11, 2025, with an annual salary of \$64,525.

Recommendation: To **approve** the appointment of Anna Schowalter as the full-time Associate Director of Advising and Career Services effective August 26, 2025, with an annual salary of \$57,201.47.

C. ADJUNCT FACULTY

Recommendation: To **approve** the roster addendum of adjunct faculty for the FA25 semester as listed in the attached memorandum.

D. CLASSIFIED STAFF *(information only)*

A list of classified staff hired since the June 16, 2025, meeting is attached for information.

Attachments

08/25/2025

East Central College

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

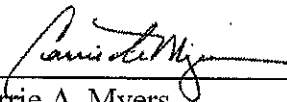


**Interoffice Memo
HUMAN RESOURCES**

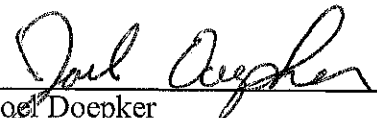
TO: Dr. Jon Bauer
DATE: August 19, 2025
FROM: Carrie A Myers, Director of Human Resources
RE: Requesting Release from Contract –Melissa Schall-Willmore

Melissa Schall-Willmore, Project Coordinator Skill-Up Grant, has requested to be released from the remainder of her FY26 employment contract effective September 30, 2025. The official retirement letter is on file in the Human Resources Office.

Signatures:



Carrie A. Myers
Director, Human Resources



Joel Doecker
Vice President, External Relations



EAST CENTRAL COLLEGE

HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: July 1, 2025
FROM: Carrie Myers, Human Resources Director
RE: Recommendation to Hire: Network and Systems Manager

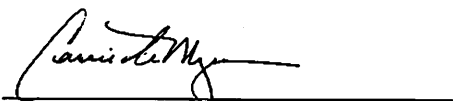
Please accept the recommendation to hire Joseph Lawton as the full-time Network and Systems Manager effective July 28, 2025, with an annual salary of \$79,138.34. Doug Houston, Director of Information Technology, approved this recommendation.

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

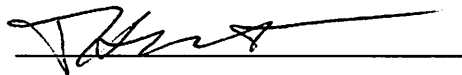
- Director of Marketing & IT – Missouri Association of Insurance Agents –2024 – current
- IT Manager – Mid America Resorts & Lost Valley – 2011 – 2024
- IT Specialist – Owensville Area Ambulance – 2015 – current
- Freelance IT Consultant – Lyn-Flex West – 2020 – current
- Owner & Technician – Just Digital – 2007 – 2011

Joseph received his Associate of Arts in Visual Communications from Collins College and is currently pursuing a Bachelor of Science in Information Technology from Western Governors University.

Recommendation signatures:



Carrie A. Myers
Director of Human Resources



Doug Houston
Director, Information Technology



HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: July 22, 2025
FROM: Carrie Myers, Human Resources Director
RE: Recommendation to Hire: Instructor, Accounting/Business

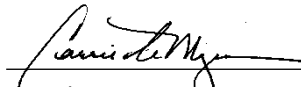
Please accept the recommendation to hire Tim Willard as the full-time Accounting/Business Instructor effective August 11, 2025, with an annual base salary of \$64,525.00. Dr. Robyn Walter, Vice President of Academic Affairs, approved this recommendation.

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

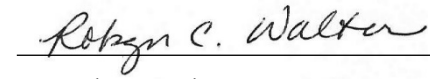
- Site Coordinator/Regional Dean CMU at East Central College —2014 – present
- Adjunct Instructor – East Central College – 2013 – 2016; 2021 – present
- Adjunct Instructor – Central Methodist 2004 – 2014
- Adjunct Instructor – Missouri Baptist University – 2004 – 2014
- Advisor/Consultant/Director of Marketing – Nova Building Systems 1999 – 2011
- Business Owner of WIL-HYT – 1986 – 1999

Tim received his Bachelor of Science in Marketing and his Master of Business Administration from Maryville University.

Recommendation signatures:



Carrie A. Myers
Director of Human Resources



Dr. Robyn Walter
Vice President, Student Development

EAST CENTRAL COLLEGE
HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: August 14, 2025
FROM: Carrie Myers, Human Resources Director
RE: Recommendation to Hire: Associate Director, Advising and Career Services

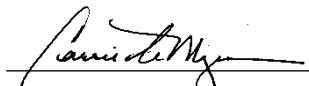
Please accept the recommendation to hire Anna Schowalter as the full-time Associate Director of Advising and Career Services effective August 26, 2025, with an annual base salary of \$57,201.47. Sarah Leassner, Vice President of Student Development, approved this recommendation.

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

- IMACS Instructor – Institute for Math & Computer Science (IMACS) – 2020 – current
- Private tutor –2011 – current
- Project Assistant – Kaiser Electric – 2023 – 2024
- Instructor, Math – STL School Districts 2020 – 2022
- Academic Success Coach – Logan University– 2015 – 2020
- MACADA, Missouri Academic Advising Association, 2016, 2020, Vice President of Programming, 2017, 2019, Annual conference 2017, Annual conference 2018, Annual conference 2019
- NACADA, The Global Community for Academic Advising, 05/01/15, International Conference 2015, International Conference 2016, International Conference 2017

Anna received her Bachelor of Science in Marketing from St. Louis University and a Master of Arts in Secondary Mathematics from Webster University.

Recommendation signatures:



Carrie A. Myers
Director of Human Resources



Sarah Leassner
Vice President, Student Development



Interoffice Memo

TO: Dr. Bauer
DATE: August 14, 2025
FROM: Office of Academic Affairs
RE: Adjunct Addendum for Fall Semester 2025

Please approve the following adjunct addendum for the fall 2025 semester.

ADDITIONS

English & Humanities

John Anglin, Communications
Molly Bene, Communications
Madison Emerick, English
Timothy Eshing, Philosophy
David Kelch, Religion
Cassidy Litle, English
Sarah Muir, English
Elizabeth Rosebrough, English
Jean Woodson, English

Fine & Performing Arts

Gary Powers, Art
Timothy Eshing, Music

Business & Industry

Curtis Elliott, IET
Nathan Esbeck, IET
Paul Quirin, IET
Roger Studdard, HVAC/R

STEM

Nancy Hayes, Biology
Dan Jacobson, Agriculture
Jeffrey Jacquess, Geology
Mark Palmier, Biology
John Tubbesing, Chemistry

DELETIONS

Social Sciences & College Success

Timothy Willard, Economics

Business & Industry

Nathaniel Harbath

Social Sciences & College Success

Erin Anglin, College Success
Richard Burton, History
Nathan Caldwell, Political Science
Jessica Horn, College Success
Christopher Karr, Criminal Justice
David Kelch, Accounting
Alicia McDaniel, Business
Sean Fagan, Law Enforcement
Christopher Giacalone, Law Enforcement
Steven Gray, Law Enforcement
Nathan Howdeshell, Law Enforcement
Brandon, Ketzler, Law Enforcement
Scott Langley, Law Enforcement
Steffani McCrary, Business & College Success
Alicia McDaniel, Business
Jay Mehrhoff, Physical Education
Frank Miller, Business
Joshua Nix, Law Enforcement
Douglas Roberts, Law Enforcement
Randall Upchurch, Business
Margaret Vogel, Education

Health Sciences

Heather Branson, Nursing
Tia Tucker, Respiratory Care

Health Sciences

Kim Adler, Nursing
Dwayne Bell, MDA
Heather Sluis, Nursing

Signatures:

Dr. Robyn Walter, Vice President of Academic Affairs Date

Carrie Myers, Director of Human Resources Date

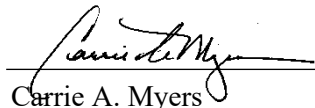


HUMAN RESOURCES

TO: Dr. Jon Bauer, College President
DATE: August 19, 2025
FROM: Carrie Myers, Human Resources Director
RE: Support Staff Hires –July/August

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

• Blakeleigh Mathes	Learning & Retention Specialist	Full-time	7/1/25
• Elayna Cusano	Learning & Retention Specialist	Full-time	7/1/25
• Tina Lakin	Technology & Online Learning Retention Specialist	Full-time	7/1/25
• Abbey Furey	Student Services Specialist	Full-time	7/23/25
• Elizabeth Blessing	Administrative Assistant – Rolla	Full-time	8/4/25
• Brittney George	Accounts Receivable Specialist	Full-time	8/6/25
• Amber Matteson	Administrative Assistant Allied Health	Part-time	8/11/25
• Dustin Jenkins	Technical Support Technician	Part-time	8/11/25
• Rachel Rodman	Bookstore Sales Clerk	Part-time	8/15/25
• Chris Dawson	Custodian	Part-time	8/18/25



Carrie A. Myers
Director of Human Resources

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
August 25, 2025**

AGENDA ITEM XX: BOARD PRESIDENT’S REPORT

Board President Ann Hartley will share information with the Board.

08/25/2025

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
August 25, 2025**

AGENDA ITEM XXI: 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, Jennifer Komo

08/25/2025

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
August 25, 2025**

AGENDA ITEM XXII: PRESIDENT’S REPORT

Projected meeting dates for the remainder of 2025 and the start of 2026 are listed below for planning purposes. Meetings will typically 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.

2025 Projected Meeting Dates

No September Meeting
October 6
November 3
December 1
January 26
No February Meeting
March 9
April 13
May 4
June 15
July 16 (Thursday, noon business meeting)

Alternate Meeting Dates

October 13
November 10
December 8
February 2

TBD
April 20
May 11
June 22
TBD

08/25/2025

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
August 25, 2025**

AGENDA ITEM XXIII: ADJOURNMENT OF REGULAR SESSION

Recommendation: To **adjourn** the August 25, 2025, public meeting of the Board of Trustees.

08/25/2025

East Central College

1964 Prairie Dell Road, Union, Missouri 63084

(636) 584-6500

FAX (636) 584-0513