

**MINUTES OF REGULAR MEETING
BOARD OF TRUSTEES
ST. LOUIS COMMUNITY COLLEGE
THURSDAY, JUNE 25, 2020**

The Regular Meeting of the Board of Trustees of St. Louis Community College was held on Thursday, June 25, 2020, via video conference, pursuant to notice and in accordance with Section 610.020 RSMo, as amended.

Call to Order and Roll Call

Dr. Kevin M. Martin, Chair, called the meeting to order at 6:02 p.m. The following members of the Board of Trustees were present: Dr. Kevin M. Martin, Chair; Ms. Pam Ross (joined at 6:10pm), Vice Chair; Dr. Craig Larson, Trustee; Dr. Doris Graham, Trustee; Ms. Anne Marshall, Trustee; and Mr. Rodney Gee, Trustee.

Also present were Dr. Jeff Pittman, Chancellor; Trustee-elect Mary Luebke; Ms. Kate Nash, Tueth Keeney; Dr. Andrew Langrehr, Vice Chancellor, Academic Affairs; Dr. Christine Davis, Vice Chancellor, Student Affairs; Paul Zinck, Vice Chancellor, Finance & Administration; Kedra Tolson, Executive Director, Marketing & Communications; Hart Nelson, Associate Vice Chancellor, Workforce Solutions Group; Dennis White, Director, Strategic Plan Initiatives & CQI; and Ms. Jessica Grove, Associate for Board Relations.

Welcome to Guests

Dr. Martin welcomed guests.

Certification of June 2, 2020 Election Results & Oaths

On motion by Dr. Larson and seconded by Dr. Graham, the Board, by a roll-call vote, unanimously approved the resolution certifying the election results, all as more fully set forth in Exhibit A attached hereto and by this reference incorporated herein.

Dr. Martin administered the Oath of Office to Ms. Luebke. Thereafter, Ms. Luebke assumed her seat as a member of the Board of Trustees. Dr. Pittman administered the Oath of Office to Dr. Martin.

Citizens Desiring to Address the Board Regarding Agenda Items

Members of the public were asked to submit questions and comments to Jessica Grove, Board Secretary through email by 3pm on June 25th. The following comments were read into the record by Dr. Martin:

Hi this is Ellen McCloskey, Communication Professor at Wildwood.

I just want to congratulate Mary Luebke on her election to the STLCC Board of Trustees.

I know your love for students will be greatly appreciated at the college.

Way to go Mary!!!!

You got this!!!!

Ellen

Adoption of Agenda/Revisions to Agenda

Dr. Larson moved and Ms. Marshall seconded to adopt the agenda/revisions to the agenda. The Board unanimously adopted the agenda.

Recommended Approval of the May 14, 2020 Work Session Minutes

On motion by Ms. Marshall and seconded by Dr. Graham, the Board unanimously approved the May 14, 2020 Work Session Minutes.

Recommended Approval of the May 14, 2020 Regular Session Minutes

On motion by Ms. Marshall and seconded by Dr. Graham, the Board unanimously approved the May 14, 2020 Regular Session Minutes

Recommended Approval of Resolution Re: August 20, 2020 Executive Sessions of the Board of Trustees

On motion by Ms. Marshall and seconded by Dr. Larson, the Board, by a roll-call vote, unanimously (with Trustee Gee being absent), approved the resolution in Agenda Item #10, to schedule executive sessions of the Board on June 25, 2020 for the reasons and pursuant to the provisions of Section 610.022 of the Revised Statutes of Missouri stated in the resolution, all as more fully set forth in **Exhibit A** attached hereto and by this reference incorporated herein.

Resolution of Appreciation for Brandy Englert

On behalf of the Board of Trustees, Dr. Kevin M. Martin, Chair, read a resolution of appreciation to Brandy Englert. On motion by Ms. Ross and seconded by Dr. Graham, the Board unanimously approved the resolution.

Recommended Approval of the FY 2021 Operating and Capital Budgets

Mr. Paul Zinck highlighted the changes from the draft budget presented in May. On motion by Ms. Ross and seconded by Dr. Graham, the Board unanimously approved the FY2021 Operating and Capital Budgets.

Recommended Approval of the FY2020-2023 Strategic Plan

On motion by Dr. Larson and seconded by Ms. Marshall, the Board unanimously approved the FY2020-2023 Strategic Plan. Dr. Martin shared that each month, during the Information Item section, the Board will be updated on one of the themes.

Recommended Waiver of Lodging and Approval of Revised Board Policy A.1 College Mission, Vision, and Values effective immediately

On motion by Ms. Ross and seconded by Dr. Graham, the Board unanimously approved the waiver of lodging and approval of revised Board Policy A.1 College Mission, Vision, and Values effective immediately.

Recommended Approval to Authorize the Chancellor

On motion by Dr. Larson and seconded by Dr. Graham, the Board unanimously approved authorizing the Chancellor to approve new hires, reclassifications, reorganizations, contracts and bid awards for the period beginning June 26, 2020 and ending July 10, 2020 prior to ratification at the August 20, 2020 meeting with the approval of both the Chair and Vice Chair.

Recommended Approval of Authorizing the Chancellor to fill essential IT positions

On motion by Dr. Graham and seconded by Dr. Larson, the Board unanimously approved authorizing the Chancellor to fill essential IT positions prior to ratification at the following month's meeting for a period of one year.

Recommended Approval of Appointing Trustee Anne Marshall to the ACCT Diversity, Equity, and Inclusion Committee

On motion by Ms. Ross and seconded by Dr. Larson, the Board unanimously approved appointing Trustee Anne Marshall to the ACCT Diversity, Equity, and Inclusion Committee.

Recommended Approval of the Fees & Fines Schedule

On motion by Ms. Ross and seconded by Ms. Marshall, the Board unanimously approved the Fees and Fines Schedule, all as more fully set forth in **Exhibit A** attached hereto and by this reference incorporated herein.

Recommended Adoption of St. Louis Community College Board of Trustees Resolution Against Racism

Dr. Martin read the resolution against racism and noted two misspellings that will be corrected. On motion by Ms. Marshall and seconded by Dr. Graham, the Board unanimously approved the Resolution, all as more fully set forth in **Exhibit A** attached hereto and by this reference incorporated herein.

Recommended Approval of the Board Chair to Use an Electronic Signature

On motion by Ms. Marshall and seconded by Ms. Ross, the Board unanimously approved the Board Chair's use of an electronic signature.

Board Committee Report

Ms. Ross provided the Child Care Committee report. Dr. Pittman thanked Trustee Ross for her leadership.

Approval of Consent Agenda Items

Consent items were approved by a single motion and vote unless otherwise noted below.

Consent Item Motion and Vote

On motion by Dr. Larson and seconded by Dr. Graham, the Board unanimously approved the consent agenda items.

Academic Affairs

The Board, by consent, approved the following Resolution regarding academic affairs recommendations:

RESOLVED, that the Board of Trustees hereby approves the program recommendations all as more fully set forth in **Exhibit B** attached hereto and by this reference incorporated herein; and that, where appropriate, said programs be submitted to the Coordinating Board for Higher Education.

Human Resources

The Board, by consent, approved the following Resolution regarding human resource recommendations:

RESOLVED, that the Board hereby ratifies and/or approves personnel actions for certificated, physical plant and classified staff in accordance with established policies of the District, all as more fully set forth in **Exhibit C** attached to these minutes and by this reference incorporated herein; and

FURTHER RESOLVED, that, where appropriate, the Chair of the Board of Trustees or his designee is hereby authorized and directed to execute for and on behalf of the District, the appropriate contract or amendment to contract for the affected personnel.

Bid Awards

The Board, by consent, approved the following Resolution:

RESOLVED, that the Board of Trustees hereby accepts the bids and/or ratifies the contracts set forth in **Exhibit D** attached hereto and by this reference incorporated herein, to the lowest responsible bidder for the amounts indicated thereon and all in accordance with District specifications specified in the contract numbers indicated; said funds to be paid from the funds set forth in each item of Exhibit D; and

FURTHER RESOLVED, that the appropriate officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

Finance

Financial Reports

Ratifications

The Board, by consent, unanimously ratified investments/daily repurchase agreements and payments for services rendered all as more fully set forth in **Exhibit E** attached hereto and by this reference incorporated herein.

Resolutions

The Board, by consent, unanimously approved a resolution of funds disbursement all as more fully set forth in Exhibit E attached hereto and by this reference incorporated herein.

Contracts/Agreements

The Board was requested to approve the acceptance or renewal of various contracts, agreements and resolutions.

The Board, by consent, approved the following Resolution regarding the acceptance or renewal of various contracts, agreements and resolutions between the District and various agencies, corporations and individuals located throughout the District:

RESOLVED, that the contracts, agreements and resolutions set forth in **Exhibit F** attached hereto and by this reference incorporated herein, are adopted and approved; and

FURTHER RESOLVED, that the appropriate Officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

Workforce Solutions Group

The Board, by consent, approved the following Resolution regarding the ratification of direct pay agreements and the acceptance or renewal of various contracts, agreements and resolutions between the District and various agencies, corporations and individuals located throughout the District:

RESOLVED, that the contracts, agreements and resolutions set forth in **Exhibit G** attached hereto and by this reference incorporated herein, are adopted and approved; and

FURTHER RESOLVED, that the appropriate Officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

External Funds

The Board, by consent, approved the following Resolution regarding the acceptance of grants, contracts and equipment donations:

RESOLVED, that the Board of Trustees does hereby accept the grants, contracts, gifts and equipment donations for the College, all as more fully set forth in **Exhibit H**, attached hereto and by this reference incorporated herein; and

FURTHER RESOLVED, that the Chancellor be and hereby is authorized and directed to express appreciation, where appropriate, for and on behalf of the District; and

FURTHER RESOLVED, that with respect to federal grants for work-study programs, the Agency involved will be billed for matching funds and for Social Security; and

FURTHER RESOLVED, that the appropriate Officer of the Board or District be and hereby is authorized and directed to execute contracts with said agencies in each instance.

Election of Officers

In accordance with Board Policy A.5 – Election of Officers, elections were held for officers of the Board of Trustees of St. Louis Community College for the ensuing year. Whereupon, nominations were called for the office of chair. Dr. Martin nominated Ms. Ross. Dr. Larson seconded the nomination. There being no other nominations, the Board voted unanimously for Ms. Ross to serve as Board Chair for a term of one year or until her successor shall be elected and qualified.

Whereupon, nominations were called for the office of vice chair. Dr. Larson nominated Ms. Marshall. Dr. Martin seconded the nomination. There being no other nominations, Ms. Marshall was unanimously elected to serve as Board Vice Chair for a term of one year or until her successor shall be elected and qualified.

Nomination of Trustee to the Foundation Board

Ms. Marshall nominated Dr. Graham to serve as a member of the Board of Trustees on the Foundation Board. Dr. Larson seconded the nomination. There being no other nominations, the Board unanimously approved the appointment of Dr. Graham. As Board Chair, Ms. Ross will also serve on the Foundation Board.

Communications

Chancellor's Report

Fall Semester Plans

The Fall Academic and Safety Team (FAST), which includes faculty, staff and students, has brought forward three recommendations to the Leadership Team.

- Career Program Courses: At this time, the College plans to offer some classes on campus, following safety guidelines developed by FAST. Many of these courses will be offered in a hybrid approach (lab portions to be held on campus and lectures to be held online) and scheduled via safety protocol developed by FAST.

- Science laboratories or art courses, developmental education, English as a Second Language and other courses where learning outcomes are difficult online: FAST has recommended that the College follow the same approach as with career program courses.

- Transfer Courses: Relevant general education and liberal arts courses will be offered through a mix of online, live virtual and hybrid modalities this fall.

The College will follow FAST recommendations and create flexibility in course offerings if it becomes necessary to shift courses to a fully online environment during the semester. An updated fall semester schedule will be available to students in the coming weeks.

Budget Update and Challenges

- The State has withheld approximately 16% from higher education for the 2020 fiscal year (\$7 million for STLCC)
- While we do not have any news yet, we are anticipating a similar withhold for FY 2021

- To date, Senior Leadership has elected to take furloughs for one day a month, and deployed several other strategies to reduce costs
- Challenges will include stress on budget and all aspects of operations; CTE programming that requires face-to-face meetings, and meeting student needs

CARES Act Funding & Summer Enrollment

- Cares Act Funding for STLCC - \$8.27 MM
- \$4.4 million has been encumbered for student grants, balance will be used to further assist students and for COVID related costs
- Summer enrollment is up 6% for student credit hours, up 2% for student headcount, and tuition revenue is up. This was not anticipated!
- The “Take a Course on Us” Promotion was very successful!
- We are deploying a similar promotion for Fall Semester!

Strategic Initiatives Campaign Update

- STLCC/Covenant House Partnership
- New Endowed Internship Fund
- New Campaign Total Funds Received: \$12,402,503.56 (62% of Goal)

STLCC/Covenant House Partnership

- The College received 1 of 20 DOL grants that included \$1,158,284 for the STLCC/Covenant House Partnership (Job Corps)
- Will consist of 2 cohorts of 40 students (at-risk youth) for no cost training, support services, counseling, and job placement
- The project will serve low income students who are between 16 to 24 and who have barriers to education and employment (including low-income, homeless, in foster care and/or dropouts)
- Upon completion of a certificate training program, students will secure a job, enter an apprenticeship program, join the Armed Services, or transfer to a four-year program

New Endowed Fund for Internships and Scholarships

- I am pleased to announce the creation of the Dr. Donald M. Suggs Endowed Fund for Internships and Scholarships
- The new endowment will combine:
 - The existing endowed fund for Dr. Suggs (\$10,000)
 - A donation by the Chancellor (\$25,000)
 - A challenge by the Chancellor to stakeholders to raise additional funds (\$25,000)
 - The \$60,000 endowed fund proceeds will be utilized to assist students of color with tuition and paid internships for start-up companies at Cortex and the Danforth Plant Science Center

Board Chair’s Report

Ms. Ross thanked Dr. Martin for his service as Chair for the past year.

Citizens Desiring to Address the Board Regarding Other Concerns

Earlier this spring I was asked parents in my neighborhood in Kirkwood if having their children take classes at the community college -- as opposed to sending them away to live in dorms at Columbia or Rolla -- was good idea. I explained that any of the Core 42 classes would transfer and that our classes are taught by highly qualified, credentialed, and experienced faculty, as opposed to graduate teaching assistants. These parents were excited about their children attending STLCC in the fall and were immediately impressed by our college's ability to provide premier student learning experiences at a fraction of the cost of our four-year counterparts. One parent asked me why STLCC had not reached out to local parent teacher organizations to inform them that we are a high-quality and affordable institution that can keep their college-aged children focused on completing coursework while staying safe at home.

After my walk, I immediately asked members of my campus' academic leadership team if we could begin to pursue direct outreach focused on "staying home safe while studying at STLCC." They seemed enthusiastic and said they would share the idea with the College's marketing and communications office. A month or so later, I asked again whether this outreach had occurred, but I did not receive a clear answer.

Last weekend, a member of the leadership team at UMSL informed me that not only was their enrollment up significantly for the summer, but that they were also expecting an increase in enrollment in the fall. In large measure, she felt that their efforts to reach out directly to parent teacher organizations and to parents themselves about UMSL providing a cost effective and safe alternative to residential campuses across the state was responsible for these increases. Needless to say, I was a bit flummoxed to hear that they benefited from an idea we too could have followed.

For this and other reasons, I am concerned that we as a college are not doing an effective job of communicating with, recruiting, or retaining students. I am troubled that we either do not solicit or even outright ignore input from faculty. Just as we have talented and committed administrators and staff, we have equally talented and committed faculty who work more closely with students on a daily basis and as a result understand in many ways how to communicate with them more effectively. By not including faculty in discussions about marketing and communications we are doing a great disservice to our College.

--Jeffrey Schneider, Ph.D., Chair, Dept of English, Meramec

Hello and good evening to all – students, Trustees, faculty, staff, and administration.

I submit these remarks to you as a Professor of Political Science and as the President of the full-time faculty union – STLCC NEA.

The time is now to address white supremacy culture and institutional racism in our region, in our country, and in our institution. For too long, colleges and universities – including community colleges – have not addressed the root causes of oppression and marginalization of Black folks and other communities of color.

Chancellor Pittman in his June 3rd message acknowledged the role that STLCC played during the Ferguson Uprising. This was an important message. Words matter and protest matters. Even so, we must think about what happens beyond this Freedom Summer. Police brutality and violence disproportionately impacts the Black community. Then again, that is by design – a review of the history of policing in the United States reveals that some of our earliest police forces were really in place as slave patrols. Our current social milieu grew out of that history. Michael Brown was murdered by a police officer. Sandra Bland was murdered while in police custody. George Floyd was murdered by police pressing a knee to his neck even as onlookers begged them to stop. Breonna Taylor was murdered – in her own home! Rayshard Brooks was murdered – for sleeping at a Wendy's drive-thru!

St. Louis Community College is a regional leader. This should be no different when it comes to doing the difficult but crucial work of dismantling white supremacy culture and institutional racism. We need to look at our own institution and cultural change starts at the top. Will the College support anti-racist training for the Trustees and Leadership Team? Will the College support ongoing anti-racist training for all employees?

Thank you for your time this evening. Black Lives Matter, Black Lives Matter, BLACK LIVES MATTER!!

Emily M. Neal, Ph.D.
Professor of Political Science
STLCC NEA President

Good evening members of the Board, College community, and St. Louis community. I am an Associate Professor of Biology and member of the St. Louis community.

Higher education is at a crossroads and St. Louis Community College is no exception. The coronavirus pandemic has put our shortcomings and inequities in the open. As a community college deeply rooted in the community, we must look within ourselves to find our way forward.

To this end, we can no longer focus on best practices as these have become comfort practices. They made us risk-averse and eliminated innovation. An example is the course of record for online education. In distance learning it is cited as a best practice, but when you dive deeper, the “course in a box” model offers no innovation, flexibility, or timeliness. Imagine being in a Biology class and being unable to discuss the coronavirus because it is not part of the box. We are not a one size fits all institution, so best practices do not fit our diversity. The time is now for true innovation in all areas of the College.

The Fall Academic and Safety Team is a great example of how innovation works at STLCC. In six weeks, a dedicated group of students and employees created guidance for a Fall 2020 semester that supports students and provides safety of our students and employees. Without best practices to rely on, our collaboration and innovation built a flexible schedule to address the

needs of our diverse student body, while planning for a resurgence of the virus. Imagine what more we could accomplish if we followed this model in other areas.

Now is the time to embrace the creativity and expertise of our faculty, staff, and students to grow as an institution and become the best. With everything facing our community at this time, we must throw out the best practices rule book and become the innovative institution I know we can be. The faculty, staff, and students are ready.

Thank you for your time.
Scott D. Gevaert, Ph.D.
Associate Professor of Biology

As the college continues its movement to more online course offerings, we wish to bring to the attention of the Board one flaw in the process, the review of Courses of Record (COR), courses with standardized content across sections. Two courses, ENG 101 and 102, College Composition I and II, are no longer in compliance with the college's student learning outcomes (SLOs), but there is no mechanism in place to correct this deficiency. Because of this, we recommend these Courses of Record not be used until this is fixed.

The two CORs were developed for an accelerated online associate of arts degree that required eight-week courses. In order to speed the development process and meet the college's laudable goal of expanding online offerings, they were not reviewed by English faculty across the district. These then became the courses included in the college's first list of CORs approved by the vice chancellor for academic affairs and posted to Blackboard in November 2019.

Between the time these courses were developed and now, however, the college has revised its student learning outcomes in light of the five years of collegewide assessment data. This led to all general education course profiles being approved in November 2019, the same month as the COR list.

While these two efforts ran on parallel tracks, the CORs designated in November 2019 were not reviewed to ensure that they met the changed SLOs because there was not a review process established for them.

Other courses in other disciplines have such a review process, with districtwide Faculty Development Teams to ensure that CORs reflect disciplinary standards and comply with our own course SLOs. These include such teams for BIO 151, MTH 140, MTH 160, and MTH 180. Fall 2020 teams include those for ECO 151, PHL 101, PSC 101, and PSY 205. These courses were chosen because they, like the two English courses in question, are in high demand.

We have raised this issue with the appropriate persons within the Vice Chancellor for Academic Affairs office, but have been told that since the courses have already been approved, there is no need for the kind of review process as has been given these other courses.

Our major interest is, of course, ensuring that students succeed. We have gone to great effort to ensure our SLOs help articulate the skills and knowledge acquired through successful completion of a course. Every degree program at STLCC requires at least ENG 101; our largest single major, General Transfer Studies, requires both. Both courses are also included in the Missouri Transfer (MOTR) program, guaranteeing their acceptance at public colleges in Missouri. Before we begin offering these CORs, they should go through the same review

process that has been used for other courses to ensure that they meet the SLOs outlined in the course profiles.

Maxine Beach, associate professor of English
Michael Burke, associate professor of English
Rebecca Burns, associate professor of English
Pamela Garvey, professor of English
Trevin Jones, professor of English
Richard Long, professor of English
Richard Peraud, assistant professor of English
Shannon Sanders, associate professor of English
Jeffrey Schneider, professor of English
David Taylor, professor of English
Kelly Wavering, professor of English
Rebecca Winter, assistant professor of English

Board Member Comments

Dr. Graham noted that she will serve as a moderator for the Racial Justice Film Club and encouraged everyone to participate.

Ms. Marshall thanked Dr. Martin for his work as Chair and welcomed Ms. Luebke, encouraging her to ask questions. Ms. Marshall also provided an update on the Diversity and Inclusion Council.

Dr. Martin thanked Dr. Pittman for his willingness to listen to the Board. Dr. Martin also thanked Kate Nash and the legal team. He appreciated everyone's perspectives and is grateful for what was accomplished in just a year.

Dr. Larson provided an update on the Tax Vote Initiative Committee.

Ms. Luebke stated she is grateful to be involved and expressed her appreciation to the Trustees for their help.

New Business

None

Adjournment

On motion made by Dr. Martin and seconded by Dr. Graham, the Board adjourned the public session at 7:29 p.m.

Respectfully submitted:

Jessica Grove
Associate for Board Relations

Certification of Election Results – June 2, 2020

It is recommended that the Board of Trustees approve the following Resolutions:

A. Subdistrict #1

WHEREAS, the Board of Trustees of St. Louis Community College of St. Louis, St. Louis County, Missouri has received from the Board of Election Commissioners of the St. Louis County, Missouri, certification of the results of the election of Trustee from Subdistrict #1, said election having been held on Tuesday, June 2, 2020; and

WHEREAS, the Board, on the basis of said certification, has jointly tabulated the results, which are as follows:

Candidates, Subdistrict #1	Vote Total
Kevin M. Martin	21,050
Theo Brown, Sr.	14,176

WHEREAS, it appears from the official certification and from the tabulation of results that Kevin M. Martin has received the greatest number of votes from Subdistrict #1;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby declare and certify that Kevin M. Martin has been duly elected from Subdistrict #1; said term of office is for six years and until his successor shall be elected and qualified.

B. Subdistrict #4

WHEREAS, the Board of Trustees of St. Louis Community College of St. Louis, St. Louis County, Missouri has received from the Board of Election Commissioners of the St. Louis County, Missouri, certification of the results of the election of Trustee from Subdistrict #4, said election having been held on Tuesday, June 2, 2020; and

WHEREAS, the Board, on the basis of said certification, has jointly tabulated the results, which are as follows:

Candidates, Subdistrict #4	Vote Total
Mary Luebke	19,683
Patrick J. McKevley	13,553

WHEREAS, it appears from the official certification and from the tabulation of results that Mary Luebke has received the greatest number of votes from Subdistrict #4;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby declare and certify that Mary Luebke has been duly elected from Subdistrict #4; said term of office is for six years and until her successor shall be elected and qualified.

Oath of Office: Mary Luebke

**BOARD OF TRUSTEES
ST. LOUIS COMMUNITY COLLEGE**

I do solemnly swear that I will support and defend the Constitution of the United States and of the State of Missouri; and that I will faithfully conduct myself in the Office of Trustee of St. Louis Community College.

Mary Luebke

Attest:

Oath of Office: Kevin M. Martin

**BOARD OF TRUSTEES
ST. LOUIS COMMUNITY COLLEGE**

I do solemnly swear that I will support and defend the Constitution of the United States and of the State of Missouri; and that I will faithfully conduct myself in the Office of Trustee of St. Louis Community College.

Kevin M. Martin

Attest:

**MINUTES OF BOARD WORK SESSION
BOARD OF TRUSTEES
ST. LOUIS COMMUNITY COLLEGE
Thursday, May 14, 2020**

A work session of the Board of Trustees of St. Louis Community College was held on Thursday, May 14, 2020 via video conference, pursuant to notice and in accordance with R.S. MO 610.020 as amended.

1. Call to Order/Roll Call

Dr. Kevin M. Martin, Chair, called the meeting to order at 4:46 p.m. The following members of the Board of Trustees were present: Dr. Kevin M. Martin, Chair; Ms. Pam Ross, Vice Chair; and Trustees Dr. Doris Graham, Dr. Craig Larson, Rodney Gee (joined at 4:50pm), Anne Marshall (joined at 4:54pm), and Ms. Libby Fitzgerald (joined at 4:55pm).

Also present were Dr. Jeff Pittman, Chancellor; Paul Zinck, Vice Chancellor for Finance and Administration; Kedra Tolson, Executive Director, Marketing and Communications; Dennis White, Director of Strategic Planning Initiatives and Continuous Quality; and Jessica Grove, Associate for Board Relations.

2. 2023 Strategic Plan

Dennis White led the discussion regarding the draft 2023 Strategic Plan and the brochure and answered questions from the Board. Mr. White highlighted the changes to the Strategic Plan themes and goals and the key performance indicators.

The Strategic Plan will be sent out electronically to faculty, students and staff for final input before it is approved at the June Board of Trustees meeting with an effective date of July 1st.

Dr. Larson thanked Dennis White, Kedra Tolson and Kevin M. Martin for their work on the Strategic Plan.

3. Wrap Up and Adjournment

On motion by Mr. Gee and seconded by Ms. Marshall, the Board, on a roll-call vote, voted unanimously (with Trustee Ross unable to vote) to adjourn the work session and enter executive session for the following reasons:

- a. Human Resource Items (*Sections 610.021(3), (9) and (13), RSMo*)
- b. Legal and Attorney Client Communications (*Section 610.021(1), RSMo*)
- c. Real Estate (*Section 610.021(2), RSMo*)

The work session was adjourned at 5:16 p.m

Respectfully Submitted,

Jessica Grove
Associate for Board Relations

**MINUTES OF REGULAR MEETING
BOARD OF TRUSTEES
ST. LOUIS COMMUNITY COLLEGE
THURSDAY, MAY 14, 2020**

The Regular Meeting of the Board of Trustees of St. Louis Community College was held on Thursday, May 14, 2020, via video conference, pursuant to notice and in accordance with Section 610.020 RSMo, as amended.

1. Call to Order and Roll Call

Dr. Kevin M. Martin, Chair, called the meeting to order at 6:02 p.m. The following members of the Board of Trustees were present: Dr. Kevin M. Martin, Chair; Ms. Pam Ross, Vice Chair; Dr. Craig Larson (joined at 6:04pm), Trustee; Dr. Doris Graham, Trustee; Ms. Anne Marshall, Trustee; and Ms. Libby Fitzgerald, Trustee. Trustee Rodney Gee was absent.

Also present were Dr. Jeff Pittman, Chancellor; Ms. Kate Nash, Tueth Keeney; and Ms. Jessica Grove, Associate for Board Relations.

2. Welcome to Guests

Dr. Martin welcomed guests.

3. Citizens Desiring to Address the Board Regarding Agenda Items

Members of the public were asked to submit questions and comments to Jessica Grove, Board Secretary through email by 3pm on May 14th. The following comments were read into the record by Dr. Martin:

*Agenda Item #11:

Libby - It has been a great pleasure to get to know you through all the years at STLCC. You have been a tireless advocate for STLCC students, the faculty and staff, and the St. Louis Community. You have always been a warrior for all students, but especially the international students. Being an immigrant yourself, you understand the unique needs of this group of students and have done everything in your power to make sure they have a voice and that the College provides services and programs to meet their needs. You also have served the full-time faculty as an NEA Executive Council Member as well as serving as STLCC NEA President 2 times. I know first hand the stress that role brings upon your life. 😊

Upon retirement you could have easily moved into a passive role related to STLCC. You chose not to do that, but instead ran 2 STLCC BOT Election campaigns and won both! Continuing to Serve STLCC 12 years, after retirement, is admirable, honorable and shows what a champion you are for STLCC! I love you like a 2nd mother and wish you joy, peace, and fulfillment in your STLCC- Free life 😊

--Cindy L. Campbell

*Agenda Item #11:

Dear Libby - Congratulations on your outstanding service as a long serving STLCC Trustee and Professor of Counseling -St. Louis Community College at Forest Park. Enjoy the next phase of your life.

Sincerely,

Henry D. Shannon
Superintendent/President
Chaffey College and Former Chancellor STLCC

*Agenda Item #11:

Good Evening Chairman Martin, Trustees, Students, Faculty, and Staff,

I often rise as full-time faculty union president to speak at Board meetings to share the concerns of the full-time faculty. Tonight, however, I'm happy to say that my comments are focused on the positive contributions of one of the greatest friends of St. Louis Community College, Trustee, Professor, and Counselor Libby Fitzgerald.

Libby Fitzgerald dedicated herself for 36 years to providing excellent mental health services and education to the students of STLCC. Not only that, Ms. Fitzgerald served two terms as president of the full-time faculty union and in this role worked hard to ensure fair wages and working conditions for the faculty. Libby knows from experience that when you take care of the faculty, you take care of the College.

In her now 12 years of service as a Trustee, Libby has demonstrated her care not just for the faculty but for all the employees of the College. Moreover, she has remained committed to unionism and union labor as she has advocated for all the bargaining units at STLCC. We will miss her voice, her expertise, and her wisdom.

As expressed in the Board's own recognition of Trustee Fitzgerald, Libby is active in the St. Louis community and will remain so. We all know that while this role is ending, Libby will continue to seek out new opportunities to teach the community and promote lifelong learning.

Libby Fitzgerald, in her roles as teacher, counselor, advocate, and Trustee is carrying on the proud tradition of truth-seeking and wisdom we all remember from reading The Dialogues of Plato (Book IV). Libby reminds us that:

“The power and capacity of learning exists in the soul already; and that just as the eye was unable to turn from darkness to light without the whole body, so too the instrument of knowledge can only by the movement of the whole soul be turned from the world of becoming into that of being, and learn by degrees to endure the sight of being, and of the brightest and best of being, or in other words, of the good.”

Thank you, thank you, thank you, Libby Fitzgerald. Thank you on behalf of all the full-time faculty at St. Louis Community College.

Sincerely,
Emily M. Neal,
President, STLCC NEA

Agenda Item #11
Libby,

Congratulations on twelve years of service as a Trustee. However, this is only a small part of your legacy at STLCC.

I do not know of anyone who has served St. Louis Community College like Libby Fitzgerald. As a faculty member, NEA leader, Trustee, counselor, mentor and friend, your relentless and tireless support of the mission of STLCC has been present for over 45 years.

I believe your greatest quality comes from your experience as a counselor. You treat others with respect and empathy that is empowering. No matter the issue or concern, your zeal and enthusiasm is limitless.

Your contributions are not just to STLCC but you have been a lifelong advocate for teaching and learning that has extended well beyond the College and into the greater St. Louis community.

Enjoy retirement but I do not think it is in your vocabulary.

Douglas J. Hurst, Esq., B.A., M.A., J.D.
Professor-Communications Department
STLCC-NEA Past President

4. Adoption of Agenda/Revisions to Agenda
Dr. Larson moved and Dr. Graham seconded to adopt the agenda/revisions to the agenda. The Board unanimously adopted the agenda.
5. Recommended Approval of the April 16, 2020 Work Session Minutes
On motion by Ms. Marshall and seconded by Ms. Ross, the Board unanimously approved the April 16, 2020 Work Session Minutes.
6. Recommended Approval of the April 23, 2020 Work Session Minutes
On motion by Ms. Ross and seconded by Ms. Marshall, the Board unanimously approved the April 23, 2020 Work Session Minutes

7. Recommended Approval of the April 23, 2020 Regular Meeting Minutes
On motion by Dr. Graham and seconded by Ms. Marshall, the Board unanimously approved the April 23, 2020 Regular Meeting Minutes
8. Recognition of Faculty Promotions
Campus Presidents read the names of the Faculty who have received promotions.
9. Information Items
 - Quarterly Financial Report – Mr. Mark Swadener presented the Quarterly Financial Report and answered questions from the Board.
 - Mr. Paul Zinck presented the draft FY21 Operating and Capital Budget and answered questions from the Board. Mr. Zinck recognized and thanked Shari Keffer for her work on the draft budget
10. Recommended Approval of Resolutions Re: June 25, 2020 Executive Sessions of the Board of Trustees
On motion by Ms. Marshall and seconded by Dr. Larson, the Board, by a roll-call vote, unanimously (with Trustee Gee being absent), approved the resolution in Agenda Item #10, to schedule executive sessions of the Board on June 25, 2020 for the reasons and pursuant to the provisions of Section 610.022 of the Revised Statutes of Missouri stated in the resolution, all as more fully set forth in **Exhibit A** attached hereto and by this reference incorporated herein.
11. Resolution of Appreciation for Trustee Libby Fitzgerald
On behalf of the Board of Trustees, Dr. Kevin M. Martin, Chair, read a resolution of appreciation to Trustee Libby Fitzgerald.

Dr. Graham shared that she has learned much from Ms. Fitzgerald and will miss her. Ms. Ross thanked Ms. Fitzgerald for providing valuable input from the Faculty. Ms. Marshall thanked Ms. Fitzgerald for welcoming her and serving as a mentor. Dr. Larson noted that he has worked with Ms. Fitzgerald for 10 years and while they didn't always agree, they always got along with each other. Dr. Martin thanked Ms. Fitzgerald. Ms. Fitzgerald thanked everyone for their kind comments and shared that she truly loves the College and looked forward to coming to work.
12. Recommended Approval of PEBU Grievance Policy
Agenda Item #12 was removed from the agenda through the addendum.
13. Board Committee Report
Ms. Ross provided the Child Care Committee report. The College is working on a relationship with Washington University's Brown School.

14. Approval of Consent Agenda Items

Consent items were approved by a single motion and vote unless otherwise noted below.

14.1 Consent Item Motion and Vote

On motion by Ms. Ross and seconded by Dr. Larson, the Board unanimously approved the consent agenda items.

14.2 Academic Affairs

The Board, by consent, approved the following Resolution regarding academic affairs recommendations:

RESOLVED, that the Board of Trustees hereby approves the program recommendations all as more fully set forth in **Exhibit B** attached hereto and by this reference incorporated herein; and that, where appropriate, said programs be submitted to the Coordinating Board for Higher Education.

14.3 Human Resources

The Board, by consent, approved the following Resolution regarding human resource recommendations:

RESOLVED, that the Board hereby ratifies and/or approves personnel actions for certificated, physical plant and classified staff in accordance with established policies of the District, all as more fully set forth in **Exhibit C** attached to these minutes and by this reference incorporated herein; and

FURTHER RESOLVED, that, where appropriate, the Chair of the Board of Trustees or his designee is hereby authorized and directed to execute for and on behalf of the District, the appropriate contract or amendment to contract for the affected personnel.

14.4 Bid Awards

The Board, by consent, approved the following Resolution:

RESOLVED, that the Board of Trustees hereby accepts the bids and/or ratifies the contracts set forth in **Exhibit D** attached hereto and by this reference incorporated herein, to the lowest responsible bidder for the amounts indicated thereon and all in accordance with District specifications specified in the contract numbers indicated; said funds to be paid from the funds set forth in each item of Exhibit D; and

FURTHER RESOLVED, that the appropriate officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

14.5 Finance

A. Financial Reports

Ratifications

The Board, by consent, unanimously ratified investments/daily repurchase agreements and payments for services rendered all as more fully set forth in **Exhibit E** attached hereto and by this reference incorporated herein.

Resolutions

The Board, by consent, unanimously approved a resolution of funds disbursement all as more fully set forth in Exhibit E attached hereto and by this reference incorporated herein.

14.6 Contracts/Agreements

The Board was requested to approve the acceptance or renewal of various contracts, agreements and resolutions.

The Board, by consent, approved the following Resolution regarding the acceptance or renewal of various contracts, agreements and resolutions between the District and various agencies, corporations and individuals located throughout the District:

RESOLVED, that the contracts, agreements and resolutions set forth in **Exhibit F** attached hereto and by this reference incorporated herein, are adopted and approved; and

FURTHER RESOLVED, that the appropriate Officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

14.7 Workforce Solutions Group

The Board, by consent, approved the following Resolution regarding the ratification of direct pay agreements and the acceptance or renewal of various contracts, agreements and resolutions between the District and various agencies, corporations and individuals located throughout the District:

RESOLVED, that the contracts, agreements and resolutions set forth in **Exhibit G** attached hereto and by this reference incorporated herein, are adopted and approved; and

FURTHER RESOLVED, that the appropriate Officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

14.8 External Funds

The Board, by consent, approved the following Resolution regarding the acceptance of grants, contracts and equipment donations:

RESOLVED, that the Board of Trustees does hereby accept the grants, contracts, gifts and equipment donations for the College, all as more fully set forth in **Exhibit H**, attached hereto and by this reference incorporated herein; and

FURTHER RESOLVED, that the Chancellor be and hereby is authorized and directed to express appreciation, where appropriate, for and on behalf of the District; and

FURTHER RESOLVED, that with respect to federal grants for work-study programs, the Agency involved will be billed for matching funds and for Social Security; and

FURTHER RESOLVED, that the appropriate Officer of the Board or District be and hereby is authorized and directed to execute contracts with said agencies in each instance.

15. Communications

15.1 Chancellor's Report

I would like to begin by sharing my gratitude for faculty and staff for a great Summer semester, for their hard work in transitioning to an online environment, for their work that lies ahead in preparation and delivery of the Fall Semester, and for their continued patience as we explore the future.

At this time, the top of mind for us is the fall semester, what it will look like, and how will we interact with students in a manner that is safe and follows CDC, State, County and City guidelines. I would like to cover two broad topics:

1. Fall Semester Modality Planning
2. The College's Safe Return Plan for faculty, staff and students, where I have asked Hart Nelson to present. (Hart is the Chair of the Incident Command Team and the Employee and Student Engagement Team).

Fall Semester Modality Planning:

Overview of current planning: At this time, the Fall Academic and Safety Team (FAST) is taking a look at our current Fall Schedule, which was designed Pre-COVID-19. Clearly, there is a need for adjustment, and the team is making plans to keep fall registration moving forward while creating a realistic schedule that is planned to meet potential social distancing guidelines that will be in place for the coming semester.

While the Summer Semester is being delivered entirely online, we are hopeful that many of our courses can be delivered on-ground for fall, but we will likely be dealing with an entirely different approach in delivery for classes offered within our buildings.

FAST is working diligently to re-engineer the fall semester schedule to address the pandemic and likely restrictions that will be in place for Fall.

Fall Academic and Safety Team (FAST)

- Working with the ESET (Employee Safety and Engagement Team) to develop safety planning for faculty, staff, and students in classroom, lab, office, library, and academic support center settings on campus.
- Develop fall course/program scheduling, suggest modalities and messaging to accomplish working within the determined safety parameters, provide optimal flexibility should the virus resurge, innovative ways to meet course outcomes, and to accelerate short-term certificate programs to quickly meet the needs of the unemployed and underemployed.
- Composed of 9 faculty, 3 students, and 10 staff from academic areas
- First meeting is Thursday, May 14 at 2pm and will meet twice a week
- Team has been reviewing articles on ways other institutions may plan, city and county mandates, and articles on safe practices ahead of their first meeting.
- Currently have approximately 3400 course sections on the Fall 2020 schedule – 460 of these classes are online, 230 are hybrid, leaving about 2700 classes as face to face courses. We expect that there will be fewer face to face classes and increases in the hybrid and online offerings.
- The team will work to strategically offer general education courses for students that may not return to a university this fall as well as strategic

scheduling of short certificate programs to help re-skill individuals that may be unemployed or furloughed.

The College's Safe Return Plan was approved by LT this week. Hart Nelson, who chairs the Employee and Student Engagement Team, will provide us with an overview of this team's work.

College's Safe Return Plan

Hart Nelson provided an update on the College's Safe Return Plan. Plan is phased approach based on the state of the pandemic (the virus determines the timeline); first provide district-wide procedures and then work with departments, faculty, staff to develop greater detail (i.e. classroom protocols [FAST team], student advising protocols, cafeteria operations, etc.) The Trustees thanked Hart for his work. Dr. Pittman also thanked Hart and expressed appreciation for his great work. Dr. Pittman shared that he has been asked to serve on the Economic Rescue Team Board.

15.2 Board Chair's Report

Dr. Martin shared his congratulations to the graduates. He also expressed his appreciation for the hard work all the College employees are doing.

15.3 Citizens Desiring to Address the Board Regarding Other Concerns None.

15.4 Board Member Comments

16. New Business

17. Adjournment

On motion made by Ms. Ross and seconded by Dr. Graham, the Board adjourned the public session at 7:33 p.m.

Respectfully submitted:

Jessica Grove
Associate for Board Relations

The Board is requested to approve the following resolution:

RESOLVED, that the Board of Trustees, pursuant to Section 610.021, RSMo, hold a closed meeting, record and vote on **August 20, 2020** at 5:00 p.m., for the following reasons:

- 1) to discuss legal actions, causes of action or litigation involving St. Louis Community College and to hold any confidential or privileged communications with the attorney for the College (Section 610.021(1), RSMo); and
- 2) to discuss the lease, purchase or sale of real estate (Section 610.021(2), RSMo); and
- 3) to discuss action upon any personnel matters relating to the hiring, firing, disciplining or promotion of personnel, (Section 610.021(3), RSMo); and
- 4) to discuss preparation, including discussions or work product, on behalf of St. Louis Community College or its representatives for negotiations with employee groups (Section 610.021(9), RSMo); and
- 5) to discuss individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment, (Section 610.021(13), RSMo); and
- 6) to discuss records which are protected from disclosure by law (Section 610.021(14), RSMo).

FURTHER RESOLVED, that notice of the closed meeting be given in accordance with Section 610.020, RSMo.

June 25, 2020

Board Agenda

RESOLUTION OF APPRECIATION

WHEREAS, Ms. Brandy Englert joined St. Louis Community College in 2008 as an adjunct professor and became a full time faculty member in 2014; and

WHEREAS, Ms. Englert serves as the Assistant Chair for the Math Department at the Forest Park Campus; and

WHEREAS, Ms. Englert has served as a faculty coordinator for Phi Theta Kappa and is instrumental in the Excellence in Mathematics Competition; and

WHEREAS, Ms. Englert serves as the Chair for the newly developed College Senate; and

WHEREAS, as Chair, Ms. Englert structured the Blackboard space for the College Senate, created an opportunity for constituents to provide input on agenda items and leads the agenda setting meetings; and

WHEREAS, Ms. Englert set a collegial tone for the Senate meetings, ensuring all perspectives were heard and managed the meetings to ensure the full agenda was covered; and

WHEREAS, Ms. Englert also set up and facilitated multiple virtual forums to allow faculty and staff to discuss the significant recommended changes to Administrative Policy based on the Board of Trustees' revisions to Board Policy; and

NOW THEREFORE BE IT RESOLVED, the St. Louis Community College Board of Trustees recognizes

Brandy R. Englert

for her service to the college and expresses sincere and heartfelt appreciation.

BE IT FURTHER RESOLVED, this expression of gratitude and appreciation be made a permanent part of the record of the Board of Trustees this twenty-fifth day of June, 2020.

Kevin M. Martin, Ed.D.
Chair, Board of Trustees
St. Louis Community College



Recommended Budget

FY 2021

**Recommended to the
Board of Trustees
June 25, 2020**

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St. Louis Community College

Executive Summary

FY 2021 Budget

The recommended operating budget for the College for Fiscal Year 2021, which begins on July 1, 2020, is presented as a balanced budget. Revenue is expected to be down significantly, although there is still much uncertainty regarding state appropriations and enrollment. The College formed the COVID-19 Budget Response Team to assist with recommendations to the Chancellor including suggestions to address the decline in FY2021 revenue. Many short-term recommendations from the COVID-19 Budget Response Team have already been accepted by the Chancellor and included in the recommended FY2021 budget. However, this team will stay engaged to continue to monitor the budget situation and develop additional recommendations as necessary. Following is a summary of the highlights in the recommended FY 2021 budget.

Revenue: Overall, revenues are projected to be down about 10% from FY2020. While the Missouri legislature passed a budget that preserved funding for community colleges, and even reinstated the funding which was withheld during FY2020, revenue for the State of Missouri is expected to be down significantly. The Governor may make cuts prior to signing the budget, or there may be withholds issued during FY2021, similar to FY2020. Conservatively, the College, like many of our counterparts across the state, included an expected cut to our state funding equal to two months payments.

Credit hours are projected to be down 25% for fall 2020 and spring 2021 when compared to the actual enrolled hours for fall 2019 and spring 2020, respectively. There are still a lot of unknowns regarding the extent to which the College will be able to hold face-to-face classes in the fall, which could dramatically affect enrollment. In February, a three percent increase to maintenance fee rates was approved for academic year 2020-2021. The FY2021 budget includes a proposed \$2 per credit hour increase for spring 2021 and summer 2021 on top of the three percent increase already approved. Even with the increased rates, maintenance fee revenue is budgeted to decrease almost \$8.3 million because of the drop in budgeted credit hours.

Similar to maintenance fee revenue, the College is projecting a decrease in continuing education tuition and fees due to the inability to offer as many courses as in the past. In March 2020, the Federal Reserve cut interest rates to zero, which will impact the interest that the College is able to earn on its investment portfolio. As a result, the interest revenue budget has been decreased by \$1 million.

Expenses: Even though overall expenses have been reduced because of the reduced revenues, the expansion of the nursing program remains a high priority for the College. As such, the recommended budget includes four new faculty and one professional employee. Over \$800,000 has been set aside for capital expenditures to supplement the funds received last year through the MoExcels state program.

The FY 2021 budget reflects a significant reduction of about \$3,200,000 in projected full-time faculty overload and part time (adjunct) faculty budgets in line with the lower enrollment expected. This expense moves in tandem with maintenance fee revenue, so if enrollment is higher than expected, additional instructional expenses would be expected as well.

St. Louis Community College

In order to achieve significant savings in the FY2021 budget, 75 vacant positions have been frozen for the FY2021 year, yielding about five million dollars in salary and benefit savings. Non-instructional part-time budgets have also been reduced across the College. Senior leadership have elected to take a six day furlough during the first half of FY2020 to contribute to the salary savings needed.

The composite fringe benefit rates for full-time employees increased by an average of 4%, which in terms of dollars comes out to about \$1,900,000 in increased expenses, mostly due to increased costs of the health insurance plan.

Another cost saving strategy in the FY2021 budget is to implement a convenience fee on all credit card payments which will allow the College to avoid about \$400,000 in fees once fully in place. Travel, both for professional development and other business purposes, has been significantly curtailed for FY2021.

Even after all the above reductions to the FY2021 budget, there was still a \$1,500,000 deficit. Given that about 75% of the College operating budget is salaries and benefits and that the non-salary budgets have already been significantly reduced, the expectation is that the remaining savings will need to come from salaries and benefits. These savings have not yet been identified, but have been included in the budget as a lump sum. The College will continue to work on identifying these cost reductions through the COVID-19 Budget Response Team and working with the labor unions.

Transfers: The transfer to maintenance, repair and capital from operating is almost \$3,000,000 less than last year. For the past two fiscal years, \$2,000,000 each year was set aside for campus facility improvements. Unfortunately, no additional funds were allocated to that for FY2021 since the overall capital funding allocation needed to be decreased. Major projects funded in FY2021 include nursing equipment, roof replacements, window & door replacements, and IT hardware replacements.

Both the Technology Fee budget and the Public Safety, Pedestrian and Traffic Access budget have a proposed use of fund balance for the upcoming year. Both of these budgets are driven by credit hour related fees, which means they experienced a significant decrease in revenue this year. The College wanted to keep their commitment to continuing to upgrade technology as it relates to instruction and safety, so the budget includes using fund balance which has built up as a result of student fees outweighing the expenses in those particular funds in prior years.

Any questions regarding further details of the recommended FY 2021 budget may be addressed to:

Shari Keffer
Budget Coordinator
314-539-5430
skeffer1@stlcc.edu

Paul Zinck
Vice Chancellor for Finance
and Administration
314-539-5290
pzinck@stlcc.edu

St. Louis Community College

Budget Summary-General Operating

Year Ending June 30, 2021

	Operating	Technology Fee	College and Student Activities
Revenues			
Local Taxes	\$65,444,109	\$ -	\$ -
State Appropriation	35,023,227	-	-
Maintenance Fees	26,704,875	-	-
Technology Fees	-	2,810,951	-
College Activity Fees	-	-	766,623
Continuing Education			
Tuition and Fees	975,000	-	-
Bad Debt	(875,000)	-	-
Lease Income	735,264	-	-
Other Revenue	3,560,804	-	-
Total Revenues	131,568,279	2,810,951	766,623
Expenditures			
Salaries	76,024,716	888,132	15,384
Benefits	24,846,809	312,072	1,284
Supplies and Services	18,371,288	1,586,990	266,644
Utilities	4,973,226	-	-
Student Activities Budget-Agency	-	-	283,311
Administrative Cost Allowance	(873,736)	-	-
Total Expenditures	123,342,303	2,787,194	566,623
Transfers to (from) other Funds			
To (From) Technology Fee	(250,000)	250,000	-
To (From) Auxiliaries	(125,000)	-	-
To (From) College Activities Fees	(200,000)	-	200,000
To (From) Public Safety	(25,000)	-	-
To (From) Maintenance and Capital	4,200,000	1,773,757	-
To (From) Student Aid	815,307	-	-
To (From) Leasehold bonds	3,810,669	-	-
Total Transfers	8,225,976	2,023,757	200,000
Total Expenditures and Transfers	131,568,279	4,810,951	766,623
Increase (Decrease) in Net Assets	\$ -	\$(2,000,000)	\$ -

St. Louis Community College

FY 2021	FY 2020	Change
\$ 65,444,109	\$ 63,231,023	\$ 2,213,086
35,023,227	42,027,873	(7,004,646)
26,704,875	34,973,830	(8,268,955)
2,810,951	3,828,099	(1,017,148)
766,623	1,044,027	(277,404)
975,000	1,625,000	(650,000)
(875,000)	(750,000)	(125,000)
735,264	717,843	17,421
<u>3,560,804</u>	<u>4,560,804</u>	<u>(1,000,000)</u>
<u>135,145,853</u>	<u>151,258,499</u>	<u>(16,112,646)</u>
76,928,232	87,406,873	(10,478,641)
25,160,165	25,530,290	(370,125)
20,224,922	22,088,511	(1,863,589)
4,973,226	4,924,669	48,557
283,311	422,014	(138,703)
<u>(873,736)</u>	<u>(979,525)</u>	<u>105,789</u>
<u>126,696,120</u>	<u>139,392,832</u>	<u>(12,696,712)</u>
-	-	-
(125,000)	(125,000)	-
-	-	-
(25,000)	-	(25,000)
5,973,757	7,970,673	(1,996,916)
815,307	819,155	(3,848)
<u>3,810,669</u>	<u>3,643,994</u>	<u>166,675</u>
<u>10,449,733</u>	<u>12,308,822</u>	<u>(1,859,089)</u>
<u>137,145,853</u>	<u>151,701,654</u>	<u>(14,555,801)</u>
<u>\$ (2,000,000)</u>	<u>\$ (443,155)</u>	<u>\$ (1,556,845)</u>

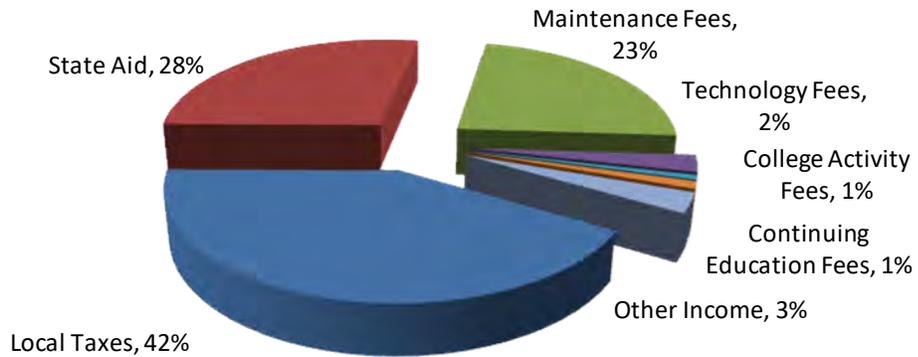
St. Louis Community College

General Operating Fund

Revenue Charts

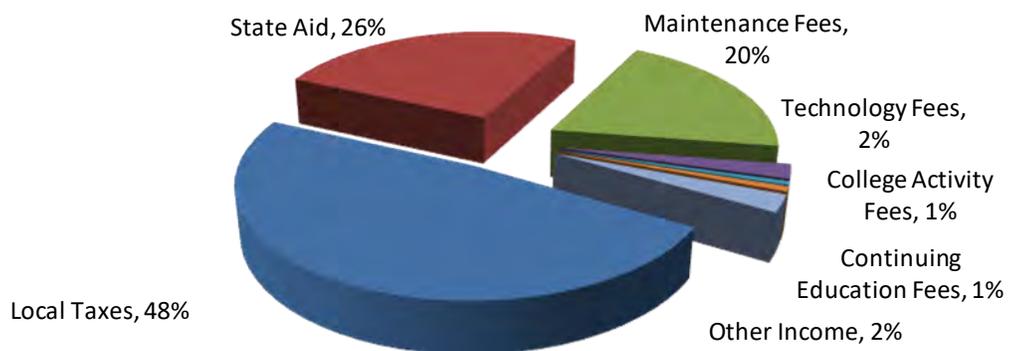
Budgeted Revenue FY 2020

General Operating Budget



Projected Revenue FY 2021

General Operating Budget

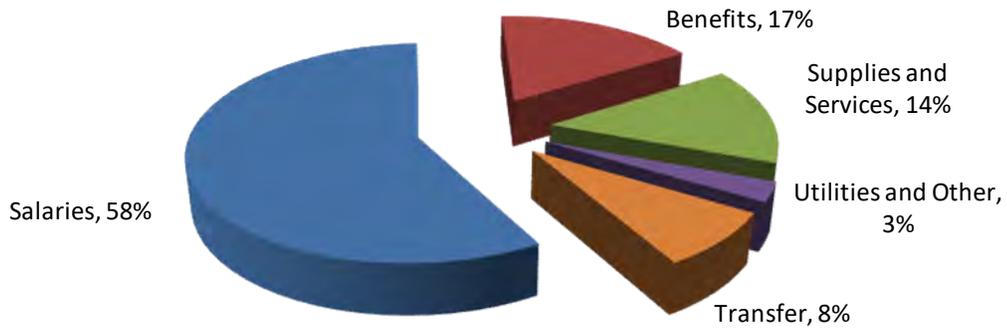


General Operating Fund

Expenditures and Transfers Charts

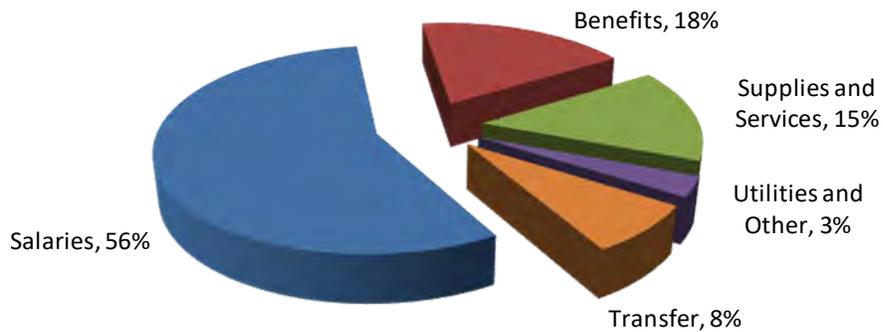
**Budgeted Expenditures and Transfers
FY 2020**

General Operating Funds

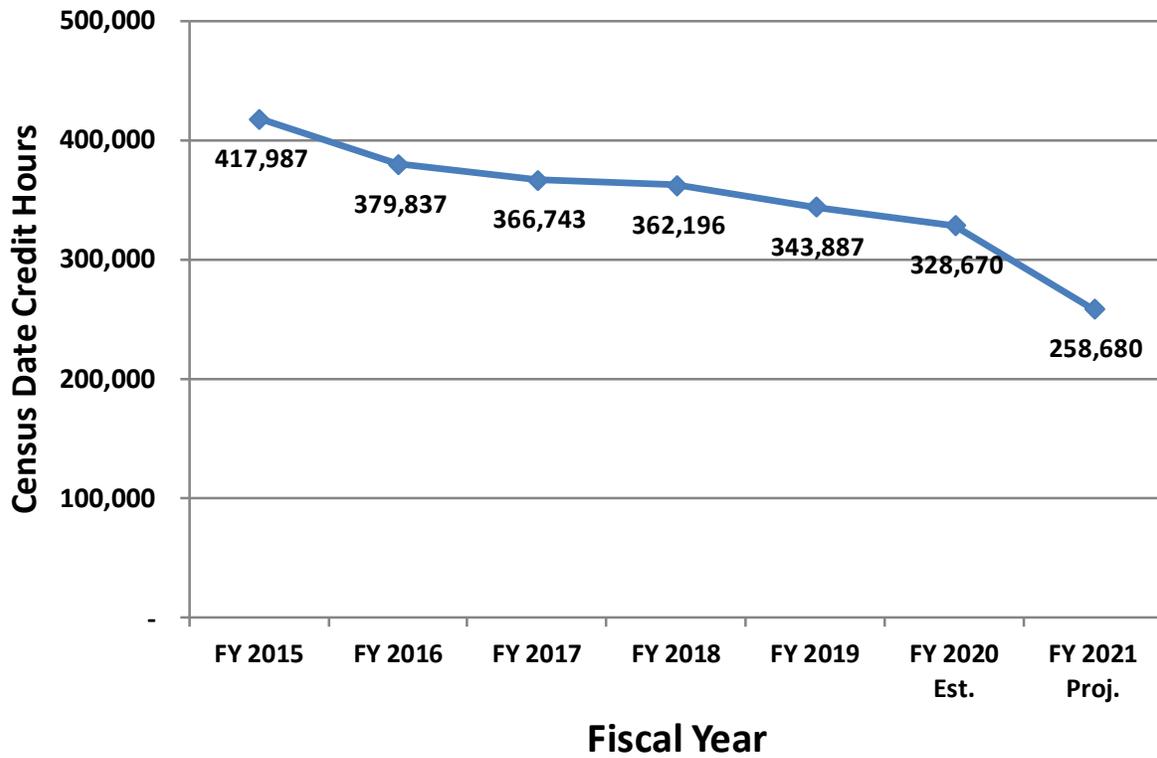


**Projected Expenditures and Transfer
FY 2021**

General Operating Funds



Census Day Enrollments Credit Hours



St. Louis Community College

Operating Fund

Year Ending June 30, 2021

	<u>FY2021</u>	<u>FY2020</u>	<u>Change</u>
Revenues			
Local Taxes	\$ 65,444,109	\$ 63,231,023	\$ 2,213,086
State Appropriation	35,023,227	42,027,873	(7,004,646)
Maintenance Fees	26,704,875	34,973,830	(8,268,955)
Continuing Education			
Tuition and Fees	975,000	1,625,000	(650,000)
Bad Debt	(875,000)	(750,000)	(125,000)
Lease Income	735,264	717,843	17,421
Other Revenue	3,560,804	4,560,804	(1,000,000)
Total Revenues	<u>131,568,279</u>	<u>146,386,373</u>	<u>(14,818,094)</u>
Expenditures			
Salaries	76,024,716	86,416,175	(10,391,459)
Benefits	24,846,809	25,228,786	(381,977)
Supplies and Services	18,371,288	19,931,461	(1,560,173)
Utilities	4,973,226	4,924,669	48,557
Administrative Cost Allowance	(873,736)	(979,525)	105,789
Total Expenditures	<u>123,342,303</u>	<u>135,521,566</u>	<u>(12,179,263)</u>
Transfers to (from) other Funds			
To (From) Technology Fee	(250,000)	(400,783)	150,783
To (From) Auxiliaries	(125,000)	(125,000)	-
To (From) College Activities Fees	(200,000)	(200,000)	-
To (From) Public Safety	(25,000)	-	(25,000)
To (From) Maintenance and Capital	4,200,000	7,127,441	(2,927,441)
To (From) Student Aid	815,307	819,155	(3,848)
To (From) Leasehold bonds	3,810,669	3,643,994	166,675
Total Transfers	<u>8,225,976</u>	<u>10,864,807</u>	<u>(2,638,831)</u>
Total Expenditures and Transfers	<u>131,568,279</u>	<u>146,386,373</u>	<u>(14,818,094)</u>
Increase (Decrease) in Net Assets	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

St. Louis Community College

Technology Fee

Year Ending June 30, 2021

	FY 2021	FY 2020	Change
Revenues			
Technology Fees	\$ 2,810,951	\$ 3,828,099	\$ (1,017,148)
Total Revenues	<u>2,810,951</u>	<u>3,828,099</u>	<u>(1,017,148)</u>
Expenditures			
Salaries	888,132	949,202	(61,070)
Benefits	312,072	297,852	14,220
Supplies and Services	1,586,990	1,780,185	(193,195)
Total Expenditures	<u>2,787,194</u>	<u>3,027,239</u>	<u>(240,045)</u>
Transfers to (from) other Funds			
To College Operating	250,000	400,783	(150,783)
To (From) Maintenance and Capital	1,773,757	843,232	930,525
Total Transfers	<u>2,023,757</u>	<u>1,244,015</u>	<u>779,742</u>
Total Expenditures and Transfers	<u>4,810,951</u>	<u>4,271,254</u>	<u>539,697</u>
Increase (Decrease) in Net Assets	<u>\$ (2,000,000)</u>	<u>\$ (443,155)</u>	<u>\$ (1,556,845)</u>
Breakdown of Expenditures and Transfers			
Instructional lab support salaries and benefits	\$ 698,834	\$ 727,620	\$ (28,786)
Instructional lab replacements and repair	860,000	943,232	(83,232)
Electronic library resources and MOBIUS	285,000	285,000	-
Instructional software	430,971	385,730	45,241
Student technology capital projects	981,957	-	981,957
Online education salaries and benefits	428,800	365,452	63,348
Online education materials and supplies	611,215	853,395	(242,180)
Online education capital transfer	41,800	-	41,800
Web redevelopment and maintenance salaries and benefits	72,570	153,982	(81,412)
Web redevelopment and maintenance materials and supplies	149,804	156,060	(6,256)
College operating transfer	250,000	400,783	(150,783)
Total Expenditures and Transfers	<u>\$ 4,810,951</u>	<u>\$ 4,271,254</u>	<u>\$ 539,697</u>

St. Louis Community College

College and Student Activities

Year Ending June 30, 2021

	<u>FY 2021</u>	<u>FY 2020</u>	<u>Change</u>
Revenues			
College Activity Fees	\$ 766,623	\$ 1,044,027	\$ (277,404)
Total Revenues	<u>766,623</u>	<u>1,044,027</u>	<u>(277,404)</u>
Expenditures			
Salaries	15,384	41,496	(26,112)
Benefits	1,284	3,652	(2,368)
Supplies and Services	266,644	376,865	(110,221)
Student Activities Budget-Agency	283,311	422,014	(138,703)
Total Expenditures	<u>566,623</u>	<u>844,027</u>	<u>(277,404)</u>
Transfers to (from) other Funds			
To (From) Operating	200,000	200,000	-
Total Transfers	<u>200,000</u>	<u>200,000</u>	<u>-</u>
Total Expenditures and Transfers	<u>766,623</u>	<u>1,044,027</u>	<u>(277,404)</u>
Increase (Decrease) in Net Assets	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

St. Louis Community College

Public Safety, Pedestrian and Traffic Access

Year Ending June 30, 2021

	<u>FY2021</u>	<u>FY2020</u>	<u>Change</u>
Revenues			
College Activity Fees	\$ 638,853	\$ 870,023	\$ (231,170)
Total Revenues	<u>638,853</u>	<u>870,023</u>	<u>(231,170)</u>
Expenditures			
Supplies and Services	<u>383,312</u>	<u>546,218</u>	<u>(162,906)</u>
Total Expenditures	<u>383,312</u>	<u>546,218</u>	<u>(162,906)</u>
Transfers to (from) other Funds			
To (From) College Operating	25,000	-	25,000
To (From) Maintenance and Capital	<u>680,541</u>	<u>323,805</u>	<u>356,736</u>
Total Transfers	<u>705,541</u>	<u>323,805</u>	<u>381,736</u>
Total Expenditures and Transfers	<u>1,088,853</u>	<u>870,023</u>	<u>218,830</u>
Increase (Decrease) in Net Assets	<u>\$ (450,000)</u>	<u>\$ -</u>	<u>\$ (450,000)</u>

St. Louis Community College

Student Aid

Year Ending June 30, 2021

	FY 2021	FY 2020	Change
Revenues			
Grants and Contracts	\$ 19,053,740	\$ 24,980,940	\$ (5,927,200)
Total Revenues	19,053,740	24,980,940	(5,927,200)
Expenditures			
Salaries	854,751	854,751	-
Benefits	71,371	75,219	(3,848)
Student Aid	18,947,725	24,871,927	(5,924,202)
Administrative Cost Allowance	72,600	75,598	(2,998)
Total Expenditures	19,946,447	25,877,495	(5,931,048)
Transfers to (from) other Funds			
To (From) Operating and Auxiliary Services	(892,707)	(896,555)	3,848
Total Transfers	(892,707)	(896,555)	3,848
Total Expenditures and Transfers	19,053,740	24,980,940	(5,927,200)
Increase (Decrease) in Net Assets	\$ -	\$ -	\$ -
 Revenue Sources			
Pell Grants	\$ 17,601,750	\$ 23,469,000	\$ (5,867,250)
Federal Work Study (FWS)	899,739	899,739	-
Supplemental Education Opportunity Grant (SEOG)	552,251	612,201	(59,950)
Total Revenues	\$ 19,053,740	\$ 24,980,940	\$ (5,927,200)
 Transfers to (from) other Funds Sources			
Board of Trustees Scholarships	\$ (743,936)	\$ (743,936)	\$ -
Auxiliary Services Scholarships	(77,400)	(77,400)	-
College Match - FWS Employer Taxes	(71,371)	(75,219)	3,848
Total Transfers	\$ (892,707)	\$ (896,555)	\$ 3,848

St. Louis Community College

Maintenance, Repair, Debt Service and Capital

Year Ending June 30, 2021

	FY 2021	FY 2020	Change
Expenditures			
Maintenance Repair and Capital	\$ 6,849,298	\$ 8,489,478	\$ (1,640,180)
Leasehold Bonds - Principal and Interest	3,810,669	3,643,994	166,675
Total Expenditures	10,659,967	12,133,472	(1,473,505)
Transfers to (from) other Funds			
Operating Maintenance Repair and Capital	(4,200,000)	(7,127,441)	2,927,441
Technology - Campus Based	(1,773,757)	(843,232)	(930,525)
Public Safety, Pedestrian and Traffic Access	(680,541)	(323,805)	(356,736)
Auxiliary Services Capital	(95,000)	(95,000)	-
Rental of Facilities Capital	(100,000)	(100,000)	-
Leasehold bonds	(3,810,669)	(3,643,994)	(166,675)
Total Transfers	(10,659,967)	(12,133,472)	1,473,505
Total Expenditures and Transfers	-	-	-
Increase (Decrease) in Net Assets	\$ -	\$ -	\$ -

St. Louis Community College

Maintenance, Repair, Debt Service and Capital (cont.)

Breakdown of Operating Maintenance, Repair and Capital Expenditures

	FY 2021	FY 2020	Change
Campus facility improvements	\$ -	\$ 2,000,000	\$ (2,000,000)
Roof replacements	585,000	710,000	(125,000)
District-wide door replacements	205,000	-	205,000
District-wide elevator repairs	175,000	-	175,000
ESR and maintenance funding	150,000	-	150,000
Vehicle replacements	115,000	-	115,000
Housekeeping equipment replacement	100,000	-	100,000
HVAC repair funding	100,000	-	100,000
Environment and safety funding	100,000	52,537	47,463
Miscellaneous utility repairs	60,000	185,000	(125,000)
Replace fire alarm control panels	48,000	-	48,000
Replace cooling towers at McKelvey	-	175,000	(175,000)
Replace front sidewalk at McKelvey	-	175,000	(175,000)
District-wide exterior painting	-	75,000	(75,000)
District-wide nursing equipment	826,000	-	826,000
District-wide classroom furniture replacement	150,000	176,049	(26,049)
Wildwood cooling tower fill material replacement	100,000	-	100,000
Wildwood 210 faculty office renovation	92,000	-	92,000
Wildwood computer room AC unit	80,000	-	80,000
Wildwood loading dock upgrades	7,500	-	7,500
Forest Park theater window replacement	400,000	-	400,000
Forest Park library duplex outlets and data drops	51,500	-	51,500
Forest Part staging equipment	15,000	-	15,000
Forest Park water fountain replacements	-	43,000	(43,000)
Florissant Valley renovate advising & career services in SC	-	96,445	(96,445)
Florissant Valley biology autoclave	-	74,000	(74,000)
Florissant Valley renovate admissions and admin bldg lobby	-	53,200	(53,200)
Florissant Valley CDLC drainage project	-	48,000	(48,000)
Florissant Valley radio station hardware upgrades	-	24,359	(24,359)
Meramec baseball and softball field improvements	-	178,000	(178,000)
Meramec BA207 renovation & furniture for Early College	-	50,003	(50,003)
Meramec SC204, SC220, & hallway furniture & flooring	-	30,952	(30,952)
Meramec theatre wireless ClearCom replacement	-	15,874	(15,874)
South County exterior signage	-	14,000	(14,000)
Network hardware replenishment	450,000	800,000	(350,000)
Outsource assistance for Office 365 phase III deployment	120,000	-	120,000
Employee desktop computer refresh	100,000	604,534	(504,534)
Server and storage replenishments	90,000	-	90,000
Intranet redesign	80,000	-	80,000

St. Louis Community College

Maintenance, Repair, Debt Service and Capital (cont.)

Breakdown of Operating Maintenance, Repair and Capital Expenditures

	FY 2021	FY 2020	Change
Classroom audio visual standardization and refresh	-	618,588	(618,588)
Real time integration hub project	-	215,000	(215,000)
Ellucian Workflow implementation	-	133,900	(133,900)
ShoreTel phone replenishment	-	125,000	(125,000)
Enrollment software and Banner integration project	-	120,000	(120,000)
Payment Card Industry (PCI) compliance remediation	-	90,000	(90,000)
Increase wireless capacity	-	60,000	(60,000)
Ellucian Portal customization	-	60,000	(60,000)
Faculty Load and Compensation (FLAC) implementation	-	52,000	(52,000)
Cybersecurity assessment engagement	-	40,000	(40,000)
Lecture capture pilot	-	16,000	(16,000)
McKelvey auditorium IT updates	-	16,000	(16,000)
Total Expenditures	\$ 4,200,000	\$ 7,127,441	\$ (2,927,441)

Breakdown of Tech Fee Maintenance, Repair and Capital Expenditures

	FY 2021	FY 2020	Change
Classroom audio visual standardization and refresh	\$ 599,940	\$ -	\$ 599,940
Degree Works implementation	247,284		247,284
Classroom & instructional lab hardware replacements	750,000	763,582	(13,582)
Mobile engagement platform	79,733		79,733
Ellucian Experience portal	55,000	-	55,000
Lecture Capture project	41,800	-	41,800
Culinary software implementation		73,150	(73,150)
AB dining room renovation	-	6,500	(6,500)
Total Expenditures	\$ 1,773,757	\$ 843,232	\$ 83,301

Breakdown of Public Safety Maintenance, Repair and Capital Expenditures

	FY 2021	FY 2020	Change
Concrete and paving funding	\$ 400,000	\$ 208,805	\$ 191,195
Police vehicle replacements	75,000	100,000	(25,000)
Video surveillance camera updates	205,541	15,000	190,541
Total Expenditures	\$ 680,541	\$ 323,805	\$ 356,736

Breakdown of Rental of Facilities Maintenance, Repair and Capital Expenditures

	FY 2021	FY 2020	Change
Meramec pool liner replacement	\$ 100,000	\$ -	\$ 100,000
Forest Park pool repairs	-	100,000	(100,000)
Total Expenditures	\$ 100,000	\$ 100,000	\$ -

St. Louis Community College

Rental of Facilities

Year Ending June 30, 2021

	<u>FY 2021</u>	<u>FY 2020</u>	<u>Change</u>
Revenues			
Other Revenue	\$ 144,000	\$ 167,475	\$ (23,475)
Total Revenues	<u>144,000</u>	<u>167,475</u>	<u>(23,475)</u>
Expenditures			
Salaries	78,143	85,169	(7,026)
Benefits	24,334	23,463	871
Supplies and Services	<u>41,523</u>	<u>59,005</u>	<u>(17,482)</u>
Total Expenditures	<u>144,000</u>	<u>167,637</u>	<u>(23,637)</u>
Transfers to (from) other Funds			
To (From) Maintenance and Capital	<u>100,000</u>	<u>100,000</u>	<u>-</u>
Total Transfers	<u>100,000</u>	<u>100,000</u>	<u>-</u>
Total Expenditures and Transfers	<u>244,000</u>	<u>267,637</u>	<u>(23,637)</u>
Increase (Decrease) in Net Assets	<u>\$ (100,000)</u>	<u>\$ (100,162)</u>	<u>\$ 162</u>

St. Louis Community College

Restricted

Year Ending June 30, 2021

	<u>FY 2021</u>	<u>FY 2020</u>	<u>Change</u>
Revenues			
Grants and Contracts	\$ 4,274,885	\$ 3,696,402	\$ 578,483
MoExcels Grant	-	2,012,359	(2,012,359)
Other Revenue	<u>6,082,139</u>	<u>5,645,198</u>	<u>436,941</u>
Total Revenues	<u>10,357,024</u>	<u>11,353,959</u>	<u>(996,935)</u>
Expenditures			
Salaries	4,668,176	3,848,773	819,403
Benefits	929,405	879,814	49,591
Supplies and Services	3,778,835	3,136,863	641,972
Administrative and Indirect Cost Recovery	980,608	1,075,058	(94,450)
Maintenance Repair and Capital	<u>-</u>	<u>2,413,451</u>	<u>(2,413,451)</u>
Total Expenditures	<u>10,357,024</u>	<u>11,353,959</u>	<u>(996,935)</u>
Increase (Decrease) in Net Assets	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

St. Louis Community College

Auxiliary Services

Year Ending June 30, 2021

	FY 2021	FY 2020	Change
Revenues			
College Activity Fees	\$ 255,541	\$ 348,009	\$ (92,468)
Auxiliary Services Revenues	5,993,665	6,680,265	(686,600)
Total Revenues	6,249,206	7,028,274	(779,068)
Expenditures			
Salaries	1,063,172	1,149,427	(86,255)
Benefits	286,088	277,823	8,265
Supplies and Services	4,602,546	5,303,624	(701,078)
Total Expenditures	5,951,806	6,730,874	(779,068)
Transfers to (from) other Funds			
To (From) Operating	125,000	125,000	-
To (From) Maintenance Repair and Capital	95,000	95,000	-
To (From) Student Aid	77,400	77,400	-
Total Transfers	297,400	297,400	-
Total Expenditures and Transfers	6,249,206	7,028,274	(779,068)
Increase (Decrease) in Net Assets	\$ -	\$ -	\$ -

St. Louis Community College

Budget Assumptions

Year Ending June 30, 2021

Operating

Revenue

- Local taxes
 - \$2,213,086 increase based on preliminary FY 2021 state auditor tax documents
 - Tax rate is \$0.1986 per \$100 valuation
- State appropriations
 - \$7,004,646 decrease based on estimated 16.67% possible withholds from state
 - MCCA equity adjustment was put on hold for FY21, so no reduction is reflected for that
- Maintenance fees
 - \$743,479 increase due to 3% increase in maintenance fee rates
 - In-district rate increased from \$96 by \$3 to \$99
 - Missouri out-of-district rate increased from \$144 by \$4 to \$148
 - Out-of-state rate increased from \$204 by \$6 to \$210
 - International rate increased from \$214 by \$6 to \$220
 - \$242,265 increase due to \$2 per credit hour increase in maintenance fee rates for spring and summer 2021
 - In-district rate increased from \$99 by \$2 to \$101
 - Missouri out-of-district rate increased from \$148 by \$2 to \$150
 - Out-of-state rate increased from \$210 by \$2 to \$212
 - International rate increased from \$220 by \$2 to \$222
 - \$206,404 increase due to change in number of students withdrawing from class at higher refund amount
 - \$78,567 increase due to decreased budget for the Midwest Student Exchange Program and other discounts
 - \$9,539,670 decrease due to reduction in budgeted credit hours
 - Fall 2020 and spring 2021 are budgeted at 75% of actual credit hours for fall 2019 and spring 2020, respectively.
- Continuing Education Tuition and Fees
 - \$650,000 decrease based on prior year enrollments and reduced ability to reduce courses in FY21
- Bad Debt
 - \$125,000 increase in bade debt allowance based on historical trend
- Lease income
 - \$17,421 increase for annual lease contract changes
- Other revenue
 - \$1,000,000 decrease for interest income based on lower interest rates

Expenses and Transfers

- Salaries
 - \$1,048,158 increase for requests
 - \$972,533 increase for full-time personnel
 - Faculty
 - One nursing faculty (full year)

St. Louis Community College

Budget Assumptions (cont.)

- Three nursing faculty (half year)
- Professionals
 - One Project Associate I
 - Two Senior Project Associate II
 - One Career Pathway Coach
 - One Senior Benefits Specialist
 - One Senior Recruitment/Retention Specialist
 - One Performance Evaluations Specialist
 - One Recruitment/Retention Specialist
 - One Compliance & Special Projects Lead
 - One Labor Relations Specialist
 - Three HR Business Partner
 - One Supervisor, Campus Writing Center converted from 36-week to 52-week
 - \$75,625 increase for part-time personnel
- \$76,943 increase for faculty promotions approved May 2020
- \$52,210 decrease for senior leadership six-day furlough
- \$309,586 decrease for full-time positions eliminated
 - Positions eliminated as part of Human Resources reorganizations
 - One administrative position
 - Two professional positions
 - One office and technical position
- \$1,809,198 decrease in non-full-time salary budgets
 - Adjusted based on three-year average
 - Applied to part-time continuing and temporary salary, overtime and shift differential budgets
 - Applied to full-time office and technical and physical plant overtime and shift differential budgets
 - 30% cut to non-instructional part-time budgets
- \$3,230,219 decrease to adjunct/overload
 - Adjust budget based on calendar year 2019 usage
 - Decrease 25% based on expected credit hour enrollment
- \$3,567,452 decrease for full-time positions frozen for FY21
- \$1,446,814 decrease from other salary budget adjustments
 - Remove early retirement incentive budget
 - Remove FY20 temporary salaries
 - Increase for positions funded at half year in FY20
- **\$1,101,081 decrease for still to be determined savings**
- Benefits
 - \$1,906,019 increase due to changes in composite benefit rates
 - \$1,889,077 decrease as a result of reduced personnel expenses
 - **\$398,919 decrease for still to be determined savings**

Budget Assumptions (cont.)

- Supplies and services
 - \$510,705 budget requests
 - \$297,860 increase for software license renewal
 - \$120,000 increase for insurance premiums (property, liability, etc.)
 - \$39,350 increase for MoExcels related Code Camp
 - \$30,000 increase for MC TRIO match
 - \$23,495 increase for BRDG Park rent
 - \$80,789 decrease related to lower administrative cost allowance and requested budget transfers
 - \$267,099 decrease in travel budgets (non-professional development)
 - \$268,960 decrease for FY 2020 one-time funding
 - \$325,000 decrease in credit card fee budget
 - \$500,000 decrease in professional development
 - \$629,030 decrease to adjust to three-year average
- Utilities
 - \$48,577 increase to reflect expected FY21 expenditures
- Transfers
 - \$150,783 decrease from technology fee due to decreased revenue in that fund
 - \$25,000 increase from public safety to cover increase to police operating budget
 - \$2,927,441 decrease to maintenance and capital
 - \$3,848 decrease to student aid
 - Decrease in FWS benefits due to adjustment in composite benefit rate
 - \$166,675 increase to leasehold bonds based on expected FY 2021 expenditures

Technology Fee

Revenue

- \$1,017,148 decrease due to reduction in budgeted credit hours

Expenses and Transfers

- Salaries
 - \$3,947 decrease in student salaries
 - \$159,844 decrease for full-time positions frozen for FY21
 - \$3,863 increase in full-time budget adjustments for employees hired in FY20
 - \$98,858 increase for faculty development on online education
- Benefits
 - \$47,757 increase due to changes in composite benefit rates
 - \$33,537 decrease as a result of reduced personnel expenses
- Supplies and service
 - \$6,256 decrease in web design and maintenance expenses
 - \$242,180 decrease in online education expenses

St. Louis Community College

Budget Assumptions (cont.)

- \$10,000 increase for classroom technology maintenance
- \$45,241 increase in instructional software
- Transfers
 - \$930,525 increase to maintenance and capital
 - \$150,783 decrease to operating

College and Student Activities

Revenue

- \$277,404 decrease due to reduction in budgeted credit hours

Expenses

- Salaries
 - \$26,112 decrease in temporary labor as a result of decreased revenue
- Benefits
 - \$70 decrease due to change in part-time composite benefit rate
 - \$2,298 decrease as a result of reduced personnel expenses
- Supplies and service
 - \$110,221 decrease as a result of decreased revenue
- Student activities budget – agency
 - \$138,703 decrease as a result of decreased revenue

Public Safety Pedestrian and Traffic Access

Revenue

- \$231,170 decrease due to reduction in budgeted credit hours

Expenses and Transfers

- Supplies and service
 - \$138,702 decrease in quantity of U-PASSes
 - \$24,204 decrease for supplies and services shift to transfer to operating
- Transfers
 - \$25,000 increase to operating to be added to police operating budget
 - \$356,736 increase to maintenance and capital
 - \$25,000 decrease to police vehicle replacements
 - \$190,541 increase for video surveillance updates
 - \$191,195 increase for concrete and paving

St. Louis Community College

Budget Assumptions (cont.)

Student Aid

Revenue

- \$59,950 decrease in Supplemental Education Opportunity Grant (SEOG) based on award allocation
- \$5,867,250 decrease in Pell Grants based on expected FY 2021 credit hours

Expenses and Transfers

- Benefits
 - \$3,848 decrease due to change in part-time composite benefit rate
- Student Aid
 - \$56,952 decrease in SEOG based on award allocation
 - \$5,867,250 decrease in Pell Grants based on FY 2021 credit hours
- Administrative Cost Allowance
 - \$2,998 decrease in SEOG administrative cost allowance
- Transfers
 - \$3,848 decrease from operating for FWS benefits

Maintenance, Repair and Capital

Expenses and Transfers

- \$1,640,180 decrease in maintenance, repair and capital
 - \$2,927,441 decrease for operating capital requests
 - \$930,525 increase for technology upgrades
 - \$356,736 increase for public safety, pedestrian and traffic access
- \$166,675 increase in leasehold bonds based on expected FY 2021 expenditures
- \$1,473,505 decrease in transfers to support the expenses listed above

Rental of Facilities

Revenue

- \$23,475 decrease based on uncertainty surrounding rentals for FY21

Expenses and Transfers

- Salaries
 - \$7,026 decrease of part-time labor and overtime expenses
- Benefits
 - \$2,388 increase due to changes in composite benefit rates
 - \$1,517 decrease as a result of reduced personnel expenses
- Supplies and service
 - \$17,482 decrease as a result of reduced revenue

Budget Assumptions (cont.)

Restricted

Revenue, Expenses and Transfers

- Adjusted for grants and programs expected in FY 2021

Auxiliary Services

Revenue

- \$92,468 decrease in college activity fees due to reduction in budgeted credit hours
- \$686,600 decrease in auxiliary services revenue due to expected enrollment decline leading to fewer sales

Expenses

- Salaries
 - \$42,005 decrease in part-time labor
 - \$24,281 decrease for FY20 temp salaries
 - \$16,769 decrease from changes in employee turnover and other personnel budget adjustments
- Benefits
 - \$34,337 increase due to changes in composite benefit rates
 - \$26,072 decrease as a result of reduced personnel expenses
- Supplies and services
 - \$701,078 decrease based on lower expected sales volume

St. Louis Community College

FY21 Staffing Totals by Employee Type & Position Grade

Includes all full-time positions budgeted in Operating, Technology Fee, Auxiliary & Rental of Facilities

Total FTE includes any currently vacant or frozen positions

FY21 Budget includes position budgets for all FTE, including those that are vacant or frozen

FY21 Budget contains only salary cots, not benefits

Employee Type		
Position Grade	Total FTE	FY21 Budget
Administrative		
15	3	
17	3	
18	4	
19	3	
20	3	
21	1	
22	14	
24	6	
28	8	
31	1	
Administrative Total	46	5,732,143
Faculty		
Instructor I	14	
Instructor II	16	
Assistant Professor	75	
Associate Professor	67	
Professor	166	
Faculty Total	338	25,200,200
Professional		
7	22	
8	69	
9	32	
10	60	
11	59	
12	53	
13	32	
14	19	
15	4	
Professional Total	350	20,602,457

St. Louis Community College

FY21 Staffing Totals by Employee Type & Position Grade (cont.)

Professional 36-week		
7	4	
8	5	
9	1	
Professional 36-week Total	10	363,287
Classified		
2	2	
3	2	
4	57	
5	49	
6	98	
7	45	
8	19	
9	25	
Classified Total	297	11,996,035
Classified 36-week		
4	2	
5	2	
7	1	
Classified 36-week Total	5	132,849
Physical Plant		
1	71	
2	4	
3	9	
5	1	
6	3	
8	23	
9	3	
10	11	
11	3	
Physical Plant Total	128	5,901,936
Grand Total	1,174	69,928,907

Changes to Operating Budget since May Board Meeting

	Approved FY2020 Budget	May BOT Draft FY2021 Budget	June BOT Recommended FY2021 Budget	Change between FY21 Drafts	% Change
Local Taxes	63,231,023	65,444,109	65,444,109	-	0.0%
State Appropriations	42,027,873	37,259,779	35,023,227	(2,236,552)	-5.3%
Maintenance Fees	34,973,830	25,429,016	26,704,875	1,275,859	3.6%
Continuing Ed Tuition and Fees	1,625,000	975,000	975,000	-	0.0%
Bad Debt	(750,000)	(875,000)	(875,000)	-	0.0%
Lease Income	717,843	735,264	735,264	-	0.0%
Other Revenue	4,560,804	3,560,804	3,560,804	-	0.0%
TOTAL REVENUE	146,386,373	132,528,972	131,568,279	(960,693)	-0.7%
Salaries	86,416,175	77,879,668	76,024,716	(1,854,952)	-2.1%
Benefits	25,228,786	25,332,097	24,846,809	(485,288)	-1.9%
Supplies and Service	19,931,461	19,591,741	18,371,288	(1,220,453)	-6.1%
Utilities	4,924,669	4,973,226	4,973,226	-	0.0%
Negotiations	-	-	-	-	-
Admin and Indirect Cost Recovery	(979,525)	(873,736)	(873,736)	-	0.0%
TOTAL EXPENDITURES	135,521,566	126,902,996	123,342,303	(3,560,693)	-2.6%
From Technology Fee	(400,783)	(250,000)	(250,000)	-	0.0%
From Auxiliaries	(125,000)	(125,000)	(125,000)	-	0.0%
From College Activities Fees	(200,000)	(200,000)	(200,000)	-	0.0%
From Public Safety	-	(25,000)	(25,000)	-	0.0%
To Maintenance Repair and Capital	7,127,441	4,200,000	4,200,000	-	0.0%
To Student Aid	819,155	815,307	815,307	-	0.0%
To Leasehold Bonds	3,643,994	3,810,669	3,810,669	-	0.0%
TOTAL TRANSFERS	10,864,807	8,225,976	8,225,976	-	0.0%
Total Expenditures and Transfers	146,386,373	135,128,972	131,568,279	(3,560,693)	-2.4%
Increase (Decrease) in Net Assets	-	(2,600,000)	-	2,600,000	

Changes from 5/14 BOT Draft:

State appropriation assumes 16.67% cut, no equity adjustment
(was 10% cut, with equity adjustment)

Summer 2020 & Summer 2021 projected flat on Summer 2019, with \$2/credit hour fee increase
(was 30% decline for Summer 2020, and 15% decline for 2021 as compared to 2019)

Senior Leadership 6 day furlough savings

Non-instructional part-time budgets cut by a total of 30%
(was a 15% cut to FY21 starting budgets)

Salary & Benefit savings of \$1.5M still to be determined

Credit card fee budget savings from instituting convenience fee on credit card payments

Reduced professional development budget by about 50% (allocation to be determined)

Reduced travel budgets by amount of FY19 In-district & out-of-district travel expenses

(This is non-professional development travel and is a cut to the 7100 budgets)



St. Louis Community College

STRATEGIC PLAN

2020-2023

FROM THE CHANCELLOR

Jeff L. Pittman, Ph.D.

The strategic plan, developed in 2015 with input from a wide variety of internal and external constituents, has become an integral part of how St. Louis Community College operates. The plan guided us through achieving major projects such as redesigning developmental education, establishing the online college, improving operations, and most importantly, enhancing our students' experience. The strategic plan also guides day-to-day operations such as budgeting and performance evaluations. As a result, the strategic plan is now a living document embedded in all aspects of St. Louis Community College's operations.

The 2020-2023 Strategic Plan was also developed with input from internal and external college community members. It continues some multiyear projects from the current plan and includes several new ones designed to continuously improve the student experience. Ongoing projects like sound fiscal management are especially critical in the current global environment. New projects such as implementing a student app and streamlining the entire



student entry process will help us serve students better. Other new projects, including the strategic facilities plan, will help us maximize the College's resources and help us respond to student and community needs. As part of our process to build out the 2023 Strategic Plan, we also revisited and refreshed our mission, vision, and core values statements.

The following illustrates the high-level aspects of the plan including the vision, mission, core values, strategic themes, and broad goals for the 2020-2023 Strategic Plan. I would like to thank all our students, faculty, staff, trustees, and community members who contributed to our Strategic Plan, and I invite you to stay engaged with us in the years ahead.

Sincerely,

A handwritten signature in black ink that reads "Jeff L. Pittman". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

MISSION

Empowering students. Expanding minds. Changing lives.

VISION

St. Louis Community College will be a national leader and model institution for inclusive and transformative education that strengthens the communities we serve through the success of our students.

VALUES

▶ **Students First**

Everything we do supports student success and removes barriers.

▶ **Respect for All**

We promote equitable treatment and respectful discourse in all interactions with students, each other, and the community.

▶ **Integrity**

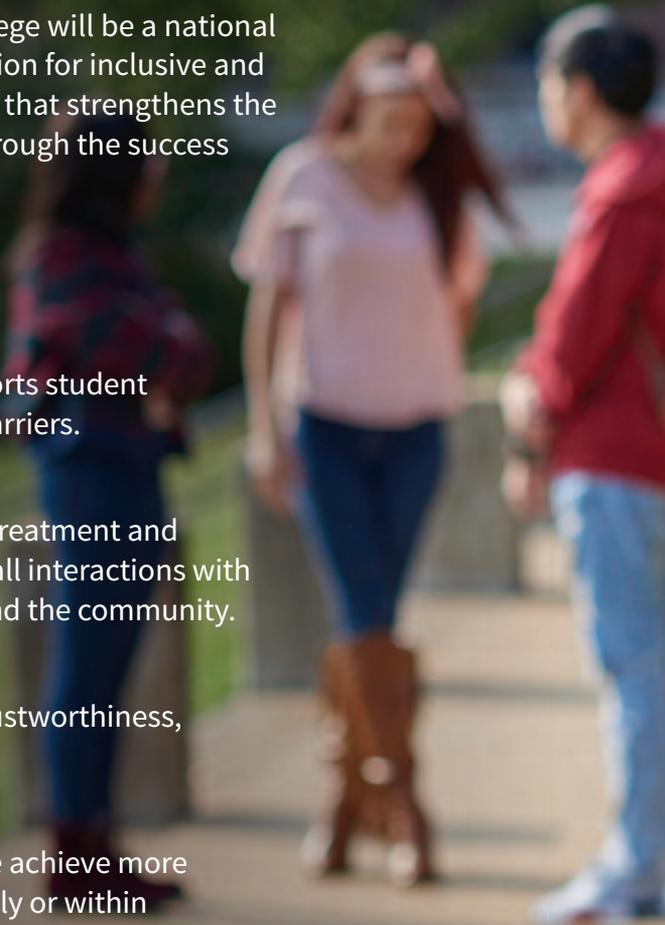
We act with honesty, trustworthiness, and ethical behavior.

▶ **Collaboration**

Working collectively, we achieve more than working individually or within separate groups.

▶ **Data Informed**

We make decisions in the best interests of students and the institution based on reliable data.



1. PREMIER STUDENT EXPERIENCE

- Goals*
- a. Provide academic experiences designed to prepare students for success in their chosen field of study.
 - b. Provide students with outstanding support services.
 - c. Remove barriers to equitable student access and success.

2. COMMUNITY PARTNERSHIPS

- Goals*
- a. Attract and work with diverse external partners to address the needs of the communities we serve.
 - b. Effectively promote student, employer, and community successes.
 - c. Offer excellent lifelong learning, worker training, and pre-employment training opportunities.

3. EQUITY, DIVERSITY, AND INCLUSION

- Goals*
- a. Create an environment that allows for diverse opinions and perspectives.
 - b. Increase equity in student success.
 - c. Recruit and retain employees at all levels who better reflect the diversity of the St. Louis region.
 - d. Continue to develop an atmosphere of diversity, civility, and respect.

4. RESOURCE DEVELOPMENT

- Goals*
- a. Ensure organizational excellence using fiscal responsibility and data.
 - b. Continue to cultivate relationships with external partners and officials.
 - c. Maximize effective use of technology to provide supportive systems for students and employees.
 - d. Develop a long-term facilities plan to strategically meet the future needs of the market and community.

Key Performance Indicators

Quarterly and/or Annual

1. Persistence Rate/ Graduation Rate

Persistence and graduation rates are good indicators of students' belief that they are receiving an education that meets their goals.

2. Course Success Rates

Student pass rates for courses can be used to continuously improve instruction, even if success rates are already high.

3. Procurement of Goods & Services from MBE & WBE Organizations

We strive to ensure that minority and women business enterprises have opportunities to bid on and fulfill contracts with the College.

4. Employee Equity Training

The Board raised the visibility of equity, diversity, and inclusion in the strategic plan. This KPI tracks progress toward goals for training completed.

5. Strategic Facilities Plan

Assess our current aging facilities, along with future trends in higher education and the marketplace, and develop a plan to optimize facilities usage.

6. STLCC Workforce Diversity

An annual report on the diversity of our workforce will be used to generate projects aimed at aligning STLCC's workforce diversity with that of the region.

7. Student Climate Survey

The best way to provide academic and support services that students value is to ask how we can help them to be successful.

8. Employee Climate Survey

Our employees are a key to our success, and we want to know their ideas on how best to serve students and to continue the College's successes.



St. Louis Community College
Expanding Minds. Changing Lives.

Non-Discrimination Statement: St. Louis Community College is committed to non-discrimination and equal opportunities in its admissions, educational programs, activities and employment regardless of race, color, creed, religion, sex, sexual orientation, national origin, ancestry, age, disability, genetic information or status as a disabled or Vietnam-era veteran and will take action necessary to ensure non-discrimination. Sexual harassment, including sexual violence, is also prohibited. For information or concerns related to discrimination or sexual harassment, contact Mary Zabriskie, District Director for Equity Compliance, 314-539-5345.

DRAFT

Mission

Empowering students. Expanding minds. Changing lives.

Vision

St. Louis Community College will be a national leader and model institution for inclusive and transformative education that strengthens the communities we serve through the success of our students.

Values

Students First

Everything we do supports student success and removes barriers.

Respect for All

We promote equitable treatment and respectful discourse in all interactions with students, each other, and the community.

Integrity

We act with honesty, trustworthiness, and ethical behavior.

Collaboration

Working collectively, we achieve more than working individually or within separate groups.

Data Informed

We make decisions in the best interests of students and the institution based on reliable data.

Recommend that the Board of Trustees approve the below Fees & Fines Schedule for the 2020-2021 academic year in accordance with Board Policy H.17. The rates for the 2019-2020 academic year are shown for comparative purposes.

**Fees & Fine Schedule
Effective 8/1/2020**

Course Related Fees	FY20 Rates	FY21 Proposed Rates
Credit by Examination Fee (per course)	102.50	105.50
EDU 210 Background Check Fee	21.25	21.25
GEO 123 Geology Field Trip Fee	1,750.00	1,750.00
PE 116 Bowling I Fee	75.00	75.00
PE 117 Bowling II Fee	75.00	75.00
PE 118 Camping & Floating Canoe Fee	47.00	47.00
PE 118 Camping & Floating Kayak Fee	70.00	70.00
PE 120 CPR Fee	19.00	19.00
PE 129 First Aid Fee	27.00	27.00
PE 133 Golf Fee	85.00	85.00

Other Fees & Fines

Transcript Fee (official)	5.00	10.00
Returned Check Fee	25.00	25.00
Student ID Card Fee (initial)	-	-
Student ID Card Fee (replacement)	20.00	20.00
Police Report Copy Fee	-	5.00
Vehicular Fine	15.00	15.00
Violation of District Wide Tobacco Ban Fine	15.00	15.00

Child Development Learning Center (CDLC) Fees

CDLC childcare fees - Infant/Toddler (per week)	265.00	265.00
CDLC childcare fees - 2 year olds (per week)	225.00	225.00
CDLC childcare fees - Preschool (per week)	205.00	205.00
CDLC childcare fees - schoolage, summer only (per week)	123.00	123.00
CDLC Campus Care fees - Infant/Toddler (per week)	212.00	212.00
CDLC Campus Care fees - 2-5 year olds (per hour)	5.00	5.00

Dental Hygiene Clinic Services

Registration Fee	3.00	3.00
Dental Cleaning - Adult	12.00	12.00
Dental Cleaning - Children under 12 years old	5.00	5.00
Flouride Treatment	4.00	4.00
X-rays - Full Mouth Series & Panoramic	15.00	15.00
X-rays - Bitewing	8.00	8.00
X-rays - Single Tooth	3.00	3.00

Discounts for Dental Hygiene Clinic

Veterans & Medicaid with valid ID	No Charge	No Charge
Medicare ages 65 & older	25% discount	25% discount
STLCC Students, Faculty & Staff	50% discount	50% discount

1 **St. Louis Community College Board of Trustees Resolution**
2 **Denouncing Racism, and Supporting Equity, Safety, and Well-Being of**
3 **Black, Brown, and Indigenous People and Those That Identify as LGBTQAI+**
4

5 **WHEREAS**, St. Louis Community College (STLCC) and the Board of Trustees are
6 committed to empowering students, expand minds, and change lives; and
7

8 **WHEREAS**, STLCC has a vision of being a national leader and model institution for
9 inclusive and transformative education that strengthens the communities it serves through
10 the success of all students; and
11

12 **WHEREAS**, STLCC has a core value of *respect for all*. At STLCC, we celebrate our
13 diversity and will provide the necessary resources and supports to eliminate barriers to
14 success and foster a more equitable future for all of our students; and
15

16 **WHEREAS**, STLCC has stated *equity, diversity, and inclusion* as a theme under the
17 2020-2023 strategic plan, which includes clear goals and key performance indicators; and
18

19 **WHEREAS**, throughout our nation’s history, institutional, and structural racism and
20 injustice have led to deepening racial disparities across all sectors of society and have
21 lasting negative consequences for our communities and nation; and
22

23 **WHEREAS**, the COVID-19 pandemic has taken a disproportionate physical, mental, and
24 financial toll on Black, Brown, and Indigenous communities; and
25

26 **WHEREAS**, STLCC stands with and supports students, and staff that identify as
27 LGBTQIA+; and
28

29 **WHEREAS**, Black, Brown, and Indigenous, community members continue to
30 experience microaggressions, racial profiling, hate incidents, and racial bias in all
31 systems they encounter, including our public college institutions; and
32

33 **WHEREAS**, historically, when Black, Brown, and Indigenous people have fought for a
34 more democratic society, the lives of all people have improved and, conversely, each
35 time barriers to Black, Brown, and Ingenious people's potential have been erected, our
36 whole society has suffered; and
37

38 **WHEREAS**, we recognize that discrimination, bias, and racist incidents against Black,
39 Brown, and Indigenous students harm them mentally, physically, and academically; and
40

41 **WHEREAS**, our public institutions are facilitators of the limitless growth potential of all
42 people, with a charge to instill in our students a belief that every person deserves to live
43 with dignity, be valued for their inherent humanity, and be treated ethically; and
44
45

46 **WHEREAS**, stating that Black, Brown, and Indigenous lives matter does not negate our
47 commitment to all members of our community, but rather elevates Black, Brown, and
48 Indigenous people, who have historically been oppressed by our society, and affirming
49 that their lives, specifically, matter; and

50
51 **WHEREAS**, these efforts are aligned with our strategic plan and the recognition that
52 valuing the diversity that exists among our students, staff, and community members is
53 integral to our vision; and

54
55 **WHEREAS**, we believe that silence and inaction perpetuate injustice, bias, and racism.

56
57 **NOW, THEREFORE BE IT RESOLVED**, that the St. Louis Community College
58 Board of Trustees stands firmly against bigotry, prejudice, discrimination, and inequity in
59 all forms, both institutional and individual; and

60
61 **BE IT FURTHER RESOLVED**, the St. Louis Community College Board of Trustees
62 wishes to affirm its commitment to the well-being and safety of Black, Brown, and
63 Indigenous community members and those that identify as LGBTQAI+ and let them
64 know they are not alone;

- 65
66 1. We denounce discrimination, racism, and sentiments against Black, Brown, and
67 Ingenious people. We will not tolerate racist treatment of any members of our
68 community, and we will speak out against racism and systemic oppression in our
69 society to help stop the spread of bigotry;
- 70
71 2. We will confront the biases in our own institution and actively engage in the
72 challenging work of dismantling problematic practices that are limiting
73 opportunities for our Black, Brown, Indigenous, and LGBTQAI+ students, and
74 staff.

75
76 **BE IT FURTHER RESOLVED**, that St. Louis Community College will continue to
77 seek to work tirelessly and collaboratively with staff, students, and the community to
78 dismantle institutionalized racism in our society; and

79
80 **BE IT FURTHER RESOLVED**, that the St. Louis Community College Board of
81 Trustees directs the College administration to have the College Diversity and Inclusion
82 Council explore a recommendation to the Chancellor of adding June 19th, Juneteenth, as
83 an official College paid holiday, when it falls on a Monday through Friday; and

84
85 **BE IT FURTHER RESOLVED**, that the Diversity and Inclusion Council reports to the
86 Board of Trustees quarterly as a part of the Strategic Plan 2020-2023 Theme Monthly
87 Updates on other recommendations, initiatives, and progress; and

88
89
90

91 **BE IT FURTHER RESOLVED**, that the College administration reviews the St. Louis
92 Community College Police Department guidelines and practices to ensure such that do
93 not treat all human beings fairly are banned from allowable use within the department;
94 and

95
96 **BE IT FURTHER RESOLVED**, that this resolution is to be posted on the College
97 website, to be emailed to all students, faculty, and staff, and an official press release is
98 sent to all local media; and
99

100 **FINALLY, BE IT RESOLVED**, that the St. Louis Community College Board of
101 Trustees declares that the lives of our Black, Brown, Indigenous, and LGBTQIA+
102 students, and staff matter. We as a Board are therefore committed to continuing to
103 address systematic racism towards these groups of students and staff and will continue to
104 prioritize equity, diversity, and inclusion.
105

106 Adopted by the St. Louis Community Board of Trustees on this 25th day of June 2020.
107
108

109 _____
110 Board of Trustees Secretary
111 St. Louis Community College

Board of Trustees Chair
St. Louis Community College

Academic Affairs

Recommended approval of the following resolution:

RESOLVED, that the Board of Trustees hereby approves the program recommendations all as more fully set forth in **Tab K** attached hereto and by this reference incorporated herein; and that, where appropriate, said programs be submitted to the Coordinating Board for Higher Education.

◆The college recommends that the Board of Trustees approve the revision of the Criminal Justice Associate in Applied Science program submitted by the District Curriculum Committee.

Program: Criminal Justice
Associate in Applied Science

Effective: Spring 2021 pending BOT approval

Impact Statement

This program is being revised to comply with HLC accreditation standards.

Current Program			Revised Program		
Courses		Credits	Courses		Credits
ENG 101	College Composition I	3	ENG 101	College Composition I	3
ENG 102	College Composition II	3	ENG 102	College Composition II	3
COM 101	Oral Communication I	3	COM 101	Oral Communication I	3
XXX xxx	Missouri State Requirement	3	XXX xxx	Social & Behavioral Sciences: Civics Requirement	3
XXX xxx	Social Science (PSY or SOC)	6	PHL 104	Ethics	3
PHL 104	Ethics	3	MTH xxx	Mathematics 100 level or above	3
MTH xxx	Mathematics 100 level or above	3-4	XXX xxx	CORE 42 Natural Science Elective	3
XXX xxx	Science Elective	3-4	XXX xxx	CORE 42 Social Science (PSY or SOC)	6
IS 116 <i>OR</i>	Computer Literacy	3-4	IS 116 <i>OR</i>	Computer Literacy	3-4
IS 151	Computer Applications in Business		IS 151	Computer Applications in Business	
XXX xxx	Physical Education Activity	2	CRJ 101	American Correctional System	3

CRJ 111	Rules of Criminal Evidence	3		CRJ 129	Introduction to Law Enforcement	3
CRJ 122	Introduction to Criminal Justice	3		CRJ 122	Introduction to Criminal Justice	3
CRJ 123	Juvenile Justice	3		CRJ 123	Juvenile Justice	3
CRJ 124	Criminal Law and Procedures	3		CRJ 124	Criminal Law and Procedures	3
CRJ 207	Police Supervision	3		CRJ 206 <i>OR</i>	Management of Human Conflicts	3
CRJ 206 <i>OR</i>	Management of Human Conflicts	3		SOC 203	Crime and Society	
SOC 203	Crime and Society			CRJ 212	Criminal Investigation	3
CRJ 212	Criminal Investigation	3		Select 9 credit hours from the following:		9
XXX xxx	Electives	9-11		CRJ 111 <i>OR</i>	Rules of Criminal Evidence	
				Any CRJ course that is not a program requirement		
				ANT 102	Introduction to Cultural Anthropology	
				PSC 101	Introduction to American Politics	
				ENG 103	Report Writing	
				COM 201	Interpersonal Communication	
				COM 107	Public Speaking	
				PRD 128	Mental Health First Aid	
				PE 129	First Aid	
Program total		62-67 credits		Program total		60-61 credits

◆The college recommends that the Board of Trustees approve the deactivation of the Robotics and Automation Certificate of Specialization program submitted by the District Curriculum Committee.

Program: Robotics and Automation
 Certificate of Specialization

Effective: Spring 2021 pending BOT approval

Impact Statement

This program is being deactivated because of low graduation rates.

HUMAN RESOURCES AGENDA SUMMARY

APPOINTMENTS / FULL-TIME ADMINISTRATIVE/PROFESSIONAL STAFF	9
APPOINTMENTS / FACULTY	5
APPOINTMENTS / CLASSIFIED STAFF	6
APPOINTMENTS / INFORMATION TECHNOLOGY	3
REQUEST FOR ADDITIONAL COMPENSATION / PROFESSIONAL	5
RETIREMENTS/ADMINISTRATIVE/PROFESSIONAL STAFF	8
RESIGNATIONS/CLASSIFIED STAFF	7
REQUEST FOR UNPAID LEAVE OF ABSENCE	2
ANNUAL CONTRACT LIST	1

Recommended approval of the following resolutions:

RESOLVED, that the Board hereby ratifies and/or approves personnel actions for certificated, physical plant and classified staff in accordance with established policies of the District, all as more fully set forth in Tab L.

FURTHER RESOLVED, that, where appropriate, the Chair of the Board of Trustees or their designee is hereby authorized and directed to execute for and on behalf of the District, the appropriate contract or amendment to contract for the affected personnel.

WHEREAS, St. Louis Community College Board of Trustees wishes to be a careful steward of public funds while also providing employee compensation that allows the College to attract and retain qualified candidates dedicated to serving the College's critical mission;

WHEREAS, in reviewing salary information, the College has identified that certain employee salaries are above existing Board-approved salary ranges;

WHEREAS, it has been several years since the Board last approved an increase in salary ranges; and

WHEREAS, the current economic issues related to COVID-19 have created additional economic pressures for the College;

THEREFORE, St. Louis Community College Board of Trustees does not authorize raises for any individual whose current salary is above the salary range until further Board action;

FURTHERMORE, the Board of Trustees directs the College administration to issue a letter to those above the salary range that during this year the Human Resources department will be conducting salary comparison analysis and will be presenting to the Board new salary ranges to be approved;

FURTHERMORE, the Board of Trustees directs the College administration to provide notice to those above the salary range, that the Board of Trustees will not authorize any salary increases while above the salary range and based on the new salary ranges to be approved this year for the 2021-2022 Fiscal Year, those impacted may receive a salary adjustment and/or a salary freeze at that contract time; and

FURTHERMORE, the Board of Trustees directs the College administration to do a complete salary comparison analysis for all positions and salary grades that are not in a bargaining unit, which includes the possibility of making salary grade and salary adjustments recommendations in the 2021-2022 Fiscal Year, prior to presenting to the Board of Trustees updated salary ranges for action.

Human Resources - Board Agenda

June 2020

APPOINTMENTS/FULL-TIME ADMINISTRATIVE/PROFESSIONAL STAFF

Name	Current/New Employee	Location	Job Title	Range	Pay Rate	Comments	Effective Date
Butler, Neidra	Current	CC	District Manager Student Compliance & Reporting	P13	67,000.00	Reclassification	7/1/2020
Fletcher, Christopher	New	CC	Director Recruitment and Outreach	A17	84,048.00	Replacement	7/6/2020
Gillespie, James	Current	CC	Recruitment Coordinator	P9	49,146.00	Interim	7/1/2020-12/21/20
Henderson, Patricia	Current	CC	Compliance & Special Projects Lead	P12	80,000.00	New Position	7/1/2020
King, Nikki	Current	CC	Director Employee Benefits & Services	A18	87,500.00*	New Position	7/1/2020
Nguyen, Anh	Current	CC	Interim - Bursar	P10	49,143.00	Interim-Continuing	6/26/2020-9/30/20
Singer, Lucy	New	CC	General Counsel	A24	133,000.00***	Replacement	9/1/2020
Smothers, James Sean	New	CC	Manager, Marketing & Communications	P12	71,400.00	Replacement	7/13/2020
Thomas, Kristin	Current	CC	Interim Director, Financial Aid	A17	80,000.00**	Continuing	7/1/2020-12/21/20

Remove additional compensation *

Continuing Interim Position **

Up to \$10,000 in relocation expenses ***

APPOINTMENTS/FACULTY

Name	Current/New Employee	Location	Job Title	Range	Pay Rate	Comments	Effective Date
Deppong, Christine	Current	MC	Assistant Professor - Temporary	F3B	62,171.00	Replacement	8/17/2020
Lashley, Karma	New	MC	Instructor II	F2A	54,161.00	Replacement	8/17/2020
Nosri, Norleen	Current	FP	Instructor II - Temporary	F2A	54,161.00	Replacement	8/17/2020
Pilarcik-Tellez, Elizabeth	Current	FV	Assistant Professor	F3A	60,952.00	Replacement	8/17/2020
Tumulty, Tevis	New	FP	Associate Professor	F4A	68,180.00	Replacement	8/17/2020

APPOINTMENTS/CLASSIFIED

Name	Current/New Employee	Location	Job Title	Range	Pay Rate	Comments	Effective Date
Cain, Alan	Current	FP	Groundskeeper	N/A	18.91/hour	Completion of Probation	5/3/2020
Kirkley, Sara	Current	SC	Information & Enrollment Assistant	C5	35,437.00	Replacement	6/29/2020
Miller, John	Current	FP	College Police Officer	CU-6	37,087.00	Location Change Only	4/27/2020
Shaw, Joseph	Current	MC	General Maintenance Mechanic	N/A	32.42/hour	Completion of Probation	5/24/2020
Simms, Keishauna	Current	CC	Accounting Specialist-Student Accounts	CU-7	40,593.00	Interim-Ending	6/26/2020
Walls, Chris	Current	FP	Enrollment Service Specialist II	C5	37,006.00	Replacement	7/1/2020

APPOINTMENTS/FULL-TIME INFORMATION TECHNOLOGY

Name	Current/New Employee	Location	Job Title	Range	Pay Rate	Comments	Effective Date
Polounin, Alexander	Current	FP	Media Technician II	U5	48,373.00	Location Change Only	7/1/2020
Purl, Jonathan	Current	MC	Media Technician II	U5	44,749.00	Location Change Only	7/1/2020
Shoff, Patrick	New	CC	Oracle Data Warehouse Developer	P13	72,500.00	New	7/1/2020

ADDITIONAL COMPENSATION/PROFESSIONAL STAFF

Name	Location	Job Title	Base Rate	Pay Rate	Effective Date
Herrera, Katrina	CC	Financial Aid Process Systems Specialist	56,795.00	62,475.00*	7/1/20-11/30/20
Imbeah, Susan	FP	Student Support Specialist	53,179.00	58,497.00*	7/1/20-11/30/20
Martin, Kerri	CC	Enterprise Business Application Lead DW-Financial Aid	78,444.00	86,288.00*	7/1/20-11/30/20
Mueller, Kimberly	MC	Learning Development & Training Specialist	62,993.00	69,292.00 *	07/1/20-12/19/20

* Indicates a continuation of 10% increase for additional responsibilities

RETIREMENTS

Name	Location	Job Title	Date Notified	Effective Date
Cigaran, Jose	FP	Housekeeper	5/2/2020	6/30/2020
Flynn, Thomas	FV	Professor, English	4/6/2020	6/30/2020
Gaines, Karen	MC	Professor, Mathematics	5/14/2020	6/30/2020
Goetz, Ron	MC	Assistant Professor, Mathematics	6/2/2020	6/30/2020
Henry, Deborah	MC	Professor, History	5/27/2020	6/30/2020
Nisbet, Lynne	MC	Assistant Professor, Mathematics	3/10/2020	6/30/2020
Njoku, Angela	FP	Professor, Clinical Lab Tech. Coordinator	5/8/2020	6/30/2020
Owens, Hester	FP	Career & Employment Services Specialist	5/21/2020	7/31/2020

RESIGNATIONS

Name	Location	Job Title	Date Notified	Effective Date
Ahmed, Saira	MC	Academic Advisor	4/9/2020	4/10/2020
Canada, Patricia	CC	Director Human Resources	5/7/2020	6/8/2020
Harris, Donte	MC	Manager, Facilities MC/SC/WW	6/8/2020	7/10/2020
Kaucher, Gary	FV	Groundskeeper	6/12/2020	6/5/2020
Livers, Joseph	MC	Information & Enrollment Assistant	5/20/2020	5/20/2020
Martchink, Mark	FV	Housekeeper	5/15/2020	6/26/2020
Venable, Heather	CC	Sr. Program Planner Cont Ed Coordinator	5/22/2020	6/18/2020

REQUEST FOR UNPAID LEAVE OF ABSENCE

Name	Location	Job Title	Range	Effective Date
Ingram, Andrea	CC	Career Pathway Coach Project Associate II	PU8	5/26/20 - 6/20/2020
McNutt, Amanda	FV	Child & Family Development Specialist II	P8	6/4/2020 - 9/2/2020

REVISIONS TO PREVIOUSLY - APPROVED ITEMS

Board of Trustees approval of Lesley Holland on May, 14, 2020- page 21: revised to indicate correct Pay Range - P10.

Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Abotsi	Kirsten	MC	Instructional Resources	13	Mgr DW IR Systems	Professional Continuing
Adamecz	Gustav	FP	Information Systems	F5	Professor	Continuing
Adkins	Alfred	CC	Vice Chancellor, Finance & Admin.	18	DW Dir Public Sfty/Em Mgt	Administrative Continuing
Ahmed	Bisheng	MC	VP, Student Affairs' Office	08	Project Associate II/Trio Adv	Professional Probationary
Ahrens	J Markus	MC	Accounting	F5	Professor	Continuing
Aiello	Janis	MC	Nursing	F5	Professor	Continuing
Aladegbami	Brittney	FP	Marketing and Communications	11	Campus Marketing & Comm Coor	Professional Continuing
Albers	Emily	FP	Surgical Technology	F3	Assistant Professor	Probationary
Allen	Jason	MC	Biological Science	F4	Associate Professor	Continuing
Alvarez	Teresa	FP	Biological Science	F5	Professor	Continuing
Amor	Abdelouahab	FP	Information Systems	F5	Professor	Continuing
Amos	Melphina	FV	Student Staff Development	08	Project Associate II	Professional Temp
Anderson	Amanda	FV	Child Development Learn Ctr (CDLC)	8	Child & Family Dev Spec II	Professional Probationary
Ansari	Shamim	MC	English	F5	Professor	Continuing
Anthes	Richard	FP	Auto Technology	F4	Associate Professor	Continuing
Anyan	Blake	FP	Respiratory Therapy	F3	Assistant Professor	Probationary
Applegate	Mark	FP	Physical Education	F4	Associate Professor	Continuing
Arabshahi	Maryam	MC	Economics	F4	Associate Professor	Continuing
Armstead	Scott	MC	Library Services	09	DW Coor, Assistive Technology	Professional Continuing
Ascare	Diane	FV	Mathematics	F3	Assistant Professor	Continuing
Askey	Kelly	FV	Academic Support Center	08	Supv Peer Tutor & Acad Success	Professional Continuing
Atwood	Gregory	CC	IT Infrastructure	14	UNIX & Oper Sys Administrator	Professional Continuing
Austin-Cooper	Dana	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Awan	Suhail	CC	Enterprise Computing Services	12	Application/Sys Analyst Pgm Sp	Professional Continuing
Ayres	Janet	FP	Health Information Technology	F4	Associate Professor	Continuing
Bai	Steven	FV	Mass Communications	F3	Assistant Professor	Continuing
Bain	Ashley	MC	Marketing and Communications	11	Campus Marketing & Comm Coor	Professional Probationary
Bakula	Brian	CC	Enterprise Computing Services	14	Sr. Oracle & Database Sys Admin	Professional Probationary
Ballard	Kelly	MC	Mathematics	F5	Professor	Continuing
Ballentine	Cynthia	MC	Occup Therapy Asst	F5	Professor	Continuing
Banholzer	Lea	FP	Nursing	F3	Assistant Professor	Probationary
Banner	Kimberly	FP	Enrollment Services	07	Admissions Advisor I	Professional Probationary
Barker	Jacqueline	MC	Communications	F5	Professor	Continuing
Barnes	Patricia	FV	Testing Center	11	Manager, Assessment	Professional Continuing
Barr	Kimberly	FV	Biological Science	F2	Instructor II	Continuing
Barrett	Robyn	MC	Accounting	F5	Professor	Continuing
Barron	Tracy	FP	Reading	F4	Associate Professor	Continuing
Barsaloux	Brandi	FV	Child Development Learn Ctr (CDLC)	07	Child & Family Dev Spec I	Professional Continuing
Bartholomew	Allison	CO	Institutional Development	11	Grants Research & Develop Coor	Professional Probationary
Basich	Linda	CO	Corporate Services WCD00	09	Executive Assistant	Professional Continuing
Bast	Matthew	MC	Biological Science	F3	Assistant Professor	Continuing
Bauer	Joseph	FV	Mathematics	F3	Assistant Professor	Continuing
Baumstark	Jeffrey	MC	Biological Science	F3	Assistant Professor	Continuing
Beach	Elva	MC	English	F4	Associate Professor	Continuing
Beck	Scott	MC	Math Lab	07	Educational Assistant III	Professional Continuing
Bedell	Robert	FP	Admissions	07	Admission Advisor I	Professional Probationary
Beelek	Rory	CO	Institutional Development	15	Director of Grants	Administrative Probationary
Bejdic	Sanela	FP	Testing Center	11	Manager, Assessment	Professional Probationary
Bemin	Sharmell	FP	VP, Student Affairs' Office	08	Project Associate II	Professional Probationary
Bennett	Carol	MC	Instructional Resources	13	Lead Librarian-Collections Mgt	Professional Continuing
Bennett	Devon	FP	Nursing	F2	Instructor II	Probationary
Berman	Rachel	FV	Life Sciences	07	Educational Assistant III	Professional Probationary
Berry	Alicia	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev Spec II	Professional Probationary

Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Betzler	Daniel	FV	Deaf Communication	F5	Professor	Continuing
Bewig	Philip	CC	Enterprise Computing Services	12	Application/Sys Analyst Pgm Sp	Professional Continuing
Bhavsar	Neelima	FV	Biological Science	F5	Professor	Continuing
Bird	Amy	FV	Access Office	12	MGR, Access Services	Professional Continuing
Blackshear	Regina	CC	Vice Chancellor Student Affairs	24	Associate VC, Student Affairs	Administrative Probationary
Blackwell	Alexa	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev Spec II	Professional Probationary
Blalock	Wanda	FP	Testing Center	07	Assessment Specialist	Professional Continuing
Blanco	Carlos	FV	Reading	F5	Professor	Continuing
Bloom	Yvonne	CC	Chancellor's Office	11	Adm Assoc to Chancellor	Professional Continuing
Boedeker	Elizabeth	FV	Life Sciences	15	Dist Dir Ctr for Plant/Life Sc	Professional Probationary
Boedeker	Stacey	FP	Surgical Technology	F4	Associate Professor	Continuing
Boehm	Jason	FP	Mathematics	F4	Associate Professor	Continuing
Bolar	Jamie	FP	VP, Student Affairs' Office	10	Coordinator, TRIO Student Supp	Professional Temp
Booker	Gloria	CO	Corporate Services WCD00	10	Senior Project Assoc I	Professional Probationary
Boul	Timothy	CO	Corporate Services WCD00	11	Customized Trng Acct Mgr	Professional Temp
Boyle	Stacy	CC	Information Security	13	Sr. App. Solutions Analyst	Professional Continuing
Bozek	Brian	FV	Mathematics	F5	Professor	Continuing
Brady	Sandra	FP	Reading	F4	Associate Professor	Continuing
Brodie	Shawn	MC	Enrollment Services	10	Enrollment Service Coordinator	Professional Probationary
Brown	Ashley	FP	Radiology Technology	F2	Instructor II	Continuing
Brown	Dorian	FP	History	F5	Professor	Continuing
Brown-Marshall	Amy	FV	Communications	F3	Assistant Professor	Continuing
Bryan	Wayne	FV	Physical Education	F3	Assistant Professor	Continuing
Bryant	Joseph	MC	Access Office	09	Specialist/Disability Sup Serv	Professional Continuing
Brynda	Lauren	FP	Dental Hygiene	F2	Instructor II	Probationary
Buckels	Eboni	FV	Campus President	10	Coor, Dual Credit/Enroll Prtnr	Professional Probationary
Buda	Michael	MC	SC Administration	10	Stu Support Spec	Professional Continuing
Buford	Kenya	FV	Career and Technical Education	08	CTE Retention Specialist	Professional Probationary
Burke	Michael	MC	English	F4	Associate Professor	Continuing
Burns	Kelli	FP	Institutional Research	20	Exec Director, Inst Research	Administrative Continuing
Burns	Rebecca	MC	English	F4	Associate Professor	Continuing
Burse	Rachel	CC	Human Resources Office	10	Total Compensation Specialist	Professional Probationary
Buschmann	Meredith	MC	Admissions	09	Coordinator, Admissions	Professional Continuing
Busekrus	Elizabeth	MC	Academic Support Center	08	Supv Camp Wrt Ctr	Professional Probationary
Butler	Neidra	CC	District-wide Financial Aid Office	13	Dist Mgr Student Comp & Rept	Professional Probationary
Cadwell	Ellen	FV	Child Development Learn Ctr (CDLC)	07	Child & Family Dev Spec I	Professional Probationary
Campbell	Carl	MC	Geology	F2	Instructor II	Continuing
Campbell	Jay	MC	Humanities	F5	Professor	Continuing
Campbell	Phillip	MC	Student Affairs	12	Admission Manager	Professional Continuing
Carpenter Bond	Tracy	CC	District-wide Financial Aid Office	10	Coordinator Veterans' Affairs	Professional Continuing
Carter	Brian	FP	Mathematics	F3	Assistant Professor	Continuing
Carter	Christine	MC	Reading	F5	Professor	Continuing
Carter	Deborah	FV	VP, Student Affairs' Office	22	Campus VP for Student Affairs	Administrative Continuing
Caus	Nadja	FP	Nursing	F3	Assistant Professor	Probationary
Cernich	Victoria	FP	Reading	F3	Assistant Professor	Continuing
Champene	Aaron	MC	Philosophy	F5	Professor	Continuing
Chanasue	Deborah	MC	Nursing	F5	Professor	Continuing
Chappuis	Patricia	CC	Enterprise Computing Services	10	Data & Proc Automation Analyst	Professional Continuing
Char	Deborah	FP	Mathematics	F3	Assistant Professor	Continuing
Chesla	Joseph	MC	Fine Arts	F5	Professor	Continuing
Childs	Kristy	CC	Purchasing	08	Procurement Card Adm/Con Coord	Probationary
Chott	Craig	FP	Information Systems	F4	Associate Professor	Continuing

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Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Chowdhury	Syed	W	Science/Social Science/Physical Ed	F5	Professor	Continuing
Christensen	David	FP	Manager of Facilities	13	Manager, Facilities	Professional Probationary
Christiansen	Steven	FV	Psychology	F4	Associate Professor	Continuing
Church	Stephanie	W	Student Affairs	10	Coord Campus Life & College Tr	Professional Continuing
Ciarlo	Erica	MC	Nursing	11	Senior Project Assoc II	Professional Continuing
Clark	Anthony	W	Eng /Read /Frgn Lang/ IDS / Comm.	F5	Professor	Continuing
Clark	Judy	FP	Mathematics	F2	Instructor II	Continuing
Clausen	Cynthia	MC	Academic Support Center	11	Manager Academic Support Cntr	Professional Continuing
Claverie	Janice	FP	Academic Advising	08	Academic Advisor	Professional Continuing
Clayton	Christopher	CC	Enterprise Computing Services	13	Application/Sys Analyst Pgm Ld	Professional Continuing
Clincy	Mysha	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Cobb	Mary	FP	Academic Advising	08	Academic Advisor	Professional Continuing
Cohoon	Christina	MC	Physical Therapy Asst	F5	Professor	Continuing
Collier	Nancy	MC	Chemistry	F5	Professor	Continuing
Collins	Bobby	CC	District-wide Financial Aid Office	12	District Manager, Loans & Scho	Professional Continuing
Collins	Linda	FV	History	F5	Professor	Continuing
Collins	Steven	MC	History	F5	Professor	Continuing
Colvin	Scott	FP	IT Infrastructure	11	Network Systems Analyst	Professional Continuing
Colvin	Sebrina	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Colvin	Shirley	CC	Vice Chancellor Student Affairs	09	Executive Assistant	Professional Continuing
Conway	Julie	CC	Graphics & Web Development	11	Graphic Design Lead	Professional Probationary
Cooper	James	CC	Enterprise Computing Services	11	Application/Sys Analyst Pgm Sr	Professional Continuing
Cooper	Jordan	FV	Nursing	F2	Instructor II	Probationary
Cooper	Joseph	FP	Nursing	08	Project Assoc II	Professional Continuing
Cornwell	Nicole	MC	Academic Advising	08	Academic Advisor	Professional Probationary
Cotter	Megan	FV	Nursing	F3	Assistant Professor	Probationary
Coughran	David	FP	Funeral Services	F3	Assistant Professor	Continuing
Coyne	Carrie	MC	Horticulture	09	Facilitator Horticulture Pgm	Professional Continuing
Crank	Kimberly	FP	Campus President	11	Mgr Academic Support Center	Professional Probationary
Crisp	Leroy	FP	Academic Advising	08	Academic Advisor	Professional Probationary
Cruz	Ana	MC	Education	F5	Professor	Continuing
Cusi	Ramon	FP	Engineering Design	10	Construction Project Fac	Professional Continuing
Daniel	Paul	FP	Information Systems	F4	Associate Professor	Continuing
Dantzler	Sherese	FV	Admissions	07	Admissions Advisor I	Professional Probationary
Darris	Maria	FV	Nursing	F3	Assistant Professor	Continuing
Dattoli	Anthony	MC	Physical Education	F2	Instructor II	Continuing
Davenport	Ruth	MC	Testing Center	11	Mgr, Testing Services	Professional Probationary
Davidson	Laura	W	Director Student Affairs Office	22	Campus VP for Student Affairs	Administrative Continuing
Davis	Bruce	FV	Academic Support Center	08	Supv Math Lab	Professional Continuing
Davis	Christine	CC	Chancellor's Office	28	Vice Chancellor, Stu Affairs	Administrative Probationary
Davis	Maurice	FV	Academic Advising	08	Academic Advisor	Professional Probationary
Davis	Phyllis	FV	Information Systems	F4	Associate Professor	Continuing
Davis	Tiffany	CO	Workforce Solutions	15	Director, WF & Talent Dev	Professional Probationary
Deloch	Kelly	CO	Corporate Services WCD00	14	Mgr Business, Finance & Tech	Professional Temp
Demirchian	Lynn	W	Director Student Affairs Office	10	Coor Stu Enroll/Disab Sup Svc	Professional Probationary
Dempsey	Jean	MC	English as a Second Language	F3	Assistant Professor	Continuing
Dennis	Jeremy	FP	English	F5	Professor	Continuing
Denzik	Kayla	FP	Career and Technical Education	08	CTE Retention Specialist	Professional Probationary
Deppong	Christine	MC	Biological Science	F3	Asst Professor	Temp
Dickey	John	CC	Controller's Office	13	Enterprise Bus App System Ldr	Professional Continuing
Dieckmann	Thomas	FP	English	F4	Associate Professor	Continuing
Digman	Jo-Ann	CC	Foundation	24	Executive Dir STLCC Foundation	Administrative Continuing

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Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Dill	Dennis	CC	Manager of Maintenance and HVAC	14	Sr Manager, Facilities	Professional Continuing
Dingman	Renee	FP	Access Office	09	Disability Support Specialist	Professional Continuing
Doering	David	FV	Information Systems	F4	Associate Professor	Continuing
Dorsch	Joachim	MC	Geology	F5	Professor	Continuing
Dorsey	Mary	MC	Nursing	F5	Professor	Continuing
Douangeomany	Oubonvanh	FV	Life Sciences	08	Project Associate II	Professional Probationary
Dowdy	Mark	FP	Engineering Design	11	Electrical Engineer	Professional Continuing
Downey	Michael	FP	Hotel / Motel / Rest. Mgmt.	F5	Professor	Continuing
Driskill	John	FV	Deaf Communication	F4	Associate Professor	Continuing
Driskill	Regina	FV	Access Office	09	Coordinator of Deaf Services	Professional Continuing
Duarte	John	CC	Maintenance	11	Supervisor, Central Facilities	Professional Continuing
Dulle	Rene	CO	Community Services WCD00	12	Senior Program Manager	Professional Temp
Duncan	Debra	FP	Student Affairs	09	Coor Stud Orientation/Tran	Professional Continuing
Dutt	Nicole	FP	Curriculum and Assessment	10	Coord of Degree/Audit Sys&Proc	Professional Continuing
Dyer	William	FP	Institutional Research	12	Research & Data Analyst	Professional Continuing
Dysert	Sara	CC	IT Infrastructure	14	Mgr Telecom & Engin	Professional Probationary
Eayrs	Christaan	MC	Mass Communications	F5	Professor	Continuing
Ebest	Ron	FV	English	F4	Associate Professor	Continuing
Edgar	Sylvia	CC	Human Resources Office	18	Dir Labor & Employee Relations	Administrative Probationary
Edmonds	Dino	FV	Physics	F2	Instructor II	Continuing
Edorh	Dossah	FP	Academic Support Center	07	Educational Assistant III	Professional Temp
Edwards	Stacy	FP	Harrison Education Center	13	Mgr Harrison Ed Ct/Cm Outreach	Professional Continuing
Effinger	Katherine	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev. Spec II	Professional Continuing
Ehlen	Steven	FV	Engineering Technology Center	08	Supv Tech Learning Ctr	Professional Continuing
Eilerman	Ruth	MC	Accounting	F3	Assistant Professor	Probationary
Elam Michaud	Beth	FV	Life Sciences	08	Project Associate II	Professional Continuing
Elliott	John	MC	Mathematics	F5	Professor	Continuing
Englert	Brandy	FP	Mathematics	F4	Associate Professor	Continuing
English-Abram	Lesley	CO	Community Services WCD00	14	Manager, Community Services	Professional Temp
Epperson	Cynthia	MC	Sociology	F5	Professor	Continuing
Epps	Amy	CO	Corporate Services WCD00	13	Mgr-CWI & Community Outreach	Professional Temp
Ethridge	Michelle	MC	Physical Education	F3	Assistant Professor	Continuing
Euzarraga	Angelica	FP	Academic Advising	08	Academic Advisor	Professional Probationary
Evans	Beverly	FP	Academic Advising	08	Academic Advisor	Professional Continuing
Fanter	Jonathan	CC	IT Infrastructure	14	Sr Lead Network Engineering	Professional Continuing
Favre	Matthew	FV	Workforce Solutions	08	Supervisor, Alt Delivery Model	Professional Probationary
Fickas	Julie	FP	Campus President	28	Campus President & CAO-FP	Administrative Continuing
Fielding	Sarah	W	Eng /Read /Frng Lang/ IDS / Comm.	F5	Professor	Continuing
Figgs	Larre	CC	Vice Chancellor, Finance & Admin.	09	Executive Assistant	Professional Continuing
Fischer	Britni	W	Admissions	08	Admissions Advisor II	Professional Continuing
Fischer	Carl	FV	Advanced Manufacturing Center	F4	Associate Professor	Continuing
Fletcher	Christopher	CC	Enrollment Services	A17	Director Recruitment & Outreach	Administrative Probationary
Florini	Jeanne	FP	Hotel / Motel / Rest. Mgmt.	F5	Professor	Continuing
Fonseca	Eve	FP	English as a Second Language	F5	Professor	Continuing
Forde	Gary	FP	Psychology	F4	Associate Professor	Continuing
Foster	Donivan	FP	Student Affairs	11	Manager, Campus Life	Professional Continuing
Foster	Stacey	FV	Office for Distance Learning	11	Mgr, Online Student Services	Professional Continuing
Fox	Lindsay	FP	Respiratory Therapy	F4	Associate Professor	Continuing
Fox	Sharon	FP	Library Services	F5	Professor/IR	Continuing
Franks	Stephanie	MC	Nursing	F5	Professor	Continuing
Fratello	Bradley	MC	Fine Arts	F5	Professor	Continuing
Frazier	Mary	CC	Chief Information Officer	11	Mgr, IT Vend/Cntr/Maj Tech Acq	Professional Probationary

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Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Freshwater	Amy	MC	Child & Family Development	F3	Assistant Professor	Continuing
Friedman	Donna	FV	Chemistry	F5	Professor	Continuing
Frison	Tommie	FP	Biological Science	F3	Assistant Professor	Continuing
Frost	James	MC	Mathematics	F5	Professor	Continuing
Frost	Tony	MC	Chemistry	F5	Professor	Continuing
Fuller	Carolyn	FV	Reading	F3	Assistant Professor	Continuing
Fuller	Keith	CC	Human Resources Office	17	Dir of Diversity & Inclusion	Administrative Continuing
Furlong	Joseph	CC	Enterprise Computing Services	12	Application/Sys Analyst Pgm Sp	Professional Continuing
Furtado	Marie	CO	Corporate Services WCD00	10	Senior Project Assoc I, Temp	Professional Temp
Gackstatter	Gary	MC	Music	F3	Assistant Professor	Continuing
Gaertner	Carly	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev Spec II	Professional Probationary
Galanis	Joanne	FV	Library Services	F5	Professor/IR	Continuing
Galliani	Gene	CC	IT Infrastructure	19	Dir Infra Technology & Arch	Administrative Probationary
Garvey	Pamela	MC	English	F5	Professor	Continuing
Gevaert	Scott	FV	Biotechnology	F4	Associate Professor	Continuing
Giancola	Christine	FV	Photography	F3	Assistant Professor	Continuing
Gillespie	James	CC	Enrollment Services	P9	Recruitment Coordinator	Professional Probationary
Gillis-Davis	Lisa	MC	Academic Advising	12	Mgr Academic Advising	Professional Continuing
Gioia	Daniel	FV	Office for Distance Learning	13	Sr. App Solutions Analyst	Professional Continuing
Gioia	Matthew	CC	Chief Information Officer	17	Assoc Dir Info Tech Sec & Comp	Administrative Continuing
Godfrey	Carolyn	FP	Nursing	F5	Professor	Continuing
Goebel	Ashley	FV	Nursing	F2	Instructor II-Nursing	Probationary
Gordon	Katherine	FV	English	F5	Professor	Continuing
Gough	Ellen	FP	FP Auxiliary Services	12	Mgr Campus Aux Services	Professional Continuing
Goushey	Layla	FP	English	F5	Professor	Continuing
Graham	Keshia	FV	Child Development Learn Ctr (CDLC)	07	Child & Family Dev Spec I	Professional Probationary
Granger	Kimberlyann	W	Mathematics / COL / STR	F5	Professor	Continuing
Granier	Elizabeth	MC	Biological Science	F5	Professor	Continuing
Grant	Amber	MC	Student Affairs	09	Coor Student Orientation/Trans	Professional Probationary
Graville	Teri	MC	Mathematics	F5	Professor	Continuing
Greathouse Gause	Megan	MC	Campus IT - MC	15	Sr Mngr, Campus Tech/Helpdesk	Professional Probationary
Green	Cynthia	CC	Controller's Office	10	Supervisor, Purchasing	Professional Continuing
Greene	Megan	FP	Institutional Research	12	Research & Data Analyst	Professional Probationary
Grier	Johna	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Groth	Charles	MC	Graphic Communications	F4	Associate Professor	Continuing
Grove	Jessica	CC	Chancellor's Office	11	Associate for Board Relations	Professional Probationary
Guthrie	Robert	CC	Enterprise Computing Services	13	Application/Sys Analyst Pgm Ld	Professional Continuing
Hacke	Keith	CC	Chief Information Officer	28	Chief Information Officer	Administrative Continuing
Hadziselimovic	Muhamed	FP	Campus IT - MC	14	Sr Mgr Campus Tech Support Ser	Professional Continuing
Hafer	Gail	MC	Economics	F5	Professor	Continuing
Hahn	Candice	MC	MC Auxiliary Services	10	Coordinator, Rental Facilities	Professional Probationary
Hahn	Robert	MC	Mass Communications	F5	Professor	Continuing
Hake	Carol	FV	English	F4	Associate Professor	Continuing
Hake	John	FV	Mathematics	F3	Assistant Professor	Continuing
Hamilton	Angela	MC	English	F4	Associate Professor	Continuing
Hampton	Mea	FV	Campus IT - FV	14	Sr Mgr Campus Tech Supp Serv	Professional Continuing
Hanlon	David	MC	Photography	F5	Professor	Continuing
Hansen	Troy	MC	Counseling	F5	Professor/Counselor	Continuing
Harden	Lisa	MC	Mathematics	F5	Professor	Continuing
Harms	Robert	MC	Biological Science	F5	Professor	Continuing
Harper-LeBlanc	Debra	FP	Dean Liberal Arts	22	Div Dean for Academic Affairs	Administrative Continuing
Harrell	Shawn	FP	Financial Aid	12	Financial Aid Campus Mgr-FV	Professional Probationary

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Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Harris	Shantelle	W	Financial Aid	10	Lead Financial Aid Counselor	Professional Probationary
Hartwig	Cynthia	MC	Nursing	F5	Professor	Continuing
Hauser	Michael	MC	Chemistry	F5	Professor	Continuing
Hawasli	Khouloud	CC	Enterprise Computing Services	19	Dir Enterprise Svc & Operation	Administrative Continuing
Hawkins	Laurie	CO	Corporate Services WCD00	12	Sr Program Mgr, Healthcare	Professional Temp
Heath	Derek	FP	Campus IT - FP	11	Info Tech Support Proj Coord	Professional Probationary
Hehr	Steve	FV	IT Infrastructure	11	Network Systems Analyst	Professional Continuing
Helbling	Rebecca	MC	Library Services	F5	Professor/IR	Continuing
Henderson	Patricia	CC	Human Resources Office	12	Compliance & Special Projects Lead	Professional Probationary
Henriquez	Michelle	FP	Nursing	11	Sr Project Associate II	Professional Continuing
Henry	Rashaun	FV	Academic Advising	08	Academic Advisor	Professional Probationary
Henry	Sarah	MC	Mathematics	F3	Assistant Professor	Continuing
Hensley	Pamela	FP	Radiology Technology	F3	Assistant Professor	Continuing
Herrera	Katrina	CC	District-wide Financial Aid Office	11	Financial Aid Process Sys Sp	Professional Continuing
Hertel	Robert	FP	Hotel / Motel / Rest. Mgmt.	F5	Professor	Continuing
Higdon	Paul	FV	Music	F5	Professor	Continuing
Higginbotham	Nicole	CC	Foundation	10	Executive Associate-Foundation	Professional Probationary
Higgins	Elizabeth	MC	Academic Advising	08	Academic Advisor	Professional Continuing
High	Julie	MC	Physical Therapy Asst	F5	Professor	Continuing
Hill	Ivory	FV	Academic Advising	08	Academic Advisor	Professional Continuing
Hines	Blair	CO	CE Personal Development	10	Continuing Ed Program Planner	Professional Probationary
Hocker	William	FP	Information Systems	F3	Assistant Professor	Probationary
Holland	Lesley	CC	Human Resources Office	08	Benefits Specialist	Professional Probationary
Holland	Monica	FP	Instructional Resources	13	Manager, Campus Library-FP	Professional Continuing
Hooker	Fran	FV	Academic Support Center	11	Manager Academic Support Serv	Professional Probationary
Hope	John	FV	Center for Workforce Innovation	10	CWI-Tech Training Supp Instruct	Continuing
Hottle-Sippy	Jessica	FP	Sociology	F5	Professor	Continuing
Houghton	Jill	CC	Vice Chancellor, Finance & Admin.	22	Controller	Administrative Continuing
Hovis	Janice	MC	Library Services	F5	Professor/IR	Continuing
Howard	Jonathan	FV	Academic Advising	08	Academic Advisor	Professional Probationary
Howard	Tamara	CC	Controller's Office	08	Coordinator Student Accounts	Professional Continuing
Howlett	Amber	FP	Harrison Education Center	10	Coordinator Student Services	Professional Continuing
Hsu	Jeff	MC	Accounting	F5	Professor	Continuing
Hubble	Linda	FP	Distance Learning - MC	11	Learn Exp Cons/Cour Acc Spec	Professional Continuing
Hubble	William	FP	Dean Health Science	22	Div Dean for AA-Allied Health	Administrative Probationary
Huber	William	FP	Biological Science	F5	Professor	Continuing
Hudspeth	Michael	MC	Campus IT - MC	19	Dir Tech Support Services	Administrative Continuing
Hulsey	Keith	FP	English as a Second Language	F5	Professor	Continuing
Hummel	Christy	FP	VP, Student Affairs' Office	09	Coordinator, Admissions	Professional Probationary
Hunt-Bradford	Susan	MC	Communications	F5	Professor	Continuing
Hurst	Douglas	MC	Communications	F5	Professor	Continuing
Huynh	Van	CC	Enterprise Computing Services	11	Application/Sys Analyst Pgm Sr	Professional Probationary
Hvatum	Margaret	MC	Information Systems	F5	Professor	Continuing
Ibur	James	MC	Fine Arts	F5	Professor	Continuing
Imbeah	Susan	FP	Harrison Education Center	10	Student Support Specialist	Professional Continuing
Ingram	Andrea	CO	Corporate Services WCD00	08	Car. Pathway Coch Proj Asso II	Professional Temp
Ivory	Jeffrey	FP	Hotel / Motel / Rest. Mgmt.	F5	Professor	Continuing
Jackson	Carolyn	FP	Campus President	11	Sr Project Assoc II	Professional Temp
Jackson	Joseph	FP	Auto Technology	F4	Associate Professor	Continuing
Jahn	Lori	CC	Chief Information Officer	09	Executive Assistant	Professional Continuing
Janssen	Keri	FV	Biological Science	F3	Assistant Professor	Probationary
Jason	Marita	FP	English	F5	Professor	Continuing

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Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Jenner	Julia	FV	Graphic Communications	F4	Associate Professor	Continuing
Johnson	Diana	MC	Campus President	10	Coor, Dual Credit/Enroll Prtnr	Professional Continuing
Johnson	Jackie	CC	Graphics & Web Development	09	Graphic Designer III	Professional Continuing
Johnson	Joyce	FP	Curriculum and Assessment	24	Assoc VC for Acad Affairs	Administrative Continuing
Johnson	Reginald	FP	Counseling	F4	Associate Professor/Counselor	Continuing
Jones	Brandy	FV	Child Development Learn Ctr (CDLC)	10	Asst Mgr Child Dev Ctr	Professional Probationary
Jones	Charles	FP	Access Office	09	Disability Specialist-FP	Professional Continuing
Jones	Christopher	MC	Distance Learning - MC	11	Learning Experience Consultant	Professional Continuing
Jones	Dana	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev Spec II	Professional Probationary
Jones	Darren	MC	District-wide Athletics	08	Athletic Trainer	Professional Continuing
Jones	Jeffrey	FP	Business Administration	F5	Professor	Continuing
Jones	Rodney	MC	MC Auxiliary Services	12	Mgr Campus Aux Services	Professional Probationary
Jones	Taylor	FP	VP, Student Affairs' Office	07	Project Associate I, Temporary	Professional Temp
Jones	Trevin	MC	Dean, Science, Tech, Eng & Math	F5	Professor	Continuing
Joseph	Reni	MC	Chemistry	F5	Professor	Continuing
Juriga	David	FP	Accounting	F5	Professor	Continuing
Kang	Angela	FV	VP, Student Affairs' Office	11	Mgr Campus Life	Professional Probationary
Kapp	Jeffrey	CC	Enterprise Computing Services	15	Dir Applications Solutions	Professional Probationary
Kasule	Ssebunya	FP	Political Science	F4	Associate Professor	Continuing
Kaufmann	Lacee	MC	Nursing	F4	Associate Professor	Continuing
Kaver	Diane	MC	Career and Employment Services	09	Career Specialist	Professional Probationary
Keffer	Shari	CC	Vice Chancellor, Finance & Admin.	14	Coordinator Budget	Professional Probationary
Kelley	Michael	CC	Enterprise Computing Services	13	Application/Sys Analyst Pgm Ld	Professional Continuing
Kempf	Kenneth	FP	Engineering Design	14	Mgr Engin & Design	Professional Continuing
Kennedy	Jean	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Kettenacker	Victoria	CC	Vice Chancellor Academic Affairs	13	Academic Aff Business Mgr	Professional Continuing
King	Nikki	CC	Human Resources Office	18	Dir Employee Benefits & Services	Administrative Probationary
Kinzel	Carrie	FV	Campus Child Care	08	Child & Family Dev Spec II	Professional Continuing
Kitchen	Troy	CO	Corporate Services WCD00	12	Mgr Auto Controls/Robotics Trn	Professional Temp
Kloppe	Sally	MC	Academic Support Center	08	Coordinator, Academic Support	Professional Probationary
Knickerbocker	Debra	MC	Nursing	F5	Professor	Continuing
Knight	Sandra	FP	Counseling	F5	Professor/Counselor	Continuing
Knight	Zinkenyu	FV	Academic Advising	08	Academic Advisor	Professional Probationary
Kobe	David	FV	Elec / Electronic Engineering	F3	Assistant Professor	Continuing
Koch	Karol	CC	Vice Chancellor Academic Affairs	09	Executive Assistant	Professional Continuing
Kokotovich	Lisa	MC	Nursing	F5	Professor	Continuing
Koric	Arabela	FP	Mathematics	F3	Assistant Professor	Continuing
Kothari Kiss	Sneha	MC	Access Office	09	Spec, Disability Supp Serv	Professional Continuing
Kraft	Karen	FP	Nursing	F3	Assistant Professor	Continuing
Kraja	Elida	FV	Accounting	F5	Professor	Continuing
Kreher	Jamie	FP	Photography	F4	Associate Professor	Continuing
Krewson	Kristen	FP	Nursing	F2	Instructor II	Probationary
Lampkins	Tracy	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Lane	Matthew	MC	Testing Center	07	Assessment Specialist	Professional Probationary
Langland	Gregory	FV	Biological Science	F3	Assistant Professor	Probationary
Langnas	Robert	FV	Fine Arts	F5	Professor	Continuing
Langrehr	Andrew	CC	Vice Chancellor Academic Affairs	28	V-C for Academic Affairs	Administrative Continuing
Lanning	Pamela	CC	Enterprise Computing Services	11	Oracle App Database Analyst	Professional Continuing
LaPorte	Michelle	FP	Biological Science	F3	Assistant Professor	Continuing
Lasek	Emily	FV	Counseling	F5	Professor/Counselor	Continuing
Lashley	Karma	MC	Nursing	F2	Instructor II	Probationary
Layton	Timothy	FV	English	F4	Associate Professor	Continuing

Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
LeClerc	Erin	MC	Interior Design	F5	Professor	Continuing
Lee	Kwan	MC	Physical Science	F5	Professor	Continuing
Lee	Lisa	CC	Controller's Office	12	Manager Student Accounts	Professional Continuing
Lee	Robert	MC	History	F5	Professor	Continuing
Legate	Brian	W	Director Student Affairs Office	10	Coord Student Enrollment/Admin	Professional Probationary
Leiber	Ann	FV	Nursing	11	Senior Project Associate II	Professional Continuing
Lewis	Christine	FV	Mathematics	F4	Associate Professor	Continuing
Lewis	Derek	CC	Graphics & Web Development	11	Senior Web Designer	Professional Probationary
Lincoln	Craig	MC	Physical Science	F5	Professor	Continuing
Linden	Paula	FV	Nursing	F3	Assistant Professor	Probationary
Linder	Timothy	MC	Graphic Communications	F5	Professor	Continuing
Linkous	Kimberly	MC	Instructional Resources	09	Library Associate	Professional Continuing
Littleton	Geoffrey	FV	Access Office	09	Spec, Disability Support Scvc	Professional Probationary
Lnu-Kaur	Amanpreet	FV	Life Sciences	12	Sr Research Scientist/CRO Coord	Professional Probationary
Long	Richard	MC	English	F5	Professor	Continuing
Lopresto	Adam	CC	Enterprise Computing Services	11	Application/Sys Analyst Pgm Sr	Professional Probationary
Lorentz	Jennifer	FP	Criminal Justice	F3	Assistant Professor	Temp
Loyet	Julie	MC	SC Administration	13	Mgr S Cty Education & Univ Ctr	Professional Continuing
Lucas	Meghan	FP	Information Systems	08	Project Associate II	Professional Probationary
Luck	Renita	CC	Vice Chancellor Academic Affairs	20	Executive Dir, Online Edu	Administrative Probationary
Ludens	Lynne	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Lueke	H Michael	FP	Mathematics	F5	Professor	Continuing
Lukacz	Annette	MC	Instructional Resources	09	Library Associate	Professional Continuing
Lupardus	S	W	Campus President	28	Campus President, Wildwood	Administrative Continuing
Lusk	Danielle	FV	Counseling	10	Coord, Student Asst Program	Professional Continuing
Mahan	Christopher	W	Mathematics / COL / STR	F3	Assistant Professor	Continuing
Mahari	Saba	CC	Controller's Office	10	Senior Accountant	Professional Probationary
Malench	Margaret	FP	Dental Hygiene	F2	Instructor II	Continuing
Mallory	Patrick	MC	Dean, Business & Social Science Off	22	Div Dean for Academic Affairs	Administrative Continuing
Malone	Erika	FV	Enrollment Services	09	Coordinator, Admissions	Professional Continuing
Mann	Anna-Marie	FV	Child Development Learn Ctr (CDLC)	08	Program Specialist, Child Devp	Professional Continuing
Manteuffel	Mark	FV	Biological Science	F5	Professor	Continuing
Marshall	Jasmin	FV	Child & Family Development	F3	Assistant Professor	Probationary
Marshall	Joseph	FP	Engineering Design	10	Construction Project Fac	Professional Continuing
Martin	Deanna	FV	Nursing	F3	Assistant Professor	Probationary
Martin	Kerri	CC	District-wide Financial Aid Office	13	Enterprise Bus App Lead-FinAid	Professional Continuing
Martin	Kirk	FP	Physical Education	08	Supv Ph Ed/Ath Fac Sup	Professional Continuing
Martin	Rachel	FV	Reading	F3	Assistant Professor	Continuing
Martin Atkins	Jody	MC	Biological Science	F5	Professor	Continuing
Martin Bonner	Michelle	CC	Human Resources Office	18	Dir Recruit, Learning & Retent	Administrative Probationary
Massey	Julie	CC	Vice Chancellor Student Affairs	12	Mgr-Stdnt Success Initiatives	Professional Continuing
Mayes	Karen	FP	Nursing	15	Director of Nursing Education	Administrative Continuing
Mayfield	Patrick	FP	Nursing	F3	Assistant Professor	Continuing
Mayse	Renee	FV	Child Development Learn Ctr (CDLC)	12	Mgr Child Dev Center	Professional Continuing
McCloskey	Ellen	W	Eng /Read /Frng Lang/ IDS / Comm.	F5	Professor	Continuing
McCool	Marie	FV	Theatre Operations	10	Theatre Manager	Professional Continuing
McElligott	Pamela	MC	Business Administration	F5	Professor	Continuing
McGovern	Thomas	FV	Mechanical Engineering	F5	Professor	Continuing
McKenna	Ryan	CC	Government Relations	14	Govt & Comm Relations Liaison	Professional Probationary
McManus	Laurie	MC	Mathematics	F5	Professor	Continuing
McMeans	Nicole	FP	Corporate Services WCD00	07	Co-Outreach/Intake Specialist	Professional Probationary
McMurray	Amy	FV	Testing Center	07	Assessment Specialist	Professional Continuing

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Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Mead	Amanda	MC	Dean, Liberal Arts Office	22	Div Dean for Academic Affairs	Administrative Continuing
Meaders-Booth	Jacqueline	MC	Career and Employment Services	11	Mgr Career & Emp Svc	Professional Continuing
Medeiros	Jennifer	FV	History	F5	Professor	Continuing
Mense	James	FV	English	F4	Associate Professor	Continuing
Mensingher	Elaina	FV	Child Development Learn Ctr (CDLC)	8	Child & Family Dev Spec II	Professional Probationary
Mercer	June	MC	Information Systems	F5	Professor	Continuing
Mesic	Sanela	MC	VP, Student Affairs' Office	10	Coordinator, TRIO Student Supp	Professional Temp
Messmer	John	MC	Political Science	F5	Professor	Continuing
Metroulas	Michael	FV	Political Science	F3	Assistant Professor	Continuing
Meyer	Dennis	MC	IT Infrastructure	12	Network Systems Analyst II	Professional Continuing
Meyer	Eric	MC	English	F4	Associate Professor	Continuing
Miller	Amanda	CO	CE Central Operations	10	Continuing Ed Program Planner	Professional Probationary
Miller	Robert	FV	Academic Advising	08	Academic Advisor	Professional Continuing
Milward	Lorraine	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Mixen	Joseph	CC	IT Infrastructure	11	Server Systems Analyst	Professional Probationary
Mizes	Lisa	MC	Reading	F3	Assistant Professor	Continuing
Molik	Nancy	MC	Mathematics	F3	Assistant Professor	Continuing
Monson	Amy	MC	Accounting	F4	Associate Professor	Continuing
Moore	Katherine	MC	Financial Aid	12	Financial Aid Campus Mgr-MC	Professional Continuing
Moore-Davis	Feleccia	MC	Campus President	28	Campus President	Administrative Probationary
Moreland	Bertha	FP	Enrollment Management	11	Enrollment Operations Manager	Professional Probationary
Moreland	Lisa	FP	Nursing	F5	Professor	Continuing
Morgan	Dwayne	FV	Student Retention	09	Coor Student Orientation/Trans	Professional Continuing
Morris	Betsy	MC	Fine Arts	F5	Professor	Continuing
Morris	Jonathan	FP	Physics	F5	Professor	Continuing
Morris	Victoria	MC	Campus IT - MC	11	Info Tech Support Proj Coor	Professional Probationary
Mosher	Anne	FV	Mathematics	F5	Professor	Continuing
Mueller	Jenna	W	Science/Social Science/Physical Ed	F3	Assistant Professor	Continuing
Mueller	Karen	FP	Nursing	F4	Associate Professor	Continuing
Mueller	Kelly	FV	Foreign Language	F4	Associate Professor	Continuing
Mueller	Kimberly	MC	Human Resources Office	10	Learning Development Spec/Trn	Professional Continuing
Munden	James	FP	Campus President	20	Division Dean	Administrative Probationary
Munson	Bruce	FP	Psychology	F3	Assistant Professor	Continuing
Munson	Deborah	FP	Dental Assisting	F4	Associate Professor	Continuing
Murray	Russell	MC	Mathematics	F5	Professor	Continuing
Myers	Gerald	MC	Music	F5	Professor	Continuing
Naumann	Virginia	FV	Biological Science	07	Educational Assistant III	Professional Continuing
Ndao	Rokhaya	FV	Mathematics	F5	Professor	Continuing
Neal	Emily	MC	Political Science	F5	Professor	Continuing
Negash	Efrem	FP	Mathematics	F3	Assistant Professor	Continuing
Nelson	Hart	CO	Workforce Solutions	28	Assoc VC, Workforce Solutions	Administrative Probationary
Nelson	James	FP	Library Services	09	Library Associate	Professional Continuing
Nesser-Chu	Janice	FV	Dean, Liberal Arts Office	22	Div Dean for Academic Affairs	Administrative Continuing
Newcomb	Steven	FP	Emergency Medical Services	F3	Assistant Professor	Probationary
NewMyer	Angela	FP	Biological Science	F4	Associate Professor	Continuing
Nichols	Andrea	FP	Sociology	F5	Professor	Continuing
Nichols	Heather	FV	Child Development Learn Ctr (CDLC)	08	Child and Fam Dev Spec II	Professional Probationary
Nicholson	Shannon	MC	Student Assistance MC	10	Coord, Student Asst Program	Professional Probationary
Nielsen	Eric	MC	Economics	F5	Professor	Continuing
Nieman	Keith	CC	IT Infrastructure	12	Application Solutions Analyst	Professional Probationary
Nixon	Carol	FV	Child & Family Development	F3	Assistant Professor	Probationary
Nolen	John	CC	Information Security	11	IT Security Analyst	Professional Probationary

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Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
North	Sharon	FV	Mathematics	F5	Professor	Continuing
Northern	Rebecca	FP	Radiology Technology	F3	Assistant Professor	Continuing
Novikova	Galina	MC	Math Lab	07	Educational Assistant III	Professional Continuing
O'Laughlin	Carolyn	MC	Student Affairs	11	Manager, Campus Life	Professional Continuing
Oliver	Keith	MC	Theatre	F5	Professor	Continuing
Orf	Patricia	CC	Human Resources Office	10	Retirement Specialist	Professional Probationary
Orlando	Lori	FP	Education	F5	Professor	Continuing
Orzel	Jennifer	FV	Business Office	08	Supervisor, Business Services	Professional Probationary
Osburn	Sandra	FP	Mass Communications	F5	Professor	Continuing
Ouellette	Sheila	MC	Instructional Resources	13	Lead Librarian-Acquisitions	Professional Continuing
Overby	Mary	MC	SC Administration	10	Student Support Specialist	Professional Continuing
Overman	Michael	MC	District-wide Athletics	12	Director, Athletics	Professional Probationary
Owens	Seth	CO	Community Services WCD00	10	Supervisor, Prof Truck Driving	Professional Probationary
Paljakka-Cargo	Terhi	MC	Fine Arts	F3	Assistant Professor	Probationary
Pedersen	Timothy	MC	Engineering Science	F5	Professor	Continuing
Pence	Jerald	MC	Horticulture	F3	Assistant Professor	Continuing
Peppes	Nicholas	FP	Business Administration	F5	Professor	Continuing
Peraud	Richard	MC	English	F3	Assistant Professor	Continuing
Perkins	Elizabeth	FV	Campus President	28	Campus President-FV	Administrative Continuing
Pernik	Rita	FV	Mathematics	F4	Associate Professor	Continuing
Perry Smith	Chastity	CC	CE Personal Development	10	Continuing Ed Program Planner	Professional Probationary
Pescarino	Richard	MC	Mathematics	F5	Professor	Continuing
Peterlin	Jennifer	FP	Institutional Research	12	Sr Research Associate	Professional Continuing
Peters	Marie	CO	CE Central Operations	14	Mgr Continuing Ed Pgm (D-W)	Professional Continuing
Peters	Skye	MC	Marketing and Communications	09	Interactive Producer	Professional Continuing
Peters	Thomas	MC	Biological Science	F4	Associate Professor	Continuing
Petroff	Kathleen	FP	Reading	F5	Professor	Continuing
Petterchak	Maria	W	Nursing	F3	Assistant Professor	Continuing
Phillips	Colleen	CC	Foundation	12	Coor-Alumini Relations/An Fund	Professional Continuing
Phillips	Karana	FV	Distance Learning - FV	11	Learning Experience Consultant	Professional Probationary
Phillips	Robin	CC	Chancellor's Office	28	Associate Vice Chancellor, HR	Administrative Probationary
Phillips	Seena	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev Spec II	Professional Continuing
Piazza	Ellen	FP	Hotel / Motel / Rest. Mgmt.	F5	Professor	Continuing
Piechoinski	Jeremiah	CC	Enterprise Computing Services	11	Application/Sys Analyst Pgm Sr	Professional Continuing
Pierrousakos	Sophia	MC	Psychology	F5	Professor	Continuing
Pilarcik-Tellez	Elizabeth	FV	Graphic Communications	F3	Assistant Professor	Probationary
Pisacreta	Diane	MC	Psychology	F5	Professor	Continuing
Pitchford	Stephen	FP	Nursing	F3	Assistant Professor	Continuing
Polk	Kim	FP	Dental Hygiene	F5	Professor	Continuing
Pond	Laina	CC	Process Improvement	11	Project Manager	Professional Probationary
Pope	Kamille	CC	Foundation	10	DonorRelations/MajorGiftCoord	Professional Probationary
Porter	Kevin	FV	Advanced Manufacturing Center	08	Supv Tech Learning Ctr	Professional Continuing
Portman	Ronald	CC	Controller's Office	10	Supv Payroll	Professional Continuing
Powers	Marilyn	MC	Business Office	08	Supervisor, Business Services	Professional Probationary
Price	Julia	MC	Admissions	07	Admissions Advisor I	Professional Probationary
Primous	Ena	CC	Vice Chancellor, Finance & Admin.	12	Business Manager-DW	Professional Continuing
Pritchard	Kathy	MC	SC Administration	10	Coordinator Student Services	Professional Continuing
Pugel	Joseph	FP	Funeral Services	F4	Associate Professor	Probationary
Quintero	Michael	FV	Fine Arts	F5	Professor	Continuing
Rankin	Tracy	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Ransom	Emily	CC	Controller's Office	12	Business Analyst-Finance	Professional Continuing
Rava	Michele	MC	District-wide Athletics	08	Athletic Trainer	Professional Continuing

Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Rebollo	Jean	MC	Communications	F5	Professor	Continuing
Rebore	Joyce	MC	Nursing	F4	Associate Professor	Continuing
Reed	Jennifer	W	Marketing and Communications	13	Manager, Marketing	Professional Probationary
Reeves	Aaron	FP	Accounting	F5	Professor	Continuing
Reilly	Catherine	FV	Library Services	F5	Professor/IR	Continuing
Reno	Shaun	MC	English	F4	Associate Professor	Continuing
Ressler	Julie	FP	Hotel / Motel / Rest. Mgmt.	08	Hospitality Prcurement Assoc	Professional Probationary
Richards	Reginald	MC	Campus IT - MC	12	Lead IT Support Project Coordi	Professional Probationary
Richardson	Brett	FP	Career and Technical Education	11	Mngr, Career & Tech Ed Par & P	Professional Continuing
Richie	Candace	FV	Nursing	F2	Instructor II	Probationary
Ritts	Vicki	MC	Psychology	F5	Professor	Continuing
Rizzo	Kathleen	FP	Nursing	F5	Professor	Continuing
Roam	Sarah	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev Spec II	Professional Probationary
Roberts	Kelli	MC	Dual Credit/Enrollment Partnerships	F3	Assistant Professor	Continuing
Robinder	Keith	MC	Vice Chancellor Student Affairs	22	Campus VP for Student Affairs	Administrative Probationary
Robinson	Christopher	FV	Child Development Learn Ctr (CDLC)	08	Child & Family Dev Spec II	Professional Probationary
Robinson	Markell	FV	Enrollment Services	07	Admissions Advisor I	Professional Probationary
Roffle	Angela	FP	Human Services	F4	Associate Professor	Continuing
Rogers-Anderson	Telitha	FP	VP, Student Affairs' Office	12	MGR, Access Services	Professional Continuing
Rohman	Todd	FP	English	F4	Associate Professor	Continuing
Rosenthal	Howard	FV	Human Services	F5	Professor	Continuing
Ross	Anne	FP	Mathematics	F4	Associate Professor	Continuing
Rudick	Justin	MC	Cosand Center Auxiliary	14	Sr Manager, Auxiliary Services	Professional Continuing
Rudick	Patti	FP	Ultrasound	F4	Associate Professor	Continuing
Runge	Douglas	W	Mathematics / COL / STR	F4	Associate Professor	Continuing
Ryan	Susan	FV	Employment Services	09	Career Specialist	Professional Probationary
Saccavino	Alex	FP	Theatre Operations	10	Theatre Manager	Professional Continuing
Sackett	George	MC	Graphics & Web Development	11	Senior Content Administrator	Professional Continuing
Sanders	Shannon	MC	English	F3	Assistant Professor	Continuing
Saum	Suzanne	FV	Chemistry	F5	Professor	Continuing
Savala	Marquinez	MC	Marketing and Communications	13	Communications Manager	Professional Probationary
Schamber	Steven	MC	Business Administration	F5	Professor	Continuing
Scherer	Juliet	MC	English	F5	Professor	Continuing
Schmisser	Amber	FP	Communications	F4	Associate Professor	Continuing
Schmitt	John	MC	Center Adv. Imaging	08	Project Associate II	Professional Temp
Schmitt	Linda	FV	Academic Support Center	08	Supv College Rdg/Study Skills	Professional Continuing
Schneider	Jeffrey	MC	English	F5	Professor	Continuing
Schneider	Joseph	MC	Physical Science	F2	Instructor II	Continuing
Schneider	Scott	FV	Campus IT - FV	11	Info Tech Support Proj Coord	Professional Continuing
Schnell	Steven	CO	Corporate Services WCD00	11	Senior Project Associate II	Professional Temp
Schreiber	Ann	MC	CE Central Operations	11	Coor Dis Supp Serv-WSG/CE	Professional Temp
Schrum	Matthew	CC	Enterprise Computing Services	12	Application/Sys Analyst Pgm Sp	Professional Probationary
Schultz	Yvette	CC	Career and Technical Education	08	CTE Retention Specialist	Professional Probationary
Schumacher	Richard	CO	Corporate Services WCD00	11	Mgr Microcomp Net Srvc	Professional Temp
Schweigert	Suzzie	MC	Academic Advising	08	Academic Advisor	Professional Continuing
Seddon	Karla	MC	SC Administration	07	Professional Tutor	Professional Continuing
Seigler	Angela	FV	Academic Advising	08	Academic Advisor	Professional Probationary
Selders	Lynn	FV	Business Administration	F3	Assistant Professor	Continuing
Sha	Yanlu	CC	Institutional Development	08	Grants Administration Coord	Professional Probationary
Shade	Chadwick	FV	VP, Student Affairs' Office	12	Admissions Manager	Professional Probationary
Sharhan	Hadeel	FP	Dental Assisting	F1	Instructor I	Probationary
Shasserre	Benjamin	CC	Marketing and Communications	13	Digital Strategy Manager	Professional Continuing

Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Sherman	Patricia	FP	Health Information Technology	F3	Assistant Professor	Continuing
Sherwin	Amy	FV	Advanced Manufacturing Center	F4	Associate Professor	Continuing
Shields	David	MC	Education	F5	Professor	Continuing
Shifflett	Carla	CC	Controller's Office	10	Accounts Payable Supervisor	Professional Probationary
Shiller	Casey	FP	Hotel / Motel / Rest. Mgmt.	F5	Professor	Continuing
Shockley	James	FP	Nursing	F4	Associate Professor	Continuing
Shugert	Claudia	CO	Institutional Development	11	Grants Research & Dev. Coord	Professional Continuing
Shultis	Eric	FV	Fine Arts	F5	Professor	Continuing
Sigmund	Francine	MC	English as a Second Language	F3	Assistant Professor	Continuing
Simmons	Shirley	CC	Human Resources Office	10	Labor & Employee Relation Spec	Professional Probationary
Sims	Adrienne	FP	Registrar	11	Associate Registrar	Professional Probationary
Smejkal	Christopher	MC	Communications	F5	Professor	Continuing
Smith	Jeffrey	FV	Manager of Facilities	13	Manager, Facilities	Professional Continuing
Smith	Regina	CO	Continuous Improvement	12	Compliance Officer	Professional Probationary
Smith	Sarah	MC	Vice Chancellor Academic Affairs	22	District Dean of Libraries	Administrative Probationary
Smothers	James Sean	CC	CE Marketing	P12	Manager, Marketing & Communicat	Professional Probationary
Smythe	Theresa	MC	Access Office	09	Specialist/Sv for the Disabled	Professional Continuing
Snider	John	MC	Risk Management Office	09	Environ Hlth/Safety Specialist	Professional Continuing
Souvannalay	Mindy	MC	Admissions	07	Admission Advisor I	Professional Probationary
Speegle	Aletta	MC	Mathematics	F5	Professor	Continuing
Sperruzza	Denise	MC	Communications	F5	Professor	Continuing
Steele	Anthony	W	Director Student Affairs Office	10	Coor, Stu Enrollmnt & Advising	Professional Continuing
Stegeman	Melanie	FP	Registrar	14	College Registrar	Professional Continuing
Stepanovic	Lisa	MC	Distance Learning - MC	11	Learning Experience Consultant	Professional Continuing
Stephens	Christine	MC	Nursing	F3	Assistant Professor	Continuing
Stewart	Shantana	FV	Marketing and Communications	11	Campus Marketing & Comm Coor	Professional Probationary
Stillman	Julie	FV	FV Auxiliary Services	12	Mgr Campus Aux Services	Professional Continuing
Stillwell	Ellen	FV	Nursing	F3	Assistant Professor	Continuing
Stocker	Connie	MC	Mathematics	F3	Assistant Professor	Continuing
Strahm	Cheryl	MC	Nursing	F5	Professor	Continuing
Streicher	Lisa	CC	Human Resources Office	12	HRIS Business Analyst	Professional Probationary
Suess	Patricia	FV	Mathematics	F5	Professor	Continuing
Sulincevski	Christopher	FP	Curriculum and Assessment	10	Senior Project Associate I	Professional Continuing
Sullivan	Matthew	MC	Access Office	12	MGR, Access Services	Professional Probationary
Swadener	Mark	CC	Controller's Office	13	Asst Controller/Mngr Acctg	Professional Probationary
Swiderski	Joseph	MC	Physical Education	08	Supv Ph Ed/Ath Fac Sup	Professional Continuing
Swoboda	Michael	MC	Graphic Communications	F5	Professor	Continuing
Swope	Clarissa	FP	Nursing	F3	Asst Professor	Probationary
Swyers	Kathleen	MC	Counseling	F5	Professor/Counselor	Continuing
Talley	Benjamin	FV	Campus Police	11	Captain,Public Safe ER Mg Prep	Professional Probationary
Talundzic	Ibrahim	CO	Community Services WCD00	10	Senior Project Associate I	Professional Temp
Tarte	Gina	W	Marketing and Communications	11	Campus Marketing & Comm Coor	Professional Continuing
Taylor	David	MC	English	F5	Professor	Continuing
Taylor	Franklyn	FP	VP, Student Affairs' Office	22	Campus VP for Student Affairs	Administrative Continuing
Taylor	Mark	FV	Education	F5	Professor	Continuing
Teare	Philip	FP	Financial Aid	12	Financial Aid Camp MGR	Professional Temp
Thien	Melany	FP	Dental Hygiene	F3	Assistant Professor	Continuing
Thomas	Kristin	CC	District-wide Financial Aid Office	17	Interim Director Financial Aid	Administrative Probationary
Thomas	Lahaji	FP	VP, Student Affairs' Office	09	Proj Assoc II-AA/Trans Spec	Professional Temp
Thomas	Roger	MC	Instructional Resources	13	Manager, Campus Library-MC	Professional Continuing
Thomas-Woods	Renee	FV	Communications	F4	Associate Professor	Continuing
Thompson	Darren	MC	Theatre Operations	08	Supv Theatre	Professional Continuing

Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Tolson	Kedra	CC	Marketing and Communications	20	Exec Dir, Marketing & Comm	Administrative Continuing
Torrence	KeJuan	CC	Purchasing	09	Buyer	Professional Probationary
Tucker	Cheryle	FV	VP, Student Affairs' Office	12	Mgr Acad Advising	Professional Probationary
Tucker	Julie	MC	Mathematics	F5	Professor	Continuing
Turner	Kalisha	FV	VP, Student Affairs' Office	10	Coordinator, TRIO-SSS	Professional Probationary
Turner	Tamala	FP	Counseling	10	Coor, Student Assist Program	Professional Probationary
Tyler	Margaret	FV	Psychology	F5	Professor	Continuing
Vandiver	Erica	CC	Vice Chancellor Student Affairs	12	Student Aff Business Mgr	Professional Probationary
Vaughn	Jill	FP	Curriculum and Assessment	12	Manager, Curr Sys & Process	Professional Temp
Vaughn	Kimberlee	W	Science/Social Science/Physical Ed	F4	Associate Professor	Continuing
Verhoff	Gwendolyn	W	Arts and Humanities	F4	Associate Professor	Continuing
Vogan	Leslie	MC	Occup Therapy Asst	F1	Instructor I	Probationary
Voss	Karl	MC	History	F5	Professor	Continuing
Wachal	Barbara	FV	English	F4	Associate Professor	Continuing
Wagganer	Andrea	FV	Sociology / Anthropology	F3	Assistant Professor	Continuing
Waghulde	Vidyullata	MC	Chemistry	F5	Professor	Continuing
Wagner	Mary	FV	Access Office	09	Specialist/Sv for the Disabled	Professional Continuing
Walker	Grant	CC	IT Infrastructure	12	Applications Solutions Analyst	Professional Continuing
Walker	Joshua	FP	Auto Technology	F3	Assistant Professor	Continuing
Walsh	Janet	MC	Campus President	22	Div Dean for Academic Affairs	Administrative Continuing
Ward	Lisa	FP	Registrar	13	Academic Info System Lead	Professional Continuing
Warfield	Angela	FP	English	F5	Professor	Continuing
Warren	Aundrea	FV	Biological Science	F3	Assistant Professor	Continuing
Waters	Margaret	CC	Enterprise Computing Services	12	Application/Sys Analyst Pgm Sp	Professional Probationary
Watkins	Susan	FV	Academic Advising	08	Academic Advisor	Professional Continuing
Wavering	Kelly	MC	English	F5	Professor	Continuing
Weber	Andrea	FP	Nursing	F4	Associate Professor	Probationary
Wendling	James	FP	Ultrasound	F3	Assistant Professor	Continuing
Werner	Donna	MC	Philosophy	F5	Professor	Continuing
Wheeler	Melissa	MC	Testing Center	07	Assessment Specialist	Professional Probationary
White	Amanda	MC	Sociology	F5	Professor	Continuing
White	Cassandra	FP	Academic Advising	12	Mgr Academic Advising	Professional Continuing
White	Christopher	FV	Library Services	09	Library Associate	Professional Continuing
White	Dennis	CC	Chancellor's Office	14	Dir, Strat Plan Init & CQI	Professional Continuing
White	Morgan	CO	CE Central Operations	10	Continuing Ed Program Planner	Professional Continuing
White	Stephen	FV	Dean, Math/Science/Engr/Tech Office	22	Div Dean for Academic Affairs	Administrative Continuing
Whitehead	Eric	CO	Corporate Services WCD00	11	Customized Trng Acct Mgr	Professional Temp
Wilkinson	Lisa	MC	English as a Second Language	F5	Professor	Continuing
Williams	Christopher	FP	Academic Advising	08	Academic Advisor	Professional Probationary
Williams	June	FV	Library Services	13	Manager, Campus Library-FV	Professional Continuing
Williams	Louis	FP	History	F5	Professor	Continuing
Willmore	Richard	MC	Theatre Operations	10	Theatre Manager	Professional Continuing
Wilson	Hilary	FP	English	F2	Instructor II	Continuing
Wilson	Joe	FP	Chemistry	F5	Professor	Continuing
Wilson	LaRhonda	FV	Sociology / Anthropology	F4	Associate Professor	Continuing
Wilson	Lisa	CC	Human Resources Office	10	Talent Management Specialist	Professional Continuing
Wilson	Nathan	MC	Mathematics	F4	Associate Professor	Continuing
Wilson	Pamela	FV	Counseling	F4	Associate Professor/Counselor	Continuing
Wilson	Tanya	FP	Campus President	10	Coor Dual Credit/Enroll FP	Professional Probationary
Winter	Rebecca	MC	English	F3	Assistant Professor	Continuing
Wiseheart	Barbara	MC	Legal Studies	F5	Professor	Continuing
Wood	Kenneth	MC	Fine Arts	F5	Professor	Continuing

Administrative, Professional, Faculty - FY 2021

Last Name	First Name	Location	Org Home Desc	Salary Range	Job Title	Employee Group
Works	Gregory	FP	Institutional Research	12	Sr Research Associate	Professional Continuing
Wottrich	Ellen	W	Dual Credit/Enrollment Partnerships	10	Coor Dual Credit/Enroll WW	Professional Probationary
Yan	Wei	FP	English	F4	Associate Professor	Continuing
Yezbick	Daniel	W	Eng /Read /Frng Lang/ IDS / Comm.	F5	Professor	Continuing
Zabriskie	Mary	CC	Vice Chancellor Student Affairs	18	DW Dir Eqty Comp & Title IX	Administrative Continuing
Zaiss	Scott	MC	Information Security	13	Sr App Solutions Analyst	Professional Continuing
Zangana	Asma	MC	Academic Support Center	08	Supervisor Mathematics Tutor	Professional Continuing
Zieren	Anita	FP	Academic Advising	08	Academic Advisor	Professional Continuing
Zinck	Paul	CC	Vice Chancellor, Finance & Admin.	28	Vice Chancellor Finance/Admin	Administrative Continuing
Zirkle	Thomas	FP	Music	F5	Professor	Continuing
Zumwinkel	Donna	W	Counseling	F5	Professor/Counselor	Continuing
Zuo	Yingxue	FP	Fine Arts	F5	Professor	Continuing

RESOLUTION

WHEREAS, bids and change orders for material needs and/or services of St. Louis Community College (the “District”) have been solicited in accordance with Board Policy and Procedures, with applicable Federal and State laws, and such bids and change orders have now been tabulated and presented to the District’s Board of Trustees:

NOW, THEREFORE, BE IT RESOLVED, upon recommendation of the District’s Chancellor, the following awards and change orders are made to bidder complying with the specifications as follows:

<u>Request #</u>	<u>Description</u>	<u>Successful Bidder</u>	<u>Amount</u>
B0003970	Elevate License Agreement	Ellucian	\$ 361,125.00
B0003971	Ellucian Banner License Agreement	Ellucian	\$3,302,145.00
B0003972	Microsoft Agreement	Microsoft Corporation	\$ 73,738.00
APPLE2021	Purchase Agreement	Apple, Inc.	\$ 200,000.00

Agenda Item Details

Meeting	June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category	16.5 Finance
Subject	B0003970 – Ellucian Elevate License Agreement
Type	Consent Agenda
Recommended Action	The Board of Trustees adopt the resolution to purchase license agreement

Initiator: Khouloud Hawasli

Background:

Elevate is the online registration system utilized by Continuing Education. This license renewal will allow the Workforce Solution Group to continue offering online registration for non-credit programs and developing the course schedule. Additionally, Ellucian Elevate is integrated with Ellucian Banner, automating many functions for faculty and students. Ellucian is the sole developer of Elevate, precluding the competitive bid process.

Therefore, Board of Trustee approval is requested for the renewal of the annual license agreement for Elevate with Ellucian in an amount estimated at \$361,125.00 for a period of five (5) years with the option to cancel after the third year, to begin, July 1, 2020.

The Ellucian is neither a minority nor woman-owned business enterprise.

Description	FY2021	FY2022	FY2023	Optional Years		Total
				FY2024	FY2025	
License Fees	\$72,225	\$72,225	\$72,225	\$72,225	\$72,225	\$361,125

Agenda Item Details

Meeting	June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category	16.5 Finance
Subject	B0003971 – Ellucian Banner License Agreement
Type	Consent Agenda
Recommended Action	The Board of Trustees adopt the resolution to purchase license agreement

Initiator: Khouloud Hawasli

Background:

Ellucian Banner is the college's Enterprise Resource Planning (ERP) system. This renewal of maintenance coverage for the Banner system will be used by the Information Technology Department to maintain all Ellucian Baseline Component Systems and other added applications that are used district-wide for business administration and student information systems for maintaining, tracking and reporting. This annual subscription fee includes access to maintenance and technical support for the Core of Ellucian Banner modules bundle which includes: DegreeWorks, and several Software as a Service applications; and the perpetual license fees for the following applications: Banner Advancement, Banner Document Management Suite (BDM), BDM Integration Components, and ApplicationXtender, Application Manager by Automic and Banner Agent, Banner Analytics including Cognos, Banner Oracle Datastore (ODS) and Oracle Data Integrator Enterprise Edition. Ellucian is the sole developer of Banner and its related modules, precluding the competitive bid process.

Therefore, Board of Trustee approval is requested for the renewal of the annual license agreement for the Banner ERP system and the added applications with Ellucian in an amount estimated at \$3,302,145.00 for a period of five (5) years, to begin, July 1, 2020.

The Ellucian is neither a minority nor woman-owned business enterprise.

<u>Description</u>	<u>FY2021</u>	<u>FY2022</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>Total</u>
License Fees	\$609,304.00	\$639,787.00	\$661,544.00	\$684,081.00	\$707,429.00	\$3,302,145.00

Agenda Item Details

Meeting	June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category	16.5 Finance
Subject	B0003972 – Microsoft Corporation
Type	Consent Agenda
Recommended Action	The Board of Trustees adopt the resolution to purchase support services contract

Initiator: Khouloud Hawasli

Background:

This contract will be used by Information Technology staff college-wide and will provide up to 100 hours for workshops and support assistance and up to 74 hours for problem resolution assistance. This service supports the delivery of mission-critical services such as access to the web, email, Office 365, and computing security. Additionally, this contract will provide proactive technical information to assist in the design, development, deployment of Microsoft technologies and access to Microsoft Premier Online Website.

Therefore, Board of Trustee approval is requested for the sole source award of a Microsoft support service contract with Microsoft Corporation in an amount estimated at \$73,738.00 for a period of one (1) year, to begin, July 1, 2020.

The Microsoft Corporation is neither a minority nor woman-owned business enterprise.

Agenda Item Details

Meeting	June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category	16.5 Finance
Subject	APPLE2021 – Apple, Inc.
Type	Consent Agenda
Recommended Action	The Board of Trustees adopt the resolution to purchase license agreement

Initiator: Michael Hudspeth

Background:

This contract will provide the college the ability to purchase directly from Apple, Inc., and receive exclusive educational discounts not available through resellers. It will also be used by the College's bookstores for resale to students, faculty and staff at attractive retail prices. Apple, Inc. makes this program available to colleges and universities. The College has been a participant in this program, with Board of Trustee approval, since January 1, 1998. Apple, Inc. is the sole manufacturer and distributor of equipment through this educational program.

Therefore, Board of Trustee approval is requested for the award of a contract for the routine purchase of Apple microcomputer systems, components and related items to Apple, Inc., in an amount estimated at \$200,000.00, for a period of one (1) year, to begin, July 1, 2020.

The Apple, Inc. is neither a minority nor woman-owned business enterprise.

Recommendation for Award/Maintenance/Physical Facilities:

Board approval is requested to exercise the year renewal option and extend

Service Agreement No. M-296-CORP – Housekeeping, St. Louis Community College at Corporate College with Centaur Building Services, now named Atalian Global Services at an annual cost of **\$98,401.92**.

Description:

This agreement will provide superior housekeeping services for the Corporate College July 1, 2020 through June 30, 2021. The initial agreement received Board approval on November 19, 2015 with renewal option for up to five additional years.

This cost reflects a reduction of \$7,708.86 for FY 21 with no decrease in services.

Funding:

This project will be funded from operating budgets.

Recommendation for Award/Maintenance/Physical Facilities:

Board approval is requested to exercise the year renewal option and extend
**Service Agreement No. M-331-DW – Elevator Maintenance Service, St. Louis Community
College District Wide with Minnesota Elevator, Inc. DBA MEI Total Elevator Solutions** at an
annual cost of
\$ 84,821.04

Description:

This agreement provides full coverage elevator maintenance services including preventative maintenance such as cleaning and lubrication, call back service and parts for 49 elevators and lifts. The initial agreement received Board approval on June 21, 2018 with renewal options for up to five additional years.

During this fiscal year (2) hydraulic type elevators (Towers A and B) were taken off maintenance for a monthly reduction of \$216.89.

For this fiscal year, (2) machine room less ‘MRL’ type elevators are to be added for the Center of Nursing and Health Sciences building. The cost to maintain these elevators and cover major components are much more than the hydraulic type.

Cost reflect about an 8% increase in cost for FY 21. This includes escalation of 3% and an addition of \$500 a month for the MRL elevators.

Funding:

This project will be funded from operating budgets.

RESOLUTION

WHEREAS, bids and consulting agreements for material needs and/or services of St. Louis Community College (the “District”) have been solicited in accordance with Board Policy and Procedures, with applicable Federal and State laws, and such bids and consulting agreements have now been tabulated and presented to the District’s Board of Trustees:

NOW, THEREFORE, BE IT RESOLVED, upon recommendation of the District’s Chancellor, the following awards and ratifications are made to the firm complying with the specifications as follows:

<u>Request #</u>	<u>Description</u>	<u>Recommended Firm</u>	<u>Amount</u>
F20 001A	District-Wide Paving Repairs (FV, M)	Ford Asphalt Company	\$52, 500.00
F20 001B	District-Wide Paving Repairs (FP)	E. Meier Contracting	\$36,939.00
F20 102	Roof Replacement (HP)	Bartch Roofing Company	\$123,489.00
F20 401L	Stair Tower Masonry Work	Heitkamp Masonry	\$130,432.00
F20 401M	Stair Tower Cement Siding Work	Missouri Builders	\$316,763.00
F20 401N	Stair Tower Storefront Work	IWR North America	\$304,830.00
F20 401O	Stair Tower Drywall and Vapor Barrier Work	D & L Painting and Drywall	\$208,200.00
F20 401P	Stair Tower HVAC Work	Weigmann Associates	\$155,885.00
F20 401Q	Stair Tower Electrical Work	Nooter Contracting	\$218,215.00
F20 504	Roof Replacement at CWI Building (FV)	Geissler Roofing	\$387,970.00
S6 6923	Emergency Roof Replacement Business Administration (M)	Geissler Roofing	\$311,990.00
A19-0311 IMG #04	Design Services for Fire Hydrant Relocation (McK)	IMEG	\$3,240.00
A19-0317 PSI #05	Cleanup of Ceiling Materials in Science Math (FV)	PSI	\$485.00

Agenda Item Details

Meeting	June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category	16.5 Finance
Subject	Bid Awards – F20 001A – District-wide Asphalt Paving Repair (FV, M) – Ford Asphalt Company
Type	Consent Agenda
Recommended Action	The Board of Trustees adopt the resolution ratifying the bid award.

Initiator: Dennis Dill

Background:

Parking lots and other paved areas at all locations in the district were evaluated and will be restored using a variety of repair options, including pull-out patch, roto-milling, and overlay. Special emphasis will be given to extensive sealcoating and restriping, which will extend the life of the existing paving and improve the overall appearance of the lots.

Request for Bid was issued on April 23, 2020 to perform paving repairs at the Forest Park, Florissant Valley and Meramec campuses, and twelve (12) contractors were contacted to provide proposals in addition to plan room organizations, and sub-contractors. Bidders were allowed to bid on each individual location as well as provide a combined bid for all three campuses. This project was approved by the Board at its May 14, 2020 meeting in the estimated amount of \$125,000. (Total for three locations) Ford Asphalt Company was deemed the best responsive submittal meeting all requirements of the specification for the Florissant Valley and Meramec campuses. Therefore, Board ratification is requested for the award of a contract for the work to ***Ford Asphalt Company, Inc.*** in the amount of **\$52,500.00**.

Plans and Specifications were created by the College's Physical Facilities/ Engineering and Design Department.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$52,500.00	Asphalt Paving Repairs	Ford Asphalt Co.	FV, M	Operating/ Capital

Responses:

Contractor	Location	FV Bid	M Bid	Total
Ford Asphalt	Bridgeton, MO	\$24,000.00	\$28,500.00	\$52,500.00
E.Meier Contracting	Weldon Spring, MO	\$25,061.00	\$33,524.00	\$58,585.00
Byrne & Jones	St. Louis, MO	\$26,470.00	\$32,395.00	\$58,865.00
Leritz/ Busy Bee	St. Louis, MO	\$33,200.00	\$42,450.00	\$75,650.00
Spencer Contracting	Arnold, MO	\$33,755.00	\$41,998.00	\$75,753.00

Agenda Item Details F20 001A, Asphalt Paving Repairs at Florissant Valley and Meramec
(Continued)

The following companies/ organizations also received the solicitation:

Asphaltic Maintenance Company, St. Charles, MO
Asphalt Paving & Concrete, Inc., Maryland Heights, MO
Dura Seal, Barnhart, MO
Flyer Striping, Arnold, MO
L. Krupp Construction, Ellisville, MO
Metro Paving Company, Bridgeton, MO
Tramar Contracting, St. Charles, MO

E-Plan, Columbia, MO
MOKAN Construction Contractor Assistance Center, St. Louis, MO
The Builder's Association, Jefferson City, MO
Mid-States Minority Supplier Development Council, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting

Category 16.5 Finance

Subject Bid Awards – F20 001B – District-wide Asphalt Paving Repair (FP) – E. Meier Contracting

Type Consent Agenda

Recommended Action The Board of Trustees adopt the resolution ratifying the bid award.

Initiator: Dennis Dill

Background:

Parking lots and other paved areas at all locations in the district were evaluated and will be restored using a variety of repair options, including pull-out patch, roto-milling, and overlay. Special emphasis will be given to extensive sealcoating and restriping, which will extend the life of the existing paving and improve the overall appearance of the lots.

Request for Bid was issued on April 23, 2020 to perform paving repairs at the Forest Park, Florissant Valley and Meramec campuses, and twelve (12) contractors were contacted to provide proposals in addition to plan room organizations, and sub-contractors. Bidders were allowed to bid on each individual location as well as provide a combined bid for all three campuses. This project was approved by the Board at its May 14, 2020 meeting in the estimated amount of \$125,000. (Total for three locations) E. Meier Contracting was deemed the best responsive submittal meeting all requirements of the specification for the Forest Park campus. Therefore, Board ratification is requested for the award of a contract for the work to ***E. Meier Contracting*** in the amount of **\$36,939.00**.

Plans and Specifications were created by the College's Physical Facilities/ Engineering and Design Department.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$36,939.00	Asphalt Paving Repairs	E. Meier Contracting	FP	Operating/ Capital

Responses:

Contractor	Location	M Bid
E. Meier Contracting	Weldon Spring, MO	\$36,939.00
Byrne & Jones	St. Louis, MO	\$40,025.00
Ford Asphalt Company	Bridgeton, MO	\$40,500.00
Spencer Contracting	Arnold, MO	\$43,953.00
Leritz/ Busy Bee	St. Louis, MO	\$51,875.00

Agenda Item Details F20 001B, Asphalt Paving Repairs at Forest Park (Continued)

The following companies/ organizations also received the solicitation:

Asphaltic Maintenance Company, St. Charles, MO
Asphalt Paving & Concrete, Inc., Maryland Heights, MO
Dura Seal, Barnhart, MO
Flyer Striping, Arnold, MO
L. Krupp Construction, Ellisville, MO
Metro Paving Company, Bridgeton, MO
Tramar Contracting, St. Charles, MO

E-Plan, Columbia, MO
MOKAN Construction Contractor Assistance Center, St. Louis, MO
The Builder's Association, Jefferson City, MO
Mid-States Minority Supplier Development Council, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting	June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category	16.5 Finance
Subject	Bid Awards – F20 102 – Roof Replacement at Highland Park Building (HP) – Bartch Roofing Company
Type	Consent Agenda
Recommended Action	The Board of Trustees adopt the resolution ratifying the bid award.

Initiator: Ken Kempf

Background:

The existing roof on the Highland Park building is out of warranty and experiencing some leaks. This project will replace the roof on this building with a membrane roofing system and provide a new 20 year warranty.

Request for Bid was issued on April 6, 2020 to perform roof replacement at the Highland Park building, and fourteen (14) contractors were contacted to provide proposals in addition to plan room organizations, and sub-contractors. This project was approved by the Board at its May 14, 2020 meeting in the estimated amount of \$175,000. Bartch Roofing Company was deemed the best responsive submittal meeting all requirements of the specification. Therefore, Board ratification is requested for the award of a contract for the work to ***Bartch Roofing Company*** in the amount of **\$123,489.00**.

Plans and Specifications were created by the College's Physical Facilities/ Engineering and Design Department and RMT Roof Consultants

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$123,489.	Roof Replacement at Highland Park Building	Bartch Roofing	HP	Operating/ Capital

Responses:

<u>Contractor</u>	<u>Location</u>	<u>Base Amount</u>
Bartch Roofing Company	Bridgeton, MO	\$123,489.00
Jim Taylor, Inc.	Belleville, IL	\$143,281.00
St. Louis Roofing Company	St. Louis, MO	\$145,279.00
Hof Construction, Inc.	St. Louis, MO	\$146,000.00
Shay Roofing, Inc.	Millstadt, IL	\$152,650.00
Bade Roofing, Inc.	St. Louis, MO	\$157,291.00
Geissler Roofing Company	Belleville, IL	\$157,720.00
Lakeside Roofing	Collinsville, IL	\$158,653.00
Bi-State Roof Systems	Valley Park, MO	\$174,623.00
Glandt Roofing LLC	St. Louis, MO	\$180,338.00
Roofing Services and Solutions	St. Louis, MO	\$183,900.00

Agenda Item Details F20 102 Roof Replacement at Highland Park (Continued)

The following companies/ organizations also received the solicitation:

Kirberg Company, St. Louis, MO
Top Priority Roofing, St. Louis, MO
Wayne Cox Roofing, St. Louis, MO

E-Plan, Columbia, MO
MOKAN Construction Contractor Assistance Center, St. Louis, MO
The Builder's Association, Jefferson City, MO
Mid-States Minority Supplier Development Council, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category 16.5 Finance
Subject Bid Awards – F20 401 – Stair Tower Work – Various Contractors
Type Consent Agenda
Recommended Action The Board of Trustees adopt the resolution approving the bid award.

Initiator: Paul Zinck

Background:

Plans and Specifications for construction of the stair tower/end cap after demolition of the A and B Tower sections of the East Wing were prepared by the KAI Design Build Team. The packages were delineated and bid by the College's Construction Manager, Tarlton Corporation. Additional bid award recommendations for the construction of the Stair Tower may be made at a future Board of Trustees meeting, after bid negotiation and value engineering with the recommended bidders to reduce the overall project budget.

Contractors were evaluated on bid price as well as overall capabilities, MBE/WBE participation, experience with LEED (Leadership in Energy and Environmental Design) projects, available resources to meet the project's schedule, and approach to safety, quality, and cost control.

Requests for Bid for various phases for the new stair tower to be constructed after demolition of the A and B Towers of the East Wing were issued and various contractors were contacted to provide proposals, in addition to the CrossRhodes plan room and being listed on Tarlton's website. CrossRhodes made an e-mail notification to local MBE/WBE/DBE businesses. Details for individual bid awards requiring Board approval follow.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$130,432.	Stair Tower Masonry Work	Heitkamp Masonry	FP	Certificates of Participation
\$316,763.	Stair Tower Fiber Cement Panel Work	Missouri Builders	FP	Certificates of Participation
\$304,830.	Stair Tower Storefront Work	IWR North America	FP	Certificates of Participation
\$208,200.	Stair Tower Fiber Drywall & Vapor Barrier Work	D&L Painting and Drywall	FP	Certificates of Participation

Agenda Item Details Stair Tower work at Forest Park (Continued)

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$155,885.	Stair Tower HVAC Work	Weigmann Associates	FP	Certificates of Participation
\$218,215.	Stair Tower Electrical & Communications Work	Nooter Construction	FP	Certificates of Participation

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category 16.5 Finance
Subject Bid Awards – F20 401L – Stair Tower Masonry Work – Heitkamp Masonry
Type Consent Agenda
Recommended Action The Board of Trustees adopt the resolution approving the bid award.

Initiator: Paul Zinck

Background:

Request for Bid Package BP04A was issued to provide all masonry elements for the new stair tower. Nine (9) contractors were contacted to provide proposals, in addition to the CrossRhodes plan room and being listed on Tarlton's website.

Heitkamp Masonry was deemed to be the lowest and best responsive submittal meeting all requirements of the specification. The original response listed was submitted on the day of the bid opening; the contract amount represents the award after bid negotiation and tower re-design with the recommended bidder. In the case of Masonry and Cementitious Panels, the recommended bid award is higher than the bid amount, as the redesign added more of these materials in lieu of the more expensive storefront/ glazing. Therefore, Board approval is requested for the award of a contract for the work to *Heitkamp Masonry* in the amount of **\$130,432.00**.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$130,432.	Stair Tower Masonry Work	Heitkamp Masonry	FP	Certificates of Participation

Original Responses:

Contractor	Location	Base Amount
Heitkamp Masonry	Ellisville, MO	\$ 94,300.00
John J. Smith Masonry	St. Louis, MO	\$104,388.00
Grant Contracting, Inc.	Fenton, MO	\$147,540.00

The following companies/organizations also received the solicitation:

ABC Masonry, Inc., St. Louis, MO
B.J. Marquart and Son, St. Louis, MO
JDS Masonry, Inc., St. Charles, MO
Leonard Masonry Acquisition, LLC, Hazelwood, MO
Swanson Masonry, Inc., St. Charles, MO
Toenjes Brick Contracting, Columbia, IL

Agenda Item Details F 20 401L, Stair Tower Masonry Work at Forest Park (Continued)

CrossRhodes Planroom, MO

Tarlton Corporation Bid Opportunities Website, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting

Category 16.5 Finance

Subject Bid Awards – F20 401M – Stair Tower Fiber Cement Siding Work – Missouri Builders

Type Consent Agenda

Recommended Action The Board of Trustees adopt the resolution approving the bid award.

Initiator: Paul Zinck

Background:

Request for Bid Package BP07B was issued to provide the exterior panels for the new stair tower. Ten (10) contractors were contacted to provide proposals, in addition to the CrossRhodes plan room and being listed on Tarlton’s website.

Missouri Builders was deemed to be the lowest and best responsive submittal meeting all requirements of the specification. The original response listed was submitted on the day of the bid opening; the contract amount represents the award after bid negotiation and tower re-design with the recommended bidder. In the case of Masonry and Cementitious Panels, the recommended bid award is higher than the bid amount, as the redesign changed the metal panels to cementitious, and added more of these materials in lieu of the more expensive storefront/ glazing. Therefore, Board approval is requested for the award of a contract for the work to *Missouri Builders* in the amount of **\$316,763.00**.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$316,763.	Stair Tower Fiber Cement Siding Work	Missouri Builders	FP	Certificates of Participation

Original Responses:

Contractor	Location	Base Amount
Missouri Builders Service, Inc.	Jefferson City, MO	\$165,000.00
Hyde Sheet Metal	St. Louis, MO	\$169,395.00

The following companies/organizations also received the solicitation:

Architectural Sheet Metal Systems, Inc., St. Louis, MO
Archview Metals Systems Company, Columbia, IL
Blakely Sheet Metal LLC, Crystal City, MO
D.H. & A. Sheet Metal, Fenton, MO
IWR North America, LLC, St. Louis, MO
Lyon Sheet Metal Works, Inc, St. Louis, MO
Morse Architectural Products, Jefferson City, MO
Sheet Metal Systems, LLC, Park Hills, MO

Agenda Item Details F 20 401M, Stair Tower Fiber Cement Siding Work at Forest Park
(Continued)

CrossRhodes Planroom, MO

Tarlton Corporation Bid Opportunities Website, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category 16.5 Finance
Subject Bid Awards – F20 401N – Stair Tower Storefront Work – IWR North America
Type Consent Agenda
Recommended Action The Board of Trustees adopt the resolution approving the bid award.

Initiator: Paul Zinck

Background:

Request for Bid Package BP08A was issued to provide the glass and metal storefront elements for the new stair tower. Ten (10) contractors were contacted to provide proposals, in addition to the CrossRhodes plan room and being listed on Tarlton’s website.

IWR North America was deemed to be the lowest and best responsive submittal meeting all requirements of the specification. The original response listed was submitted on the day of the bid opening; the contract amount represents the award after bid negotiation and value engineering with the recommended bidder. Therefore, Board approval is requested for the award of a contract for the work to *IWR North America* in the amount of **\$304,830.00**.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$304,830.	Stair Tower Storefront Work	IWR North America	FP	Certificates of Participation

Original Response:

Contractor	Location	Base Amount
IWR North America	St. Louis, MO	\$771,210.00

The following companies/organizations also received the solicitation:

Bethalto Glass, Bethalto, IL
Brothers Glass, O’Fallon, MO
Budget Glass and Door, St. Louis MO
Hilboldt Curtainwall, St. Louis, MO
Horizon Glass Company, St. Louis, MO
Missouri Valley Glass Company, Inc., St. Charles, MO
NGG Ltd., Inc., St. Louis, MO
STL Glazing LLC, O’Fallon, MO
St. Charles Glass and Glazing, Inc, St. Charles, MO

Agenda Item Details F 20 401N, Stair Tower Storefront Work at Forest Park (Continued)

CrossRhodes Planroom, MO

Tarlton Corporation Bid Opportunities Website, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting

Category 16.5 Finance

Subject Bid Awards – F20 401O – Stair Tower Drywall and Vapor Barrier Work – D&L Painting and Drywall

Type Consent Agenda

Recommended Action The Board of Trustees adopt the resolution approving the bid award.

Initiator: Paul Zinck

Background:

Request for Bid Package BP09A was issued to provide exterior vapor barrier and interior drywall for the new stair tower. Nine (9) contractors were contacted to provide proposals, in addition to the CrossRhodes plan room and being listed on Tarlton’s website.

D & L Painting and Drywall was deemed to be the lowest and best responsive submittal meeting all requirements of the specification. The original response listed was submitted on the day of the bid opening; the contract amount represents the award after bid negotiation and value engineering with the recommended bidder. Therefore, Board approval is requested for the award of a contract for the work to *D & L Painting and Drywall* in the amount of **\$208,200.00**.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$208,200.	Stair Tower Drywall & Vapor Barrier Work	D & L Painting and Drywall	FP	Certificates of Participation

Original Response:

Contractor	Location	Base Amount
D & L Painting and Drywall (WBE)	St. Louis, MO	\$366,900.00
TJ Wies Contracting	St. Louis, MO	\$949,920.00

The following companies/organizations also received the solicitation:

Complete Drywall & Taping, Inc., St. Louis, MO
Hoelscher Interiors, Aviston, IL
John Bender, Inc., St. Louis, MO
Meyer Construction Services, Inc, Marthasville, MO
Niehaus Building Services, LLC, St. Louis, MO
Sundermeyer, Ltd., Bridgeton, MO
Ziege-Mueller Drywall & Construction, LLC, St. Charles, MO

Agenda Item Details F 20 401O, Stair Tower Drywall and Vapor Barrier Work at Forest Park
(Continued)

CrossRhodes Planroom, MO

Tarlton Corporation Bid Opportunities Website, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category 16.5 Finance
Subject Bid Awards – F20 401P – Stair Tower HVAC Work – Weigmann Associates
Type Consent Agenda
Recommended Action The Board of Trustees adopt the resolution approving the bid award.

Initiator: Paul Zinck

Background:

Request for Bid Package BP23A was issued to provide all HVAC and other mechanical work for the new stair tower. Fourteen (14) contractors were contacted to provide proposals, in addition to the CrossRhodes plan room and being listed on Tarlton’s website.

Weigmann Associates was deemed to be the lowest and best responsive submittal meeting all requirements of the specification. The original response listed was submitted on the day of the bid opening; the contract amount represents the award after bid negotiation and value engineering with the recommended bidder. Therefore, Board approval is requested for the award of a contract for the work to *Weigmann Associates* in the amount of **\$155,885.00**.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$155,885.	Stair Tower HVAC Work	Weigmann Associates	FP	Certificates of Participation

Original Responses:

Contractor	Location	Base Amount
Weigmann Associates	St. Charles, MO	\$400,000.00
Rock Hill Mechanical Corporation	Kirkwood, MO	\$417,500.00

The following companies/organizations also received the solicitation:

C & R Mechanical Company, Bridgeton, MO
Clay Piping Systems, Inc., Olivette, MO
Duct Systems, Inc., Fenton, MO
Haberberger Mechanical Contractors, St. Louis, MO
Icon Mechanical, St. Louis, MO
Integrated Facilities Services, Fenton, MO
Jarrell Mechanical, Earth City, MO
Mechanical Solutions (MBE), St. Louis, MO
Mechanical Solutions, Inc., St. Louis, MO
Murphy Company, St. Louis, MO
R.F. Meeh Company, Fenton, MO
STL Direct Mechanical, LLC, Earth City MO

Agenda Item Details F 20 401P, Stair Tower HVAC Work at Forest Park (Continued)

CrossRhodes Planroom, MO

Tarlton Corporation Bid Opportunities Website, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting

Category 16.5 Finance

Subject Bid Awards – F20 401Q – Stair Tower Electrical and Communications Work – Nooter Construction

Type Consent Agenda

Recommended Action The Board of Trustees adopt the resolution approving the bid award.

Initiator: Paul Zinck

Background:

Request for Bid Package BP26A was issued to provide all electrical, communications and network equipment work for the new stair tower. Sixteen (16) contractors were contacted to provide proposals, in addition to the CrossRhodes plan room and being listed on Tarlton’s website.

Nooter Construction was deemed to be the lowest and best responsive submittal meeting all requirements of the specification. The original response listed was submitted on the day of the bid opening; the contract amount represents the award after bid negotiation and value engineering with the recommended bidder. Therefore, Board approval is requested for the award of a contract for the work to *Nooter Construction* in the amount of **\$218,215.00**.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$218,215.	Stair Tower Electrical & Communications Work	Nooter Construction	FP	Certificates of Participation

Original Response:

Contractor	Location	Base Amount
Nooter Construction	St. Louis, MO	\$280,000.00

The following companies/organizations also received the solicitation:

Aschinger Electric, Fenton, MO
BRK Electrical Contractors, LLC (MBE), St. Louis, MO
Bell Electric, St. Louis, MO
Benson Electric, Company, Inc., St. Louis, MO
Diversified Electric, St. Charles, MO
Guarantee Electric, St. Louis, MO
Honeywell, St. Louis, MO
Kaemmerlen Electric, St. Louis, MO
Kaiser Electric, Fenton, MO
RJP Electric, Maplewood, MO
Sachs Electric, Fenton, MO

Agenda Item Details F 20 401Q, Stair Tower Electrical and Communications Work at Forest Park (Continued)

Schaeffer Electric, St. Louis, MO

TD4 Electrical, LLC (MBE), St. Louis, MO

TSK Global Companies, LLC, St. Charles, MO

The Up Companies (MBE), St. Louis, MO

CrossRhodes Planroom, MO

Tarlton Corporation Bid Opportunities Website, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting

Category 16.5 Finance

Subject Bid Awards – F20 504 – Roof Replacement at CWI Building (FV) – Geissler Roofing Company

Type Consent Agenda

Recommended Action The Board of Trustees adopt the resolution ratifying the bid award.

Initiator: Dennis Dill

Background:

The existing roof on the CWI building is out of warranty and experiencing some leaks. This project will replace the roof on this building with a membrane roofing system and provide a new 20 year warranty.

Request for Bid was issued on May 7, 2020 to perform roof replacement at the Center for Workforce innovation building, and thirteen (13) contractors were contacted to provide proposals in addition to plan room organizations, and sub-contractors. This project was approved by the Board at its May 14, 2020 meeting in the estimated amount of \$600,000. Geissler Roofing Company was deemed the best responsive submittal meeting all requirements of the specification. Therefore, Board ratification is requested for the award of a contract for the work to ***Geissler Roofing Company*** in the amount of **\$387,970.00**.

Plans and specifications were created by the Engineering and Design department and RMT Roof Consultants.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$387,970.	Roof Replacement at CWI Building	Geissler Roofing	FV	Operating/ Capital

Responses:

<u>Contractor</u>	<u>Location</u>	<u>Base Amount</u>
Geissler Roofing Company	Belleville, IL	\$387,970.00
St. Louis Roofing Company	St. Louis, MO	\$390,169.00
Jim Taylor, Inc.	Belleville, IL	\$402,417.00
Hof Construction, Inc.	St. Louis, MO	\$435,000.00
Bade Roofing, Inc.	St. Louis, MO	\$443,220.00
Bartch Roofing Company	Bridgeton, MO	\$459,586.00
Lakeside Roofing	Collinsville, IL	\$474,217.00
Roofing Services and Solutions	St. Louis, MO	\$476,000.00
Bi-State Roof Systems	Valley Park, MO	\$519,932.00

Agenda Item Details F20 504 Roof Replacement at CWI Building (Continued)

The following companies/ organizations also received the solicitation:

Kirberg Company, St. Louis, MO
Shay Roofing Company, Millstadt, IL
Top Priority Roofing, St. Louis, MO
Wayne Cox Roofing, St. Louis, MO

E-Plan, Columbia, MO
MOKAN Construction Contractor Assistance Center, St. Louis, MO
The Builder's Association, Jefferson City, MO
Mid-States Minority Supplier Development Council, St. Louis, MO

Newspaper advertisements were placed in the St. Louis Countian, St. Louis Daily Record, and the St. Louis American.

Agenda Item Details

Meeting	June 25, 2020 – STLCC Board of Trustees Regular Meeting
Category	16.5 Finance
Subject	Bid Awards – S6 6923 – Emergency Roof Replacement at Business Administration building – Geissler Roofing Company
Type	Consent Agenda
Recommended Action	The Board of Trustees adopt the resolution ratifying the bid award.

Initiator: Paul Zinck

Background:

The existing roof on the Business Administration building at Meramec, while still under warranty, has severely deteriorated and is experiencing several leaks. The warranty company has resisted replacement, and has made only superficial repairs to the roof system. Replacement is complicated by the presence of asbestos containing coating in some areas inside the building, and this material can be released during removal of the roof system. The second floor of this building houses several computer labs, offering training that cannot be easily relocated. With no on-campus classes this summer, the decision was made to close and isolate the second floor, replace the roof and seek reimbursement from the warranty company.

The existing deteriorated roof will be replaced with a membrane roofing system and receive a new 20 year warranty.

Request for Bid was issued on May 1, 2020 to perform roof replacement at the Business Administration building, and seven (7) contractors were contacted to provide proposals in addition to plan room organizations, and sub-contractors. This project was approved by the Board at its May 14, 2020 meeting in the estimated amount of \$425,000. Geissler Roofing Company was deemed the best responsive submittal meeting all requirements of the specification. Therefore, Board ratification is requested for the award of a contract for the work to ***Geissler Roofing Company*** in the amount of **\$311,990.00**.

Plans and specifications were created by the Engineering and Design department and RMT Roof Consultants.

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$311,990.	Roof Replacement at Business Admin. Building	Geissler Roofing	M	Operating/ Capital

Agenda Item Details S6 6923 Roof Replacement at Business Administration Building
(Continued)

Responses:

Contractor	Location	Base Amount
Geissler Roofing Company	Belleville, IL	\$311,990.00
Bade Roofing, Inc.	St. Louis, MO	\$384,985.00
Shay Roofing	Millstadt, IL	\$402,667.00
Bi-State Roof Systems	Valley Park, MO	\$425,785.00
Kirberg Roofing Company	St. Louis, MO	\$441,880.00
Bartch Roofing Company	Bridgeton, MO	\$444,133.00
Lakeside Roofing	Collinsville, IL	\$520,066.00

The following companies/ organizations also received the solicitation:

E-Plan, Columbia, MO
MOKAN Construction Contractor Assistance Center, St. Louis, MO
The Builder's Association, Jefferson City, MO
Mid-States Minority Supplier Development Council, St. Louis, MO

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting

Category 16.5 Finance

Subject Consulting Agreement ratification – A19-0311 IMG #04 – Fire Hydrant Relocation - IMEG

Type Consent Agenda

Recommended Action The Board of Trustees adopt the resolution ratifying the issuance of the amendment to the consulting agreement.

Initiator: John Duarte

Background:

The existing fire hydrant in front of the Corporate College is leaking and the plumbing line runs below the front walk area. IMEG will design a relocation of the fire hydrant closer to the building, and abandon the existing, leaking line.

College Board Policy I.8 – Selection of Architectural and Engineering (A/E) Services for Physical Facilities Projects requires that architectural and engineering consultants be selected on the basis of demonstrated competence and qualifications for the type of professional services required, and at fair and reasonable prices. This policy further requires Board ratification of consulting agreements less than \$75,000.

IMEG was chosen from the College’s open end consultant list due to their experience, availability, and past performance. Therefore, Board ratification is requested for the award of an agreement for the services to **IMEG** in the amount of **\$3,240.00**

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$3,240.00	Fire Hydrant Relocation Design	IMEG	Corporate	Capital/ Operating

Responses:

Consultant	Location	Base Amount
IMEG	St. Louis, MO	\$3,240.00

The following companies/organizations also received the solicitation:

None

Agenda Item Details

Meeting June 25, 2020 – STLCC Board of Trustees Regular Meeting

Category 16.5 Finance

Subject Consulting Agreement ratification – A19-0317 PSI#05 – Cleanup of Ceiling Materials in Science Math building at Florissant Valley – PSI

Type Consent Agenda

Recommended Action The Board of Trustees adopt the resolution ratifying the issuance of the amendment to the consulting agreement.

Initiator: Jeff Smith

Background:

Some areas on the second floor of the Science Math building, where asbestos containing coating material exists, delaminated, and the ACM debris needed to be cleaned.

Professional Environmental provided the air monitoring and oversight for the cleanup.

College Board Policy I.8 – Selection of Architectural and Engineering (A/E) Services for Physical Facilities Projects requires that architectural and engineering consultants be selected on the basis of demonstrated competence and qualifications for the type of professional services required, and at fair and reasonable prices. This policy further requires Board ratification of consulting agreements less than \$75,000.

PSI was chosen from the College's open end consultant list due to their experience, availability, and past performance. Therefore, Board ratification is requested for the award of an agreement for the services to **PSI** in the amount of **\$485.00**

<u>Amount</u>	<u>Description</u>	<u>Contractor</u>	<u>Location</u>	<u>Fund Source</u>
\$485.00	Cleanup of Ceiling Materials	PSI	FV	Operating/ Capital

Responses:

Consultant	Location	Base Amount
PSI	St. Louis, MO	\$1,285.00

The following companies/organizations also received the solicitation:

None

Request for Approval/Disposal of Surplus Property

Board approval is requested to dispose of surplus property by recycling per contract as listed on the following pages. This property has been declared excess and posted internally for redistribution.

PDF#	Description	Property Tag	Location	Condition	Purchased Date	Original Cost	Book Value
	Smart Spin Washer	012350	FV	Poor	4/16/2001	\$ 5,445.00	\$ -
	Compact Lawn Tractor- Massey Ferguson	008313	MC	Poor	6/30/1999	\$ 29,080.00	\$ -

No Items

Academic Affairs

Recommended Board approval of the following resolution regarding the acceptance or renewal of various contracts, agreements and resolutions between the District and various agencies, corporations and individuals located throughout the District:

RESOLVED, that the contracts, agreements and resolutions set forth in **Tab O** attached hereto and by this reference incorporated herein, are adopted and approved; and

FURTHER RESOLVED, that the appropriate Officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

Contracts and Agreements

Clinical Agreements

The college recommends that the following clinical agreements be ratified and/or approved by the Board of Trustees to provide clinical experiences for students enrolled in these programs.

Participant	Program	Effective Date
Watson Pointe Dental	Dental Assisting	03/13/20
Herrick Dental Office	Dental Assisting	03/13/20
Professional Health Services/National Healthcare Corporation	Occupational Therapy Assistant and Physical Therapist Assistant	03/02/20
Christian Hospital Northeast-Northwest	Physical Therapist Assistant	06/03/20
Post Acute Medical, LLC	Occupational Therapy Assistant	04/28/20

Memorandum of Understanding between St. Louis Community College and School District of Clayton

The college recommends that the Board of Trustees approve a Memorandum of Understanding between St. Louis Community College and School District of Clayton to offer dual enrollment opportunities for high school students.

Memorandum of Understanding between St. Louis Community College and Jennings School District

The college recommends that the Board of Trustees approve a Memorandum of Understanding between St. Louis Community College and Jennings School District to offer dual credit, dual enrollment, and early college opportunities for high school students.

Memorandum of Understanding between St. Louis Community College and Pattonville School District

The college recommends that the Board of Trustees approve a Memorandum of Understanding between St. Louis Community College and Pattonville School District to offer dual credit and dual enrollment opportunities for high school students.

Memorandum of Understanding between St. Louis Community College and University City School District

The college recommends that the Board of Trustees approve a Memorandum of Understanding between St. Louis Community College and University City School District to offer dual credit, dual enrollment, and early college opportunities for high school students.

Workforce Solutions Group

Recommended Board approval of the following resolution regarding the ratification of direct pay agreements and the acceptance or renewal of various contracts, agreements and resolutions between the District and various agencies, corporations and individuals located throughout the District:

RESOLVED, that the contracts, agreements and resolutions set forth and attached hereto and by this reference incorporated herein, are adopted and approved; and

FURTHER RESOLVED, that the appropriate Officer of the Board or the District be and hereby is authorized and directed to execute an appropriate contract in each instance.

Contracts and/or Agreements:

Agreement between St. Louis Community College and the Missouri Community College Association (MCCA)

It is recommended that the Board of Trustees ratify a subcontractor agreement between St. Louis Community College and the Missouri Community College Association (MCCA) to provide SkillUp services during the period of October 1, 2019 to September 30, 2020.

Institutional Development

Acceptance of External Funds

Recommended approval the following Resolution regarding the acceptance of grants, contracts and equipment donations:

RESOLVED, that the Board of Trustees does hereby accept the grants, contracts, gifts and equipment donations for the College, all as more fully set forth in **Tab Q**; and

FURTHER RESOLVED, that the Chancellor be and hereby is authorized and directed to express appreciation, where appropriate, for and on behalf of the District; and

FURTHER RESOLVED, that with respect to federal grants for work-study programs, the Agency involved will be billed for matching funds and for Social Security; and

FURTHER RESOLVED, that the appropriate Officer of the Board or District be and hereby is authorized and directed to execute contracts with said agencies in each instance.

<u>AGENCY</u>	<u>AMOUNT</u>	<u>PURPOSE</u>	<u>FUND</u>
U.S. Department of Labor	\$1,158,284	STLCC has been offered a grant award from the U.S. DOL's Job Corps Scholars Program, a national demonstration project aimed at providing at-risk youth with job skills instruction, educational opportunities and individualized employment counseling. The project will serve low income students who are between the ages of 16 to 24 and who have barriers to education and employment that may include at-risk youth who are low income, dropouts, homeless, in foster care, parents, and in need of training leading to self-sufficiency. Upon completion of an up to 12-month certificate training program, students will secure a job, enter an apprenticeship program, join the Armed Services, or transfer to a four-year program.	Restricted

Project Period: 7/1/2020 to 09/30/2023

Project Contact: Tiffany Davis