



March 27, 2025 Board of Trustees Meeting Minutes

Attendance

Board Members Present:

Amie Breshears, Tim Carr, Justin Hubbs, Jeff Page, Richard Parker, Patricia Wood

Others Present:

Keith Acuff, Allison Brosch, Chris Fontenot, Mark Haverly, Brad Henderson, Michael Leonard, Lee Lopez, Darci McFail, Michael Murders, Sarah Nail, Lisa Oesterle, Terrance Polk, Macy Reed, Becky Rose, Kendal Shahan, April Stephenson, Mary Treuner, Jo Lynn Turley, Autumn Whitehead

Absent:

Brent Bates, James Cunningham, Scott Simoneaux

WORK SESSION (Presenters: Vice President Keith Acuff)

The Board of Trustees and Executive Leadership Team met for a Work Session at 5:00 p.m. in the Hopkins Board Room. Mr. Acuff gave an overview of the budget items that will be up for a vote in the General Session. Dr. Breshears thanked him for the time he spends keeping them involved throughout the budget process.

 [FY26 to FY25 budget highlights.pptx](#)

 [FY26 Budget What If Cheat Sheet 1 yr budget forecaster.xlsx](#)

 [FY26 Budget What If Cheat Sheet 1 yr budget forecaster March BOT.xlsx](#)

GENERAL SESSION

The Board of Trustees met in General Session at 5:30 p.m., on Thursday, March 27, 2025, in the Hopkins Board Room in a public forum. The meeting was simultaneously shown and recorded on the State Fair Community College YouTube Channel.

CALL TO ORDER (Presenters: Board President Patricia Wood)

Board President Patricia Wood called the meeting to order at 5:31 p.m.

APPROVAL OF THE AGENDA

Mr. Hubbs moved that the Board of Trustees approve the agenda. Dr. Breshears seconded the motion; motion carried (Yes-6; No-0).

CITIZENS' COMMENTS (Presenters: Executive Assistant Lisa Oesterle)

Mrs. Oesterle reported that there were no citizens' comments.

INTRODUCTION OF NEW EMPLOYEES

Dean Dr. Autumn Whitehead introduced the following new employees from her department:

- *April Stephenson*, Financial Aid Advisor
- *Terrance Polk*, Admissions Advisor
- *Lee Lopez*, Admissions Advisor

APPROVAL OF THE FEBRUARY 27, 2025, BOARD MEETING MINUTES AS PUBLISHED

Mr. Hubbs moved that the Board of Trustees approve the minutes for the February 27, 2025, Board meeting as published. Mr. Page seconded the motion; motion carried (Yes-6; No-0).

 [MINUTES - BOT Gen. Session Mtg. Minutes 02.27.25 SIGNING COPY.pdf](#)

WARRANT #8, FEBRUARY 2025 (Presenters: Vice President Keith Acuff)

Mr. Carr moved that the Board of Trustees approve Warrant #8, for February 2025. Dr. Breshears seconded the motion; motion carried (Yes-6; No-0).

 [Warrant Resolution for February 2025.pdf](#)

STUDENT GOVERNMENT / STUDENT CLUBS REPORT (Presenters: Macy Reed, Kendal Shahan)

- AG Club Report
- Agriculture Students Macy Reed and Kendal Shahan introduced themselves and gave the following updates on the Ag Club:
 - They helped go around and give out free tickets to a SFCC Basketball for community/industry night promotional.
 - They are part of the collegiate farm bureau and have a chapter at SFCC. This allowed them to attend legislative day at the Missouri Capitol, where they met with Sen. Sandy Crawford, Rep. Brad Pollitt, and even had a chance meeting with Gov. Mike Kehoe. They also had the the opportunity to sit in and view a few hearings.
 - They had the opportunity to send three students to the Young Farmers and Ranchers Conference, where they heard great stories and more about what other districts do.
 - Two students attended the National Professional Agriculture Student (PAS) Conference in Wyoming. There were a lot of career building workshops and two of our students placed in their events.
 - The Agriculture Department helped sponsor the Ag Forward meeting and had 75 people in attendance. The April Ag Forward meeting will be on April 22nd and will be on conservation.
 - The SFCC Plant Sale will be April 28-May 10, or until they run out of plants.
 - Farm update
 - Macy and Kendal gave an overview of what they do to help take care of the cattle herd, by feeding and monitoring them. We currently have 28 cows with black and red angus, and 14 calves. They feel that this is great experience for them.
 - They produced a video for the National PAS conference and really enjoyed doing the video.

INSTITUTIONAL REPORT (Presenter: Becky Rose)

- IPEDs Feedback - Becky reported that IPEDS data is required for Title IV Financial Aid, but that the data is lagging by an academic year.
 - Our comparison group includes eight rural MO community colleges (Crowder, College East Central College, Jefferson College, Moberly Area Community College, Mineral Area College, North Central MO College, St. Charles Community College, Three Rivers College)
 - Our tuition/fees comparison shows that we are lower than the other colleges in the comparison group.

- Students receiving financial aid shows us slightly higher (by 1%) than other schools, while the amount of Federal Aid is slightly lower (by \$177).
 - Grad/Transfer (within 3 yr. period) - graduation rate is slightly higher than our peers (by 1%); while transfer is lower than peers (by 6%).
 - Grad/Transfer (10-yr. trend) shows we have increased from 44% to 57%.
 - We are ahead of our peers in grad rates, but lower in transfer students; overall, we are gaining on our peers.
 - Shared Pell students after 8 yrs - FT and PT (not doing as well)
 - Core Revenues - We are getting more of our revenue from tuition and fees than our peers
 - Endowment Assets - shows that our endowment is \$12,266 per FTE, which is almost 4x as much as our peers.
- Spring Census
 - February 18 was Census Day
 - Headcount = 3,793 and Credit Hours = 35,076
 - Compared to SP24 we are up 10% in students and 3,603 in credit hours
 - In a 10 yr. trend of headcount- we are now the highest in headcount since Covid began. Credit Hours are not quite as high as before 2020
 - National Benchmark shows that we are above both the national and state (8 rural community college) benchmarks
 - Out of the 8 rural community colleges in Missouri, we are the only college up in double digits.
 - In credit hours with rural community colleges in MO, we are only school with double digit increase.
 - Residency (68% are MO resident; 29% are in-district; 2% are out of state; and 1% are international Out of 114 counties in Missouri, we have students from 77 counties.
 - Enrollment Status (44% are Fulltime and 56% are part-time)
 - Credit Hours (67% are being taken by fulltime students; 33% are taken by part-time students)
 - Gender (67% are female; 33% are male)
 - Online vs On Ground (Online is 33% of students, On ground is 37% of students, those taking both is 30%)
 - 43% of total credit hours are online
 - Degree seeking (62% are degree seeking, 38% are not degree seeking)
 - Credit hours of degree seeking is 80%; Non degree seeking is 20%
 - Degrees Sought (SEE PP) - 57% are AA; 5% AAT; 1% AFA; .3% AGS; 8% CERT; 2% ST; and 25% AAS
 - Age (Traditional 83%; Non-traditional 17%)
 - Dual Credit - Spring 2025 we have 1,360 students; with 6,667 credit hours
 - Trend shows that from Spring 2021, we have steadily increased numbers
 - Typical SFCC student profile: Missouri resident, out of district, part-time, female, degree-seeking, continuing/returning, traditional age, and gen. ed. transfer

FY2026 TUITION/FEE RATES (Presenter: Vice President Keith Acuff, President Dr. Brent Bates)

Mr. Parker moved that the Board of Trustees approve the following tuition and fee rates for the 2025-2026 academic year and that these tuition and fee rates become effective for the Fall 2025 semester, through the Summer 2026 semester. Mr. Page seconded the motion; motion carried (Yes-6; No-0).

- In-District resident: \$133.00 per credit hour, \$4 increase
- Missouri resident: \$203.00 per credit hour, \$7 increase
- Non-Missouri resident: \$273.00 per credit hour, \$9 increase
- Dual Credit: \$79.00 per credit hour, no increase
- Tier 1 Tuition Increment: \$30.00, \$5 increase
- Tier 2 Tuition Increment: \$80.00, \$10 increase
- Tier 3 Tuition Increment: \$130.00, \$15 increase
- Tier 4 Tuition Increment: \$245.00, \$20 increase

- Technology Fee \$45.00 per credit hour, no increase

The Military rate for covered individuals under 38 U.S.C. §379 (Veterans' Benefits) including Whiteman Air Force Base active duty personnel, their spouse and dependent children that do not meet In-District residency requirements is set at the Board approved Missouri resident tuition rate. Additionally, the Technology Fee is waived for online, on-ground and hybrid courses for the military-related students designated herein.

FY2026 OCCUPATIONAL THERAPY ASSISTANT (OTA) PROGRAM TUITION (Presenter: Vice President Keith Acuff)

Mr. Carr moved that the Board of Trustees approve the tuition for the OTA program as shown below and that the tuition and fees become effective for the Fall 2025 semester through the Summer 2026 semester. Dr. Breshears seconded the motion; motion carried (Yes-6; No-0).

The Missouri Health Professions Consortium (MHPC) has set the Charge-back fees for the OTA program for 2025-2026 at \$223 per credit hour. Based on the recommendation by the MHPC, the fiscal agent (State Fair Community College) collects tuition/fees for the OTA program calculated as the charge-back fee times a 28% upcharge (rounded to the nearest dollar) resulting in a tuition rate of \$286 per credit hour.

FY2026 RESPIRATORY CARE (RC) PROGRAM TUITION

Mr. Hubbs moved that the Board of Trustees approve the tuition for the RC program as shown below and that the tuition and fees will become effective for the Fall 2025 semester through the Summer 2026 semester. Mr. Parker seconded the motion; motion carried (Yes-6; No-0).

The Missouri Health Professions Consortium (MHPC) has set the Charge-back fees for the RC program for 2025-2026 at \$217.00 per credit hour. Based on the recommendation by the MHPC, the fiscal agent (East Central College) collects tuition/fees for the RC program calculated as the charge-back fee times a 28% upcharge (rounded to the nearest dollar) resulting in a tuition rate of \$278 per credit hour.

FY2026 MEDICAL LABORATORY TECHNICIAN (MLT) PROGRAM TUITION (Presenter: Vice President Keith Acuff)

Mr. Page moved that the Board of Trustees approve the tuition for the MLT program as shown below and that the tuition and fees will become effective for the Fall 2025 semester through the Summer 2026 semester. Mr. Hubbs seconded the motion; motion carried (Yes-6; No-0).

The Missouri Health Professions Consortium (MHPC) has set the Charge-back fees for the MLT program for 2025-2026 at \$276.73 per credit hour. Based on the recommendation by the MHPC, the fiscal agent (Moberly Area Community College) collects tuition/fees for the MLT program calculated as the charge-back fee times a 28% upcharge (rounded to the nearest dollar) resulting in a tuition rate of \$354 per credit hour.

FY2026 FULL TIME EXEMPT POSITION APPROVALS (Presenter: Vice President Keith Acuff)

Mr. Parker moved that the Board of Trustees approve the full-time faculty, exempt, and administrative positions as presented and the new position(s) as listed, which have been included in the FY2026 budget development process, pending final approval of the FY2026 budget. Dr. Breshears seconded the motion; motion carried (Yes-6; No-0).

 [FY26 FT Position Approvals.pdf](#)

EMPLOYEE COMPENSATION FOR FY2026 (Presenter: Vice President Keith Acuff)

Dr. Breshears moved that the Board of Trustees adopt the following compensation increases for Fiscal Year 2026 for employees in good standing and hired into their current position before February 1, 2025, pending final approval of the FY2026 budget. Mr. Hubbs seconded the motion; motion carried (Yes-5; Abstain-1; No-0).

Full-time Faculty: Provide a 1.6% increase to the current faculty salary base for both 168-day, 180-day and 184-day contracts and provide one step advancement on the updated salary schedule (unless at maximum step) for faculty eligible for a step.

1. Non-instructional full-time staff: 3.5% increase.
2. Permanent part-time classified staff: 3.5% increase.
3. Adjunct Faculty: Increase compensation to \$675/credit hour, an increase of \$50/credit hour.
4. Faculty Overload: Increase compensation to \$700/credit hour, an increase of \$50/credit hour.
5. Adjustments as appropriate for educational attainment, professional development activities, job reclassification, and/or equity.

This compensation package has been taken into consideration in the development of the Fiscal Year 2026 budget.

MISSOURI EDUCATORS' TRUST (Presenter: Vice President Keith Acuff)

Mr. Page moved that the Board of Trustees approve membership in MET and the President and Vice President for Finance & Administration be authorized to sign any and all agreements with MET. Mr. Hubbs seconded the motion; motion carried (Yes-5; Abstain-1; No-0).

On March 4, 2025, the Board of Directors of the Missouri Education Health Group (MEHG) voted to dissolve the MEHG and join the Missouri Educators' Trust (MET) to provide and administer SFCC's Group Health Plan, Dental Insurance, Vision Insurance and AD&D and Basic Life Insurance Plans. On March 7, 2024, MET formally offered membership to State Fair Community College into MET.

 [2024.11.01 Articles of Association FINAL.pdf](#)

 [Membership and Adoption Agmt State Fair Community College\[32\].pdf](#)

FY2026 GROUP HEALTH PLAN (Presenter: Vice President Keith Acuff)

Dr. Breshears moved that the Board of Trustees accept the proposal for health insurance from Missouri Educators Trust (MET) at a Board-paid rate of \$804.00 per month for each full-time employee, which represents a 2.8% decrease to the college from the FY25 rates. Mr. Hubbs seconded the motion; motion carried (Yes-5; Abstain-1; No-0).

MET is managed and serviced by Gallagher Benefit Services in Springfield, Missouri. The coverage is provided through Anthem – Preferred Care Blue. The proposed plan includes a base option, a buy-up option and two options with Health Savings Accounts (HSA).

 [FY26 Medical Insurance.docx](#)

FY2026 AD&D AND BASIC LIFE INSURANCE (Presenter: Vice President Keith Acuff)

Mr. Hubbs moved that the Board of Trustees accept the proposal from Missouri Educator's Trust (MET) for Accidental Death and Dismemberment (AD&D) and Basic Life Insurance for Fiscal Year 2026. Mr. Page seconded the motion; motion carried (Yes-5; Abstain-1; No-0).

The proposed plan would be through MetLife and the Board-paid rate for each full-time employee would include AD&D rates of \$0.126/\$1,000 and Basic Life at \$0.014/\$1,000 for a total of \$0.14 per \$1,000 coverage. These rates reflect an increase of 1.66% from the prior year.

FY2026 DENTAL INSURANCE (Presenter: Vice President Keith Acuff)

Mr. Hubbs moved that the Board of Trustees accept the proposal from Missouri Educators Trust (MET) for dental insurance for Fiscal Year 2026. Mr. Parker seconded the motion; motion carried (Yes-5; Abstain-1; No-0).

The proposed plan would be through MetLife and the Board-paid rate for each fulltime employee is \$33.72 per month, and the proposed family rate is \$99.59. These rates reflect an 8.4% increase from FY 2025. There is also a buy-up plan option which offers an employee rate of \$43.56 and family rate of \$149.73.

FY2026 VISION INSURANCE (Presenter: Vice President Keith Acuff)

Dr. Breshears moved that the Board of Trustees accept the proposal from Missouri Educator's Trust (MET) for Vision Insurance for Fiscal Year 2026. Mr. Page seconded the motion; motion carried (Yes-5; Abstain-1; No-0). The proposed plan would be through MetLife and the rates would be \$7.61 per month for employee coverage, \$15.22 per month for employee and spouse coverage, \$16.98 per month for employee and children coverage, and \$25.82 per month for family coverage. The vision plan is optional and is paid for by the employee. These rates reflect a 35% decrease from FY 2025.

HEALTH SCIENCES EXPANSION CHANGE ORDERS (Presenter: Vice President Keith Acuff)

Mr. Carr moved that the Board of Trustees approve Change Orders 01, 02, 03, and 04 in the aggregate amount of \$11,840.58, from Septagon Construction for various changes to the Health Science Expansion project. Funding source is State of Missouri MoExcels 2025 grant funds. Dr. Breshears seconded the motion; motion carried (Yes-6; No-0).

 [Septagon PR1.pdf](#)

 [SFCC PR2 Steril 126 Casework \(003\).pdf](#)

 [SFCC PR3 Sawcut and Removal COR.pdf](#)

 [SFCC PR4 Corridor Walls REV2.pdf](#)

ATHLETIC COMPLEX ARCHITECTURAL SERVICES - For Informational Purposes Only (Presenter: Vice President Keith Acuff)

Upon recommendation by the President and Vice President of Finance and Administration, incite Design Studio has been released as the architectural services provider for the College's outdoor athletic complex. Per terms of the contract, all monies due to incite for services performed have been paid and ownership of all work product done by incite has been transferred to the College.

ATHLETIC COMPLEX ARCHITECTURAL SERVICES (Presenter: Vice President Keith Acuff)

Mr. Page moved that the Board of Trustees approve the selection of Mammoth Sports Construction, LLC (Mammoth) of Meriden, KS, for the proposed College Athletic Complex, and that upon negotiating a satisfactory contract, the President and Vice President of Finance and Administration be authorized to sign any and all agreements with Mammoth for the project, and perform those acts necessary to carry out and perform the terms of the agreement. Mr. Hubbs seconded the motion; motion carried (Yes-6; No-0).

Architectural services would include, but not be limited to, concepting, planning, schematic design, construction documents, and construction administration for the proposed College Athletic Complex. This contract was awarded through the Purchasing Cooperative at Greenbush and meets the requirements of a competitive procurement of services. It is further recommended that the President and the Vice President for Finance and Administration be authorized to proceed with contract negotiations with Mammoth to determine the specific scope of work, deliverables, timeframe, compensation and other items as may be required for the contract. Funding source is SFCC Foundation funds specifically directed to this project.

 [SFCC.Mammoth.PreCon.Design.Const.Agrmt.032025.pdf](#)

PRESIDENT'S REPORT (Presenter: Vice President Dr. Michael Murders)

- Thank you for SFCC employees - Dr. Murders took the time to thank faculty and staff for all the work they do to bring out the results that we get with the enrollment numbers and for all the projects they are involved in, such as strategic planning, master planning, and everything else that is going on.
- Dr. Murders thanked the Board for the support they give to the employees and that SFCC recognizes their support.
- Dr. Murders announced they are closing out the process of determining the Employee of the Year and the Instructor-, Adjunct-, and Staff-of-the-Year. The nominees and winner will be announced in a few weeks.

Notable Dates on the Calendar

- March 29 - SFCC Foundation Gala
- April 9 - Signing Day
- April 10 - Student Art Show
- April 17 - Daum Member Reception
- June 29-July 1 - MCCA Trustee & Executive Leadership Conference
- Mr. Page requested that a copy of the Calendar of Events be emailed to the Board.

2025 Commencement

- Commencement this May 16th will be at 6 p.m. at Mathewson Building.
- AEL graduation will be Saturday, May 17th at 10 a.m.

Other News

- Strategic Planning Community Forums
 - In conjunction with community college month, we are holding strategic planning forums that will provide many opportunities for community members to give feedback. We are offering them at extended campuses as well as in Sedalia and Benton County. Other specific groups where we will hold forums include Smith-Cotton High School, the CTC Superintendence, and with our SGA students. We are wanting to pull together a visionary plan. Mr. Parker added that it would be good for every Board member to attend at least one of the of forums as it is important to listen to the community.
- Federal Financial Aid Office
 - There are uncertainties going on with many federal aspects, but we are staying on top of all the changes. An example is that the Federal Financial Aid office in KC was dismantled and shifted to the Chicago office. After working with them, we received our official recertification for the next five years. We have a great team that is prepared to do what needs to be done to go with the changes.

 [Upcoming Events Calendar.docx](#)

FINANCIAL REPORT - INFORMATIONAL ONLY (Presenters: Vice President Keith Acuff)

Monthly Finance Report - Mr. Acuff reported that the month continues to be financially strong. We have spent about 67% of our expense budget, which is expected. He expects the good financial standing to continue through the rest of the fiscal year. We are having a good strong financial year that supports the students and staff.

MARCH "BOARD REPORTING" PURCHASES (VP Acuff) - Informational Only

During the month of February 2025, the following "Board Reporting" purchases between \$10,000 and \$25,000 and other applicable purchases were made:

- | | | |
|-------------------------|------------------------------|-------------|
| • Haulotte Construction | Residence Hall Shower Repair | \$14,740.50 |
| • Filter Specialists | AC Filters | \$13,853.13 |

BOARD DISCUSSION

- ACCT Leadership Congress
 - New Orleans, LA - October 22-25, 2025 - Contact Lisa, if you would like to attend.
- MCCA Trustee and Executive Leadership Conference
 - June 29-July 2, 2025 - Contact Lisa know if you'd like to attend.
- Region XVI Championship - Kudos to Coach Collier and the Women's Basketball Team on an excellent season!
- SFCC Events
 - Dr. Bates was part of the Spring Instrumental Concert on and did great job reading an excerpt on John F. Kennedy while the band played.
 - The President's Concert & Reception is coming up on April 29th
 - SFCC Foundation Gala - Contact the Foundation if you would like to attend.

NEXT MEETING

The next Board of Trustees General Session meeting will be held on Thursday, April 24, 2025, at 5:30 p.m. in the Hopkins Board Room.

REQUEST FOR CLOSED SESSION

Mr. Hubbs moved that the meeting be adjourned to Executive Session pursuant to RSMO 610.021, and that the Board of Trustees of State Fair Community College meet in a closed meeting, with closed record and closed vote, on March 27, 2025, in the Hopkins Board Room on the campus of State Fair Community College, Sedalia, Missouri, for the purpose of considering:

- Hiring, firing, disciplining, or promotion of personnel pursuant to RSMO Sec. 610.021 (3).

Dr. Breshears seconded the motion; motion carried.

Roll Call:

- Amie Breshears Yes
- Tim Carr Yes
- Justin Hubbs Yes
- Jeff Page Yes
- Richard Parker Yes
- Patricia Wood Yes

GENERAL SESSION MEETING ADJOURNED

Mr. Hubbs moved to adjourn the General Session. Dr. Breshears seconded the motion; motion carried (Yes-6; No-0).


Tim Carr, Secretary

Lisa M. Oesterle, Recording Secretary

Jo Lynn Turley, Custodian of Records
jturley@sfccmo.edu or (660) 596-7222