



Office of the President

NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this sixteenth day of June 2023, that the Board of Governors of Southeast Missouri State University will convene at 9:30 a.m., on Monday, June 19, 2023, in the LaSalle Room of Drury Plaza Hotel St. Louis at the Arch – 2 South 4th Street, St. Louis, Missouri and again at 9:00 a.m. on Tuesday, June 20, 2023, in the Donn Lux Family Performing Arts Theatre of the Lift for Life Academy – 1731 S. Broadway, St. Louis Missouri.

The tentative agenda is attached to this notice and includes a vote to close the meeting on June 19th for consideration of matters authorized by statute, including Sections 610.021(3) and (13) of the Revised Statutes of Missouri; and on June 20th for consideration of matters authorized by statute, including, 610.021(1), (3), (9), and (13) of the Revised Statutes of Missouri.

Representatives of the news media may obtain copies of this notice by contacting:

Tonya Wells
Asst. Vice President, Marketing & Communications
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Christopher R. Martin
Board of Governors' Secretary

**BOARD OF GOVERNORS WORK SESSION
AND RETREAT
9:30 a.m., June 19, 2023
Drury Plaza Hotel St. Louis at the Arch
LaSalle Room
2 South 4th Street
St. Louis, Missouri 63102**

Agenda

1. Board Work Session

(Governor Klocke)

- a. Action Items (9:30-9:35 a.m.)
 - i. Welcome and Call to Order
 - ii. Roll Call of Members and Determination of Quorum
- b. June 20th Board of Governors Meeting (9:35-10:20 a.m.)
 - i. Review Items and Logistics for June 20 Meeting (*Secretary Martin*)
 - ii. Presentation of Proposed FY24 University General Operating and Auxiliary Budgets (*Dr. Brad Sheriff, VP, Finance & Administration*)

2. Board Retreat

- a. Board Development Workshop (10:30-12:30 p.m.)
 - i. **Resetting Higher Ed's Focus on Long-Term Strategy (R1)**
(*Dr. Melanie Overton, Director, Research Advisory Services, EAB*)

Break/Lunch (12:30-1:15 p.m.)

- b. Board Strategy Workshop –Reviewing the Strategic Action Plan (1:20-3:00 p.m.)
(University President Vargas, Dr. Below, Dr. Godard, and Dr. Sheriff) **(R2)**
 - i. Outcome 1 – *Educate Students to Succeed and Make Positive Impacts in their Communities*
 - ii. Outcome 2 – *Stabilize Southeast’s Enrollment and Graduate a Diverse Community of Learners*
 - iii. Outcome 3 – *Enhance Stewardship of Southeast’s Resources and Promote a Culture of Belonging, Respect, and Continuous Improvement*

Break (3:15-3:30 p.m.)

3. Board Work Session

(Governor Klocke)

- a. Update: Modern Campus/Houck Project (3:30-4:15 p.m.)
(Dr. Carlos Vargas, University President) **(R3)**
- b. Convene Closed Executive Session – *Pursuant to RSMo 610.021(3) and (13)*
(4:15-5:00 p.m.) **(R4)**
- c. Reconvene Open Work Session & Announcements (5:00 p.m.)
- d. Recess Open Session (to reconvene Tuesday, June 20, 2023 at 9:00 a.m.)



SOUTHEAST MISSOURI

STATE UNIVERSITY • 1873[®]

BOARD OF GOVERNORS MEETING

9:00 a.m., Tuesday, June 20, 2023

Lift for Life Academy

Donn Lux Family Performing Arts Theatre

1731 S. Broadway

St. Louis, Missouri

Open Agenda

1. General Business

(Governor Klocke)

a. Action Item(s)

- i. Welcome and Call to Order
- ii. Roll Call and Determination of Quorum
- iii. Review and Approve Consent Agenda (**Attachment A**)
 1. Consideration of the Minutes of May 11, 2023 Work Session and May 12, 2023 Open Session Meeting
 2. Consideration of the Minutes of the June 6, 2023 Open Session Meeting
 3. Consideration of Appointment to River Campus Board of Managers

2. University President's Items

(University President Vargas)

a. Report Item(s)/Information

- i. University President's Report

3. Academic & Student Engagement Committee

(Governor Smith)

a. Action Item(s)

- i. Consideration of Academic Program Changes (**Attachment B**)
 - o Holland College of Arts and Media: Program Deletion – BS – Interior Design

- ii. Consideration of Renewal of the Charter for the Lift for Life Academy from July 1, 2023 to June 30, 2028 (**Attachment C**)

4. General Business
(Governor Klocke)

- a. Action Item(s)
 - i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021 (1), (3), and (9) of the Revised Statutes of Missouri
 - ii. Reconvene Open Session
 - iii. Announcements of Actions Taken in Closed Session

5. Finance & Audit Committee
(Governor Limbaugh)

- a. Action Item
 - i. Consideration of Approval of Proposed FY24 University General Operating and Auxiliary Budgets (**Attachment D**)
 - ii. Consideration of FY24 Course Fees (**Attachment E**)
- a. Report Item(s)/Information
 - i. Progress Report on Contracts and Facilities Management Projects (**Attachment F**)
 - ii. FY23 Operating Budget to Actual Report (**Attachment G**)
 - iii. Faculty and Staff Personnel Actions (**Attachment H**)

6. General Business
(Governor Klocke)

- a. Action Item
 - i. Adjourn Board of Governors Meeting

**Accessible to Physically Handicapped or Disabled*

***Following adjournment, the Board of Governors will attend an MOU signing with Lift for Life Academy representatives and participate in a tour of the school.*



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 20, 2023

Open Session

I. Motion to be Considered:

Approve the following consent agenda items:

1. Minutes of the May 11, 2023 Work Session and May 12, 2023 Open Session Meetings
2. Minutes of the June 6, 2023 Open Session Meeting
3. Appointment of Brad Koester as a representative for Southeast Missouri State University on the River Campus Board of Managers.

II. Background:

To streamline business and to enhance the efficiency of its operations, the Board of Governors uses a Consent Agenda to act on items that are routine in nature or that have been previously discussed at prior meetings and there was stated consensus for moving forward with formal approval. Items on a Consent Agenda can be approved En bloc with one action or they can be removed from the Consent Agenda and dealt with independently at the request of any board member.

Recommended By:

Student Government _____
 Faculty Senate _____
 Administrative Council _____
 VP, Enroll. Man. & Stu. Suc. _____
 VP, Finance & Admin. _____
 VP, University Advancement _____

Chairperson _____
 Dean _____
 Academic Council _____
 Provost _____

President _____

Board Action on: _____

Motion By: _____
 Second By: _____
 Vote: Yeas: _____ Nays: _____
 Abstentions: _____

Postpone: _____
 Amend: _____
 Disapprove: _____
 Approve: _____
 Secretary: _____

**MINUTES OF THE WORK SESSION
AND
COMMITTEE MEETINGS
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
ELEVENTH DAY OF MAY 2023**

The Board of Governors for Southeast Missouri State University convened in a Work Session on Thursday, May 11, 2023, at approximately 2:04 p.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Lloyd F. Smith; and Clayton Eftink, Student Representative to the Board of Governors. Quorum having been established, Board President Klocke welcomed those in attendance and proceeded to the agenda.

Others in attendance included: Dr. Carlos Vargas, University President; members of Executive Staff; Dr. Brad Sheriff, Vice President of Finance and Administration and Board Treasurer; and Mr. Ted Williamson from RubinBrown LLP.

GENERAL BUSINESS

Prior to beginning, Board President Klocke reminded the board that no action would be taken during the work session, but rather, all votes would take place during the full business meeting the next day.

Board President Klocke reviewed the May 9 and 10, 2023 and April 14, 2023 meeting minutes, and the Resolution of Honor for Vivek Malek.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE

Governor Smith called on Dr. Mike Godard, Provost to preview the items for the next day's agenda, which consisted of a summary of proposed academic program changes in the Harrison College of Business and Computing; the College of Education, Health and Human Studies; and the College of Humanities and Social Science. Dr. Godard also discussed the conferral of degrees for Spring and Summer 2023. There were no stated objections or concerns with the items presented.

FINANCE & AUDIT COMMITTEE

Governor Limbaugh called on Dr. Brad Sheriff, Vice President of Finance and Administration to preview the items for the next day's agenda. Dr. Sheriff began by reviewing the FY2024 Tuition and General Fee proposal. During discussion, the Board sought clarification on how the general fee is distributed and support provided to Athletics. The Board also expressed concern over continuing undergraduate enrollment declines and asked for an update on the ongoing

exploration of an online program manager (OPM). Hearing no further discussion, there was consensus that the University's undergraduate tuition and fees remain very competitive relative to other Missouri public universities, even with the proposed increases. Board President Klocke reminded board members that they would take formal action on the FY24 tuition and fee proposal at the meeting the next day.

Next, Dr. Sheriff presented reports dealing with contracts and facilities management, FY23 Operating Budget to Actual, and faculty and staff personnel items. The presentation included a high-level three-year budget projection, which generated conversation among the Board of the need for a plan to ensure sustainability into the future. Following discussion, it was decided that the Board would review the Strategic Action Plan at its June 2023 Retreat.

The Board also heard a presentation by Mr. Ted Williamson from RubinBrown LLP related to the university's Federal Single Audit.

UNIVERSITY PRESIDENT'S ITEMS

Dr. Brad Sheriff, Vice President of Finance and Administration, provided a divisional overview and update on the Division of Finance and Administration.

GENERAL BUSINESS

Prior to adjournment, Board President Klocke provided an overview of logistics for the next day's (May 12, 2023) meeting.

A motion to adjourn was made by Governor Smith and seconded by Governor Martin to adjourn the work session meeting. The motion carried unanimously.

The meeting adjourned at approximately 4:45 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

Tina L. Klocke
President, Board of Governors
Southeast Missouri State University

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
TWELFTH DAY OF MAY 2023**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, May 12, 2023, at approximately 9:06 a.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Dr. Andrew J. Moore; Mr. Lloyd F. Smith; and Mr. Clayton Eftink, Student Representative. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Mike Godard, Dr. Debbie Below, Mr. Wendell Snodgrass, Mr. Dan Presson, Mr. Brady Barke, and Ms. Tonya Wells. Other attendees included representatives from Faculty Senate and Student Government, Dr. Bruce Skinner, Ms. Michele Irby, Ms. Katie Krodinger, Mr. Ernesto Rivera, Dr. Jennifer Bengtson, and reporters from *The Arrow* and *Southeast Missourian*. Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary, were present too. Board President Klocke presided.

SWEARING IN CEREMONY

Prior to beginning the formal agenda, Board President Klocke welcomed Mr. Clayton Eftink of Cape Girardeau, MO, as the Student Representative on the Board of Governors. In welcoming Mr. Eftink, Board President Klocke read the following introduction:

Mr. Eftink was appointed as Student Representative to the Board of Governors by Missouri Governor Michael L. Parson on April 17 and he was confirmed by the Missouri Senate on April 23.

Mr. Eftink is pursuing a Bachelor of Science in Finance and a Bachelor of Science in Business Administration with minor in accounting and entrepreneurship. He is a Presidential Ambassador, member of Campus Outreach, and he has participated in the First Year Leadership and the Emerging Leaders programs. In addition, Clayton is a student-athlete at SEMO participating as a member of the University's NCAA Division-I Track and Field and Cross Country teams.

Clayton is a graduate of Notre Dame Regional High School here in Cape Girardeau and he is the son of Adrian and Kim Eftink, who are both Southeast Missouri State University alumni.

Board President Klocke then welcome The Honorable Abbie Crites-Leoni, United States Magistrate Judge for the United States District Court, Eastern District of Missouri, to

help administer the oath of office. In introducing Judge Crites-Leoni, Board President Klocke made the following remarks:

Judge Crites-Leoni graduated from Southeast Missouri State University in 1993 with a Bachelor of Arts with majors in Spanish and theatre and dance. While a student at Southeast, she was a member of the Emerging Leaders, the Honors Program, University Players and the Black Mask honorary dramatic society. She also served as a Presidential Ambassador and member of the university's Leadership Board.

Judge Crites-Leoni earned a law degree from Southern Illinois University-Carbondale and worked as an Assistant U.S. Attorney for the Eastern District of Missouri for 14 years prior to being sworn in as a U.S. Magistrate Judge in February 2014.

Judge Crites-Leoni has served as the President of the Southeast Missouri State University Alumni Association Board of Directors, and she is a founding Redhawks Level member of the Alumni Association, a member of the Copper Dome Society and recipient of the Alumni Association's Young Alumni Merit Award in 2008. Judge Crites-Leoni, thank you for being here today.

Following the swearing in, the assembled group welcomed Mr. Eftink to the Board of Governors.

CONSIDERATION OF APPROVAL OF MINUTES

Board President Klocke introduced consideration of approval of the Open Session minutes from the March 9, March 10 and April 14, 2023, Board of Governors meetings.

A motion was made by Governor Limbaugh and seconded by Governor Smith to approve the open session minutes of March 9, March 10, and April 14, 2023 [Attachment A]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF RESOLUTION OF HONOR

Board President Klocke introduced consideration of approval of a Resolution of Honor for Vivek Malek recognizing his service to the Board of Governors. Board President Klocke read excerpts from the resolution and requested the entire copy be made a part of the formal record as follows:

Whereas, Vivek Malek holds a Bachelor of Arts and a Bachelor of Laws from Mahrishi Dayanand University in Rohtak, Haryana, India; a Master of Business Administration from Southeast Missouri State University, and a Master of Laws from the University of Illinois College of Law; and

Whereas, Vivek Malek was appointed to the Southeast Missouri State University Board of Regents, now the Board of Governors, by Governor Michael L.

Parson to a term that began January 2020 and continued to January 17, 2023; and

Whereas, Vivek Malek has had a successful career as a practicing attorney with extensive experience in U.S. immigration laws, including business, family, asylum and removal defense, and has applied his skills across a range of industries; and

Whereas, Vivek Malek was appointed by Gov. Parson in December 2022 to serve as Missouri's 48th Treasurer and was sworn into office on January 17, 2023; and

Whereas, during Vivek Malek's tenure as a member of Southeast's Board, the University achieved several institutional and academic milestones, including but not limited to, the adoption of a new University Strategic Action Plan; multiple program-specific accreditations were granted and reaffirmed; business policies and procedures were updated; scholarship offerings were expanded; the University received several grants to enhance such areas as student support services, law enforcement training, and the unmanned aircraft systems and professional pilot programs; the institution was designated a "Yamaha Institution of Excellence"; the charter for Lift for Life Academy in St. Louis was renewed; KRCU expanded; new innovative academic programs, such as Professional Pilot, were launched; and Redhawks Athletics achieved unprecedented success; and

Whereas, during the tenure of Vivek Malek the University completed or began major physical enhancements such as upgrades to the campus network infrastructure and underground utility tunnels; expansion of the River Campus with the opening of a new arts complex; and construction began on a new dual role, multi-use Houck Complex; and

Whereas, during the tenure of Vivek Malek, the University reached a new retention milestone of first-year students in fall 2020, with 80% of first-time, full-time students re-enrolling, its highest ever retention; the board approved recommendations regarding academic program prioritization; a new learning management system (LMS), Canvas was implemented; and the University navigated the COVID-19 global pandemic; and

Whereas, during Vivek Malek's term on the Board, the Board met for the first time under its new designation as a Board of Governors in September 2021, the result of House Bill 297 approved by Gov. Parson on July 14, 2021, officially designating Southeast as an institution of higher education with a statewide mission in the areas of computer science, cybersecurity, and visual and performing arts; and

Whereas, Vivek Malek has represented the University well in various civic activities and public appearances, has been faithful in his stewardship of the public trust, and has demonstrated extraordinary dedication to the service of the University and its constituents; and

Now, therefore, be it resolved by the Board of Governors of Southeast Missouri State University that the grateful appreciation of the University community be expressed to Vivek Malek for his outstanding service as both a Regent and Governor, and that this resolution, accompanied by best wishes for his future success and happiness, be placed in the minutes of the Board of Governors, and that a properly inscribed copy of this resolution be presented with appropriate ceremony;

Done in the City of Cape Girardeau, Missouri, this 12th day of May in the year two thousand twenty-three.

A motion was made by Governor Smith and seconded by Governor Limbaugh to approve the Resolution of Honor for Vivek Malek [Attachment B]. The motion carried unanimously.

Following presentation of the Resolution, Mr. Malek reflected on his time as a student at Southeast and on his service to the institution and the board. He spoke fondly of Cape Girardeau and noted that he always enjoys visiting the city and the campus. Mr. Malek stated the University will always be close to his heart because it is where he started his journey in the United States. He shared experiences from his law career and provided a brief update on his work as Missouri's new State Treasurer. Closing his remark, Mr. Malek reiterated that it was an honor to serve and he thanked the board and university personnel for the recognition.

CONSIDERATION OF ITEMS PERTAINING TO INSTITUTIONAL GOVERNANCE

Board of Governors By-Laws

Board President Klocke called on Board Secretary Martin to present a motion to approve the Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University. [Attachment C]

A motion was made by Governor Limbaugh and seconded by Governor Smith to approve the Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University [Attachment C]. The motion carried unanimously.

Policy Register

Following action on the Board By-Laws, Board President Klocke called on University President to lead a discussion on the creation of a policy register for the university.

In his remarks, University President Vargas commented that a policy register would help the institution consolidate all the policies it has, and it would allow for everything to be placed under one umbrella. He continued, stating that one goal of the policy register would be to reduce confusion among the many different policies, procedures and other documents at the University (e.g. University Policies and Procedures, Student Code of Conduct, Faculty Handbook, etc.). University President Vargas stated that he had had some conversation with the leadership of Faculty Senate, and they reacted favorably to be involved in the process. Overall, he noted the

objective is to create consistency amongst the varying documents and to make things more streamlined.

During discussion, the Board encouraged University leadership to continue forward and commended Faculty Senate leaders for being willing to participate in the process. The Board noted that they looked forward to an update at a future meeting.

UNIVERSITY PRESIDENT’S REPORT

Board President Klocke called upon University President Vargas to deliver his University President’s Report. University President Vargas referred Governors to a print-out of division highlights and accomplishments as provided by members of Executive Staff, which included the following:

- Southeast kicked off its year-long sesquicentennial celebration on March 22 with a birthday party for the institution. More than 1,000 people gathered in the University Center to celebrate with cake, music, activities. Nearly 100 booths sponsored by our student organizations, academic departments and University offices provided recognition of our history, games, food trucks, and commemorative giveaways. It also marked two video series to be released monthly during the sesquicentennial, a “Decades” video series highlighting key moments in our history as well as a “Conversations” video series featuring conversations with SEMO officials, past and present.
- The Office of Equity Initiatives partnered with the Office of the Dean of Students, ZONTA, SEMO NASV, Safe House of Southeast Missouri, Iota Chi, CBHA, and RRASA on Sexual Assault Awareness Month for Denim Day painting and Unity Walk. Approximately 100 individuals participated in the Denim Day events.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the March Board meeting:

Engagement	No. of Engagements	Sampling of Engagements
Student Events	20	Meetings with SG, Theatre & Dance Extrav., River Campus Events, Athletic Events/Competitions, International Student Orgs., Presidential Ambassadors, End-of-Year Banquets, Commencement
OVC & NCAA Meetings	5	Committees & Presidents’
Community Visits/Events	19	Meetings with business/industry leaders, Cape City Council, Alumni Events (KC, STL, Jefferson City, Kennett, Atlanta, Cape), Meeting with SoutheastHealth, Meeting with Saint Francis Medical Center, First Friday Coffee, Hispanic Chamber, CTC Appreciation Luncheon, Donors Visits (Atlanta, Cape)
Legislative Outreach & State Higher Ed Meetings	5	Meeting with City of Cape Girardeau, Meeting with Mexican Consulate,

Board Meetings

7

NCHEMS/MDHEWD, Cong. Smith
 Roundtable, Meeting with Sen. Schmitt's
 Office

HETS, MIC, Foundation, AGB, SEMO
 REDi, Cape Chamber, Alumni Board

- Lift for Life Academy was granted a charter renewal by the State Board of Education at their March 7 meeting. Lift for Life is the oldest charter school in St. Louis and has been sponsored by Southeast Missouri State since its founding over 23 years ago. The school which was founded by Mr. Marshall Cohen, began as a middle school, expanded to high school, and in 2019 initiated operations of an elementary school. This academic year Lift for Life Academy is a full Pre-K through 12 school.
- Southeast hosted the State Cybersecurity Education Innovation Summit on April 21 to expand cybersecurity education opportunities for students across the state. Attendees included superintendents and high school principals in Missouri. The Summit was a collaboration between Southeast and the National Security Agency (NSA) to provide educators with resources developed by top cybersecurity experts to adapt into the classroom and expand their cybersecurity teaching at the K12 level.
- Abby Franklin, senior Exercise Science major, was named one of the American Kinesiology Association's Outstanding Undergraduate Scholars. The awards are intended to recognize and promote academic excellence, to further the professional competence and dedication of academically accomplished students.
- Joel Ramdial, instructor of dietetics and coordinator of the Master of Science in Applied Nutrition, was named Missouri Outstanding Dietician of the year by the Missouri Academy of Nutrition and Dietetics.
- Collegiate DECA of SEMO had a very successful International Career Development Conference (ICDC). The ICDC took place the week of April 10, 2023. Collegiate DECA has over 4,000 members, and about 1,200 attended this conference. Collegiate DECA of SEMO took 16 members, and 14 advanced to the final round of competition. Caitlin Dehne and Jenna Rankin placed top 10 in Sports and Entertainment Marketing, and Payton Gronborg placed top 10 in Human Resource Management. David Oliver and Heather Hoffman placed 3rd in Business-to-Business Marketing.
- Multiple events were offered targeting K-12 audiences. This included a special morning performance of opera The Bat's Revenge (Die Fledermaus); the 24th Clark Terry Jazz Festival with regional high schools; The 45th Annual Juried High School Art Exhibition; Symphony's March matinee concert; and the Wind Symphony and Concert Band one day immersive high school master class.
- The Arrow hosted the joint Missouri Broadcast Educators Association (MBEA)/ Missouri College Media Association (MCMA) conference. The Arrow staff won 3 MBEA awards, and the department also won 2 film related MBEA awards for work TV/Film majors produced. The Arrow finished in second place in the MCMA competition Division 2 sweepstakes and received an honorable mention in the Division 2 Best Overall Newspaper category. The staff continued its reign in the MCMA Campus Engagement/Promotions category, by taking first place.
- The Department of Criminal Justice, Social Work, and Sociology brought Rev. Wheeler Parker to campus in April for multiple events that served students, the campus

community, and the broader regional community. Rev. Parker was the cousin of Emmett Till and a witness to the events surrounding his murder. His visit to campus was part of a tour for his new book, *A Few Days Full of Trouble: Revelations on the Journey to Justice for My Cousin and Best Friend, Emmett Till*. Faculty members in the department also ran an essay contest with local high schools that extended the impact of Rev. Parker's visit well beyond our campus borders.

- Rachel Swicionis (Agribusiness: Horticulture and Agribusiness: Animal Science) was selected as a 2023 ASHS Outstanding Undergraduate Horticulture Student. Rachel will graduate in May 2023 and serves as President of Horticulture Club and President of Block and Bridle. For the last five years, Southeast Missouri State University students have been the only Missouri students recognized by ASHS.
- Jacob Beaird and Moe Toyoda (Mathematics: Applied Math & Statistics) won the Best in Show at the 2023 American Statistical Association Data Fest competition. They competed against 17 teams from several universities, including Mizzou and Truman State University. Teams were given 24 hours to analyze large and complex datasets and they were charged to provide useful and meaningful results from the data.
- Jane Stephens Honors Program coordinated the Annual Student Research Conference where over 70 unique projects were shared or presented by students from disciplines across the campus.
- Women's Tennis won the Ohio Valley Conference Regular Season and Conference Tournament Championships and advanced to the NCAA Tournament for the second consecutive year.
- Softball won the Ohio Valley Conference Regular Season Championship and is currently playing in the Conference Tournament Championship in Oxford, AL. The program currently has a 30-game home winning streak, the longest in program history.
- The University recently introduced a special whiskey to celebrate its 150th anniversary. Copper Dome Whiskey is the first-ever officially licensed spirit of the university and was crafted by alumni-owned Nobletons Distilling House in Union, MO.
- SEMO Giving Day raised \$307,367. There were 1,128 total gifts received. Donors included 209 new donors and 134 faculty and staff.
- The annual President's Council Dinner was held on March 24. There were 246 attendees, and 16 new President's Council members were recognized. Harold and Hermena Holigan were recognized as the 2023 Friends of the University.
- Since mid-March, alumni events have been held in Kansas City, MO; Jefferson City, MO; Denver, CO; Atlanta, GA; Kennett, MO; and St. Louis, MO.

DEPARTMENT UPDATE – FACULTY RESEARCH

University President Vargas introduced Dr. Jennifer Bengtson, Associate Professor, Department of History and Anthropology, to share her research with the board.

Dr. Jennifer Bengtson shared that she joined Southeast in 2012 and that she is trained in human skeletal remains and forensic anthropology. She discussed the need for forensic anthropology in southeast Missouri and southern Illinois and talked about how she and her students help law enforcement and other stakeholders solve cold cases. Dr. Bengtson commented that because of

the work, students learn about case management, fundraising, working with law enforcement, in addition to techniques for identifying human remains. Due to their work, multiple cases have been solved and they are currently working on four active cases.

The Board thanked Dr. Bengtson for her presentation and congratulated her on her success. They also commended her for engaging students in important, hands-on work that will prepare them for their career.

STUDENT PRESENTATION

University President Vargas introduced Mr. Ernest Rivera. Dr. Vargas shared that Mr. Rivera is from Dexter, MO and that he will be graduating with a Bachelor of Science in Marketing Management with a minor in Sports management. He plans to start his Master of Business Administration in the fall. Mr. Rivera is currently Assistant Director at Cape Girardeau Public Schools Foundation and a Telefund Supervisor at Southeast. He also served as a Sports Marketing Intern in Southeast Athletics office and Business Development Intern at SportsTrace in Cape Girardeau. Mr. Rivera is a member of Sigma Nu Mu Kappa, VP of Finance for Collegiate DECA and was a participant of the First Year Leadership Program.

Following the introduction, Mr. Rivera was asked to share his experience at Southeast.

Mr. Rivera thanked University President Vargas and the Board of the Governors for the opportunity to attend the meeting. He stated that he graduated from high school in Dexter, MO in 2019 and from his first visit to Southeast he knew he wanted to attend the University. He shared experiences from his involvement in different organizations and activities. Mr. Rivera closed by expressing his gratitude for all that he experienced and accomplished at Southeast.

Following Mr. Rivera's remarks, the Board engaged him in discussion about his professional goals and thanked him for his remarks.

REPORT FROM STUDENT GOVERNMENT

University President Vargas introduced Mr. Joel Philpott, 2022-2023 Student Government Association (SGA) President, and Mr. Harry Meyer, 2023-2024 SGA President, to provide an update to the Board.

Mr. Philpott began his comments by expressing his gratitude to administration for working with the Governor's office to secure a new Student Representative to the Board. He then reflected on his year as SGA President, stating that it was a remarkable year and that it was very impactful to watch himself and his peers grow. Actions taken by SGA during the year included, but were not limited to, distributing over \$40,000 to students and student organizations to support conferences, events, projects and other activities; the WINGS shuttle, which continues to be extremely popular and has ridership exceeding pre-COVID numbers; and increasing engagement of Senators throughout the colleges.

Following his update, Mr. Philpott used the remainder of his time to provide feedback to the board on the FY2024 tuition and fees proposal. As they consider the motion, he encouraged the board to think about why student's attend SEMO, citing access and affordability.

In response, board members thanked Mr. Philpott for his comments and stated that setting tuition and fees is about finding a balance to maintain affordability but also ensuring that the university has the resources it needs to have to remain competitive with its peers. Governor Limbaugh stated that the intent of any increase would not be to create an additional burden on students, but to make sure that the University can maintain a level of service that students deserve and expect. He also noted that it is the board's responsibility to make decisions on actions like tuition and fees and it is the board's responsibility to determine the strategic direction of the University. Governor Moore commented that to keep the integrity of the university and the great programs it has the university needs a mechanism like tuition and fees in order to do so. Governor Klocke noted that the University awards a high percentage of scholarships and fee waivers, which should demonstrate to students the institution's commitment to access and affordability, but that the university also must have the ability to keep its lights on and continue providing the quality programs it has. Mr. Philpott thanked the board for their comments and said he would share them with students.

Next, Mr. Meyer introduced himself to the board noting that he will be a senior and that he has been part of SGA for three semesters. His goals for the coming year include helping the student community better understand SGA and engage in conversations to access ways that SGA can contribute to campus infrastructure projects such as accessibility, the sand volleyball courts, and others areas across campus.

REPORT FROM FACULTY SENATE

University President Vargas introduced Dr. Kim Louie, the 2022-2023 Chair of Faculty Senate, and Dr. Erin Fluegge, the 2023-2024 Chair, to provide a report to the Board.

Dr. Louie began by stating that Faculty Senate worked with administration through the budget review process and she commended Dr. Brad Sheriff for his leadership. She also praised SGA for their participation. Dr. Louie then conveyed her gratitude to many groups and individuals – she thanked the board for the opportunity to attend meetings and provide updates, she thanked staff and past leaders of Faculty Senate for their support and mentorship, and she thanked Joel Philpott and David Oliver for their work as SGA leaders and their participation in Faculty Senate meetings and activities. Dr. Louie then commented on action taken by Faculty Senate throughout the year, which included, but was not limited to, passing twelve pieces of legislation and six resolutions. She said that all committees worked hard and that she was very appreciative of everyone from across the university that took time to present to Faculty Senate and that assisted them in their work. Before introducing the new executive team, Dr. Louie expressed her gratitude for Dr. Mike Godard's support of and engagement with Faculty Senate and his mentorship to her and other faculty. She then stated that the new leaders of Faculty Senate for the 2023-2024 include Dr. Erin Fluegge as Chair, Dr. Jenny Cropp as Chair-elect, and Ms. Stephanie Hallam as Membership Chair.

In brief introductory remarks, Dr. Fluegge thanked Dr. Louie for her leadership of Faculty Senate and stated that she looks forward to working with the Senate's new leadership team in the coming year. She noted that she will be beginning her 22nd year at Southeast, including her time as a student, and that she returned to teach at Southeast after graduate school because it feels like home. Dr. Fluegge shared that the first Senate session of the new term was May 3 and that the Faculty Senate will have a retreat in August to prepare for the year. She expressed appreciation for University President Vargas' comments at the beginning of the meeting about the need to create a Policy Register, and said it is something Faculty Senate has been talking about. Dr. Fluegge continued, stating whether there is an opportunity to digitize the Faculty Handbook or take other actions, the creation of a Policy Register is important and she and Faculty Senate look forward to working on it with University President Vargas, the board and others.

Following remarks from Drs. Louie and Fluegge, they engaged in discussion with the board. Governor Klocke thanked them for their leadership and commended them for the remarkable job they've done. Governor Limbaugh commended them for working to maintain a collegial relationship with university leaders. He also encouraged them to look at the budget and its trend lines and to think through ways Faculty Senate can contribute to conversations about what the strategy of the University should be. In a closing comment, University President Vargas expressed his appreciation to Drs. Louie and Fluegge for all they, and Faculty Senate do, and he stated that he would like to explore how faculty can help more in the recruitment process for new students, a conversation Dr. Fluegge said she would be excited to continue.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE ITEMS

Academic Program Changes

Governor Smith, Chairman of the Academic and Student Engagement Committee, called upon Dr. Mike Godard, Provost to present a motion to approve academic program changes. [Attachment E].

Provost Godard directed Governors to the materials behind Attachment E in the Board packet and read the items for consideration:

- Approve the new BSBA in Business Analytics.
- Approve the new BS in Financial Econometrics.
- Approve the new minor in Public Health.
- Approve the deletion of the BA in Philosophy.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the academic program changes included in Attachment E. The motion carried unanimously.

Conferral of Degrees

Dr. Godard reviewed a motion to approve the conferring of degrees upon the candidates for Spring 2023 and Summer 2023, graduation pending final verification of the completion of degree requirements. [Attachment F].

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the motion to confer degrees upon the candidates for Spring 2023 and Summer 2023, graduation pending final verification of the completion of degree requirements [Attachment F]. The motion carried unanimously.

FINANCE & AUDIT COMMITTEE REPORT ITEMS

Consideration of FY2024 Tuition and General Fees

Governor Limbaugh, Chairman of the Finance and Audit Committee, called upon Dr. Brad Sheriff, Vice President of Finance and Administration, to present a motion to approve the proposed Tuition and General Fee Schedule (Attachment 1) including tuition for the Cape campus, regional campuses, and online programs, effective for Fall 2023. [Attachment G].

Governor Limbaugh asked if there were any new questions or additional comments beyond those raised in Thursday's work session. Hearing none, the board proceeded to action.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the proposed Tuition and General Fee Schedule (Attachment 1) including tuition for the Cape campus, regional campuses, and online programs, effective for Fall 2023 [Attachment G]. The motion carried unanimously.

Single Audit

Dr. Sheriff directed board members to materials marked Attachment H in their packet regarding the University single audit for the year ending June 30, 2022.

Governor Limbaugh reminded the Board that Mr. Ted Williamson from RubinBrown LLP reviewed the single audit during the Thursday work session and he called for any new questions or additional discussion. Hearing none, the board proceeded to action.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the acceptance of the University's Single Audit for the year ending June 30, 2022, from RubinBrown, LLP [Attachment H]. The motion carried unanimously.

Report Item(s)/Information

Governor Limbaugh referred Board members to report items in the packet for Contracts and Facilities Management [Attachment I], FY23 Operating Budget to Actual [Attachment J], Faculty and Staff Personnel Items [Attachment K]. He reminded the Board that all three reports were presented in detail during Thursday's work session and called for any additional questions or discussion. Hearing none, the Board proceeded to the next item on the agenda.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Smith and seconded by Governor Limbaugh to recess the Open Session and convene Closed Session pursuant to Sections 610.021(1), (3) and (13) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Moore, and Smith. The motion carried.

The Open Session was recessed at approximately 11:17 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 1:10 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

During Closed Session the Board of Governors conducted the following business:

- By a vote of 4 to 0 the Board approved the minutes of March 10, 2023 Closed Session Meeting. Governors Klocke, Limbaugh, Moore, and Smith voted to approve.
- Pursuant to RSMo 610.021(1) the Board received an update on letter matters from legal counsel.
- By a vote of 4 to 0 the Board adjourned the Closed Session and convened Closed Executive Session pursuant to RSMo 610.021(3) and (13). Governors Klocke, Limbaugh, Moore, and Smith voted to approve.

During Closed Executive Session the Board of Governors conducted the following business:

- By a vote of 4 to 0 the Board approved the minutes of April 14, 2023 Closed Executive Session Meeting. Governors Klocke, Limbaugh, Moore, and Smith voted to approve.
- The Board of Governors continued discussing the annual performance evaluation for the University President pursuant to RSMo 610.021(3) and (13). No action was taken.
- By a vote of 4 to 0 the Board adjourned the Closed Executive Session and reconvened Open Session. Governors Klocke, Limbaugh, Moore, and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

A motion to adjourn was made by Governor Limbaugh and seconded by Governor Smith to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 1:13 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

Tina L. Klocke
President, Board of Governors
Southeast Missouri State University

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
SIXTH DAY OF JUNE 2023**

The Board of Governors for Southeast Missouri State University convened Open Session on Tuesday, June 6, 2023, at approximately 2:04 p.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel. Board President Klocke presided.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Smith and seconded by Governor Limbaugh to recess the Open Session and convene Closed Executive Session pursuant to Sections 610.021(3) and (13) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Martin, Moore, and Smith. The motion carried.

The Open Session was recessed at approximately 2:05 p.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED AND CLOSED EXECUTIVE SESSIONS

Upon reconvening the Open Session at approximately 3:35 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding business conducted during the Board's Closed Executive Session:

- The Board of Governors continued the annual performance evaluation for the University President pursuant to RSMo 610.021(3) and (13). No action was taken.
- By a vote of 5 to 0 the Board adjourned the Closed Executive Session and reconvened Open Session. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

A motion was made by Governor Limbaugh and seconded by Governor Martin to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 3:36 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

Tina L. Klocke
President, Board of Governors
Southeast Missouri State University



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 20, 2023

Open Session

I. Motion to be Considered:

Approve as representative for Southeast Missouri State University on the River Campus Board of Managers the appointment of Brad Koester to serve through December 1, 2025, which represents the unexpired term of Angie Wilson.

II. Background:

The Cooperation Agreement for the St. Vincent Seminary Property between the City of Cape Girardeau and Southeast Missouri State University states that both the City Council and the Board of Governors shall each appoint three members to the River Campus Board of Managers. At least one of the City's appointees shall be from the hotel/motel industry. The term of office of the Board of Managers shall be for three years. Angie Wilson was appointed by the Board of Governors in November 2022 to serve a term effective December 1, 2022 through December 1, 2025. Ms. Wilson retired from the University in January 2023. Mr. Brad Koester would serve the remainder of Ms. Wilson's unexpired term.

Listed below are the current representatives to the Board of Managers and their expiration dates.

City Representatives	University Representatives	Term Expiration Date
Sophia Han	Bradley Sheriff	December 1, 2023
Kenneth Haskin	Rhonda Weller-Stilson	December 1, 2024
Danielle Poyner	Angie Wilson	December 1, 2025

Brad Koester serves as major gift officer for the Southeast Missouri University Foundation, a position he has held since April 2023. Prior to this role, Mr. Koester served as Associate Director of Development for the Southeast Missouri University Foundation and as Ticket Office Manager in the University's Department of Athletics. He is a 2015 graduate of Southeast Missouri State University with a degree in Sport Management and a minor in Business Administration.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____

President _____

Board Action on: _____

Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 20, 2023

Open Session

I. Motion to be Considered:

Authorize and approve the deletion of the Bachelor of Science degree in Interior Design.

II. Background:

Justification: At the February 25, 2022, Board of Governors meeting, the new BFA in Interior Design degree was approved to replace the existing BS in Interior Design. The BFA was proposed and approved because of the better alignment with the degrees and disciplines within the Holland College of Arts & Media, to allow for greater collaboration and efficiencies within that college, and to provide students with better employment options. With the BFA in Interior Design now approved by MDHEWD, this motion requests the deletion of the BS in Interior Design.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost *Maria A. [Signature]* _____

President *[Signature]* _____

Board Action on: _____
Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____

☒ PUBLIC
☐ INDEPENDENT



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

SAVE

SUBMIT

ATTACH

SHOW
ATTACHMENTS

PROGRAM CHANGE REQUEST FOR STAFF REVIEW

- ☐ Title or CIP change only
- ☐ Combination program created out of closely allied existing programs
- ☐ Option(s) added to existing program(s) **attach copy of "before and after" curriculum, plus any existing and proposed options*
- ☐ Addition of certificate program developed from approved existing parent degree
- ☐ Addition of free-standing single-semester certificate program
- ☐ Add or change mode of delivery: classroom, hybrid, and online (indicate before and after modes in table below)

Before the Proposed Change			After the Proposed Change		
Title of Old Program/Certificate	Degree	CIP Code	Title of New Program/Certificate	Degree	CIP Code

- ☒ Delete program(s)
- ☐ Delete options
- ☐ Program placed on "Inactive Status" list

Program/Certificate/Option

Degree and CIP Code

Intended Date of Deletion/Inactivation

Interior Design

Bachelor of Science 500408

05/2023

MM/YY

Change of address:

Closed location:

List sites where changes on this form should be applied (such as main campus, all off-site locations, etc.)

Name/Title of Institutional Officer

Signature

Date

Institution

Southeast Missouri State University



BOARD OF GOVERNORS
MOTION CONSIDERATION FORM

June 20, 2023

Open Session

I. Motion to be Considered:

Approve a renewal of the charter for the Lift for Life Academy from July 1, 2023 through June 30, 2028.

II. Background:

The initial charter for Lift for Life Academy was approved by the Southeast Missouri State University Board of Regents on April 12, 2000, for five years. A one-year extension of the charter was granted by the Board on April 19, 2005, to allow for the development, submission, and review of a new charter following the completion of the biennial evaluation. The first renewal of the charter was approved by the Board of Regents on December 16, 2005. A one-year extension of the renewed Charter then was granted by the Board on October 22, 2010, with a subsequent contract between Lift for Life and the University extending the charter through June 30, 2013, and again on October 19, 2012, expiring on June 30, 2018. A subsequent 5-year renewal was granted extending the charter through June 30, 2023.

Lift for Life Academy is located in St. Louis and serves the needs of an at-risk population that is approximately 97% African American and 100% free/reduced lunch. Assessment of the outcomes of the charter school shows performance is improving. Lift for Life is serving 97% African American students and exceeds the performance of St. Louis Public Schools' African American students on all state measures.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost *[Signature]* _____

President *[Signature]* _____

Board Action on:

Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____

Executive Summary: Lift for Life Charter School Renewal

Mission

Lift for Life Academy is a challenging learning community where all students are empowered to maximize their full potential as students and citizens.

Vision

The vision of Lift for Life Academy is an exciting learning community where students, staff, and families work together to assure that every student soars to lifelong excellence in academics and character.

Performance Goals

Lift For Life Academy has developed a series of goals for the next charter term that focuses both on the academic performance, or outcomes, of students and the academy's organizational strength. The goals identified as part of the renewal application emphasize key metrics used in the evaluation of school district performance for all schools in Missouri. Goals and state metrics identified below are also included and integrated into Lift for Life Academy's larger strategic plan and the charter's Performance Contract. The priority goals as part of the charter renewal application and next charter term are identified below.

1. The Academy will achieve an Annual Performance Report rating that falls within the accredited range for school districts annually.
2. As measured by both MAP/EOC performance and the Annual Performance report, the Academy will outperform the district where the charter school resides (the St. Louis Public Schools) and other public and charter schools in the area that serve students with similar demographics and backgrounds.
3. Academy students will continue to demonstrate increased proficiency on state exams in English Language Arts, Mathematics, Science and Social Studies with a target of 3% annual improvement over 2021-2022 baseline year test score results.
4. The Academy will achieve an average daily attendance rate of 90% or higher and establish annual growth targets for improved proportional attendance based on the Sixth Version of the Missouri School Improvement Program.
5. The academy will maintain an ending Cash Fund Balance of 10% or higher annually.

Over the past-five years of the current charter term, Lift for Life Academy has experienced significant expansion with the addition of elementary age students and is now a K-12 charter. The Academy also serves pre-K students as part of a St. Louis city charter school collaborative. The addition of the elementary school has led to both increased student enrollment and facilities expansion. Although the academy has expanded, the academy's management structure and

educational approach has remained consistent and stable along with the backgrounds of the students served. Lift For Life Academy now has more than 800 students enrolled who are predominantly African American and from lower-income households in the City of St. Louis. Lift For Life Academy continues to enroll students from all areas of St. Louis City and provides bus transportation to a connected K-12 campus located in the Soulard neighborhood just south of downtown.

Lift For Life Academy is looking to build off the following successes from the previous charter term. These successes include but are not limited to the following: new facilities; increased elective offerings in the arts and trades; numerous dual and advanced college credit options for students; development of the accelerated internship and career readiness program; school-based community health and wellness supports for students and families; and the development of an educational program that outperforms the home district on numerous assessments and measures established by the Missouri Department of Elementary and Secondary Education.

The vision for the next five years focuses on the following:

1. Developing and implementing a strategic plan that results in academic outcomes that clearly outperform the home district in all assessment areas and other measures established by DESE.
2. Ensuring the educational program, both curriculum and instruction, is meeting the needs of students following recent years of COVID disruptions to schooling, especially documented "learning loss" among elementary age students.
3. Investing in competitive compensation and high-quality professional development activities that support the organization's ability to attract, grow and retain talented teachers and staff.
4. Developing additional curriculum and programs, including those in the arts and trades, that strengthen the connection of students to the school community and helps students identify their best path post-graduation.
5. Training and supporting the entire school community to more effectively understand and respond to the social-emotional health and wellness needs of students and families as part of student learning.

In order to achieve the Academy's goals for the next charter term, it will be necessary to address improved performance in several areas. The areas of improved performance identified in the performance contract intend to align most closely to meet the priority goals identified in the renewal application. The areas of improved performance also align to various statewide measures of school and student performance such as the Missouri Assessment Program (MAP), the state's Annual Performance Report (APR) for school accountability, and the Academy's own strategic planning goals.

Literacy—Prior to elementary expansion, the majority of Lift For Life Academy students entered the middle school 2-3 grade levels below in their reading and writing skills. As a result, the Academy has made improving student literacy the number one priority given its effect on all other areas of academic performance and school accountability. These strategies are integrated into Lift For Life Academy's larger literacy plan.

Annual Performance Report (APR)

As a result of achieving an APR rating in the accredited range the last 3 out of 4 reportable years, the academy has been recognized for expedited renewal earning a 5-year charter renewal (March 2023).

Target School

Lift for Life Middle School has improved student performance and is no longer on DESE's targeted school list (May 2023).

Explanation of Process Moving Forward

Upon review of all materials, and after consultation with LFLA representatives, leadership of Southeast Missouri State University supports the continued sponsorship of the charter for Lift for Life Academy. The Missouri State Board of Education approved LFLA's 5-year renewal (March 2023) with the recommendation of Missouri Department of Elementary and Secondary Education (DESE).

**CHARTER SCHOOL CONTRACT
BETWEEN Southeast Missouri State University AND Lift for Life Academy
RECITALS**

This Charter School Contract entered into this 1st day of July, 1 2023 by and between THE BOARD of Governors OF SOUTHEAST MISSOURI STATE UNIVERSITY on behalf of Southeast Missouri State University (hereinafter referred to as "SEMO"), and any other campus, unit or department owned and operated by THE BOARD of Governors OF SOUTHEAST MISSOURI STATE deemed necessary to satisfy the statutory requirements for sponsorship of a charter school, and the Lift for Life Academy, a Missouri nonprofit corporation incorporated pursuant to Chapter 355, RSMo., (hereinafter referred to as LFLA or "charter school").

WHEREAS, the Missouri General Assembly has enacted statutes authorizing the establishment of independent, publicly supported schools known as charter schools;

WHEREAS, those statutes, Sections 160.400 to 160.425 RSMo, specify the method for establishing such charter schools and the requirements that must be met by such charter schools;

WHEREAS, SEMO is authorized by those statutes and/or Section 167.349, RSMo to serve as a sponsor of such charter school or schools, in accordance with the provisions of such statutes, as it may, in its discretion, determine to be appropriate;

WHEREAS, LFLA has submitted a request to SEMO that SEMO sponsor LFLA as a charter school, in accordance with the provisions of such statutes;

WHEREAS, SEMO has agreed to sponsor LFLA as a charter school, in accordance with the provisions of such statutes, and in accordance with the terms and conditions specified herein;

WHEREAS, LFLA charter application was accepted by SEMO on January 13, 2023.

WHEREAS, LFLA charter application was approved by the Missouri State Board of Education on March 7, 2023.

NOW, THEREFORE, in consideration of the above-premises and the individual and mutual covenants contained herein, the parties hereto agree as follows:

ARTICLE I: STATUS OF THE PARTIES

Section 1.1. LFLA is a Missouri nonprofit corporation incorporated pursuant to the provisions of Chapter 355, RSMo; is currently in good standing; and shall, throughout the term of this Charter School Contract, remain in good standing.

Section 1.2. LFLA is not a part of SEMO and is a separate legal entity, none of whose directors, officers or employees shall be deemed to be an agent of SEMO; has selected the method for election of officers specified in Section 355.326, RSMo, based on the class of corporation selected; currently has a board of directors, none of which is an employee of SEMO; and agrees that, throughout the term of this Charter School Contract, none of the members of LFLA's board of directors shall be employees of SEMO. Meetings of LFLA's board of directors shall be subject to the provisions of Sections 610.010 to 610.030, RSMo, the open meetings law.

Section 1.3. SEMO is a state regional comprehensive university located in the southeast region of Missouri. In agreeing to sponsor LFLA as a charter school and in agreeing to the terms and conditions stated herein, SEMO is voluntarily exercising authority and powers expressly provided to it by the Missouri General Assembly in Sections 160.400 to 160.425 and Section 167.349, RSMo. Nothing contained in this Charter School Contract shall be deemed to be a waiver of SEMO's autonomy, powers or immunities and LFLA shall not be deemed to be a part of SEMO.

Section 1.4. LFLA acknowledges that SEMO's obligations and responsibilities as the sponsor of the charter school is limited to those obligations and responsibilities set forth herein; acknowledges that neither LFLA nor its directors, officers or employees have authority to act as an agent for SEMO or to enter into any contracts with third parties that purport to impose any obligations or responsibilities on SEMO or which otherwise bind SEMO in any manner whatsoever; acknowledges that by agreeing to be the sponsor of the charter school, SEMO does not assume any obligation with respect to any director, employee, agent, parent, guardian, student, or independent contractor of the charter school; and further acknowledges that this Charter School Contract is not intended to be for the benefit of any third party including, but not limited to, any director, employee, agent, parent, guardian, student, or independent contractor of the charter school.

Section 1.5. The parties hereto agree that SEMO is a regional comprehensive university and that LFLA will be open to the review of SEMO research proposals and be willing to engage in projects that will provide mutual benefit to LFLA and SEMO in promoting scientific evidence to improve the educational enterprise.

Section 1.6. The parties hereto agree that nothing contained herein is intended nor shall it be deemed to constitute a waiver of any privileges or immunities to which SEMO is otherwise entitled under the law and, in addition thereto, the parties acknowledge that Section 160.400.9 RSMo, provides that as the sponsor of the charter school, SEMO and its agents and employees are not liable for any acts or omissions of the charter school, including acts or omissions relating to the charter submitted by LFLA, the operation of the charter school and the performance of the charter school.

Section 1.7. Other than the expenses associated with sponsorship of a charter school described in Section 160.400.11 RSMo, SEMO does not expect to receive any compensation for acting as a sponsor and has not asked for nor received from LFLA any fee of any type for consideration of the application and proposed charter submitted by LFLA. SEMO has not imposed, as a condition for its consideration of the application and proposed charter, a promise of future payment of any kind by LFLA.

Section 1.8. The parties hereto agree that for the safety of all, all members of the governing board and all members of the sponsoring office will undergo criminal background checks and reviews of the family care safety registry, as specified in section 160.400.14, RSMo.

Section 1.9. The parties hereto agree that all charter board members shall submit ethics commission paperwork annually, as specified in sections 105.483 and 105.492, RSMo.

ARTICLE II: STATUTORY COMPLIANCE

Section 2.1. LFLA's charter application, which was approved by the Missouri State Board of Education on March 7, 2023 is incorporated as part of this Contract.

Section 2.2. LFLA at the time it submitted its charter application to SEMO, provided a copy of such application to the school board of the district in which the proposed charter school is to be located, as required by the provisions of Section 160.405.1, RSMo. A copy of such application, dated January 13, 2023, is incorporated as a part of this Charter School Contract.

Section 2.3. LFLA's charter application contains all that is required by Sections 160.400 to 160.425, RSMo, as confirmed by the application's approval by the Missouri State Board of Education on February 18, 2014.

- A. A mission and vision statement for LFLA's charter school;
- B. A description of LFLA's organizational structure and the bylaws of the governing body of LFLA which shall be responsible for the policy, financial management, and operational decisions of the charter school, including the nature and extent of parental, professional educator, and community involvement in the governance and operation of the charter school;
- C. A financial plan for the first three years of operation of the charter school, including provisions for annual audits;
- D. A description of the charter school's policy for securing personnel services, its personnel policies, personnel qualifications, and professional development plan;
- E. A description of the grades or ages of students to be served by the charter school;
- F. The charter school's calendar of operation which shall include at least the equivalent of a full school term as defined in Section 160.011, RSMo; and
- G. An outline of the criteria specified in Section 160.405, RSMo designed to measure the effectiveness of the charter school.
- H. A Performance Contract that establishes standards and yearly goals to be used by both LFLA and SEMO to evaluate progress of LFLA.

Section 2.4. LFLA shall be nonsectarian in its programs, its admission policies, its employment practices and all other aspects of its operations.

Section 2.5. LFLA shall comply with all laws and regulations of the state relating to health, safety and minimum educational standards.

Section 2.6. LFLA shall be financially accountable, use practices consistent with the Missouri financial accounting manual, provide for an annual audit by a certified public accountant and provide liability insurance to indemnify the school, its board of directors, its staff and its teachers against tort claims and comply with the requirements of ESSA as it relates to federal audit

requirements. Details of the charter school operations and budget within the Charter School application are made part of this contract.

Section 2.7. LFLA shall provide a surety bond and provide liability insurance to indemnify the school, its board of directors, its staff and its teachers against tort claims.

Section 2.8. LFLA shall enact a procurement policy and conflict of interest policy and implement cash management and expense allowability procedures in accordance with 2 CFR 200.

Section 2.9. LFLA shall provide a comprehensive program of instruction for the grade level(s) and age(s) specified in its application.

Section 2.10. LFLA shall design a method to measure pupil progress toward the pupil academic standards adopted by the state board of education pursuant to the provisions of Section 160.514, RSMo, and, within one hundred twenty (120) days after execution of this Charter School Contract, shall submit a description of such proposed method to SEMO for approval.

Section 2.11. LFLA shall collect baseline data during the term of this Charter School Contract for the purpose of determining how the charter school is performing and, to the extent applicable, shall participate in the statewide system of assessments composed of the essential skills tests and the nationally standardized norm-referenced achievement tests, as designated by the state board of education pursuant to the provisions of Section 160.518, RSMo.

Section 2.12. LFLA shall participate in statewide assessment, collect and report student enrollment, attendance, and other data to the Department of Elementary and Secondary Education, and cooperate in completing and distributing an annual report card as prescribed in Sections 160.405.4, 160.415.1 and 160.522, RSMo.

Section 2.13. LFLA shall report to SEMO, to the school board of the district in which the proposed charter school is to be located and to the state board of education as to the charter school's teaching methods and any educational innovations and the results thereof, and shall provide data required for the study of charter schools pursuant to the provisions of Section 160.410.4, RSMo.

Section 2.14. LFLA shall assure that the needs of special education students, including those who are homeless, limited English proficient, or have identified learning and physical disabilities are met in compliance with applicable federal and state laws and regulations.

Section 2.15. LFLA shall enroll all pupils resident in accordance with 160.410 RSMo

Section 2.16. LFLA shall not limit admission based on race, ethnicity, national origin, disability, gender, income level, proficiency in the English language or athletic ability, but may limit admission to pupils within the grade level(s) and age(s) specified in its application.

Section 2.17. LFLA shall be exempt from all laws and rules relating to schools, governing boards and school districts, except as provided in sections 160.400-160.425 RSMo and any amendments thereto. In addition to complying with the terms and conditions expressly provided in this Charter School Contract LFLA Contract LFLA understands, LFLA shall comply with all provisions of Sections 160.400 through 160.425, RSMo and any amendments thereto.

Section 2.18. LFLA shall ensure rigorous, independent contract oversight and the school's financial independence from any third party contractor providing educational management or

other services. The third party contract is recognized by this contract as Exhibit A. [If there is no third party contractor, include this language: LFLA understands that executing any contract with a third party contractor providing education management or other comprehensive services requires approval of SEMO and requires an amendment to this contract.

Section 2.19 Failure to timely fulfill any material term of the Pre-Opening Requirements shall be considered a breach of material compliance with the Charter pursuant to sections 160.405.7 and 160.405.8, RSMo, and shall be grounds for Sponsor intervention. Notwithstanding the immediately foregoing, the Sponsor may waive or modify the restrictions contained therein or may grant the Charter School an additional planning year upon good cause shown.

ARTICLE III: TERM OF THE CHARTER SCHOOL CONTRACT

Section 3.1. The term of this Charter School Contract shall be from July 1, 2023 through and including June 30, 2028, unless this Contract is terminated prior to that time in accordance with the provisions of Article IV and Article V below.

Section 3.2. The renewal process begins in August of the year prior to the year the charter is considered for renewal by the State Board of Education. Should SEMO support renewal of the charter, a revised charter application shall be submitted to the state board of education in the final year of the current charter.

ARTICLE IV: PERFORMANCE AND COMPLIANCE MONITORING

Section 4.1. Notwithstanding its approval of LFLA's application to operate a charter school, SEMO reserves the right throughout the term of this Charter School Contract to monitor the charter school's performance of its obligations under applicable laws and under this Charter School Contract, its management and its operations.

The Sponsor shall base evaluation of the Charter School on the academic and operational performance indicators set out in the Performance section of the Charter School's Monitoring Plan. Those indicators shall include, but not be limited to, DESE-established accountability requirements and consequences. The Monitoring Plan may include school-specific performance goals to the extent such goals meet the Sponsor's expectations for rigor, validity and reliability. 5The Sponsor shall evaluate the Charter School at least annually consistent with the standards and measures set out in the Monitoring Plan. The Sponsor shall make renewal decisions based on the Charter School's performance in relation to the Monitoring Plan. Such monitoring shall include all relevant aspects of the charter school's performance, management and operations, and shall include but not be limited to, the following:

- A. LFLA shall submit to SEMO's liaison copies of the posted agenda for and copies of the minutes of all meetings of LFLA's board of directors;
- B. LFLA shall submit to SEMO's liaison results of LFLA's performance on SEMO's annual Performance Contract by the date established by SEMO;
- C. LFLA shall submit to SEMO's liaison, by December 31 of each year, a copy of the required annual financial audit;

- D. LFLA shall submit to SEMO's liaison, at the time they are sent to the Missouri Department of Elementary and Secondary Education, a copy of the teacher certification lists;
- E. LFLA shall submit to SEMO's liaison, within ten (10) days after LFLA's receipt of same, the results of all LFLA's national norm reference tests and the results of the Missouri Assessment Program;
- F. LFLA shall submit to SEMO upon request academic growth and progress monitoring data, including, but not limited to, NWEA, STAR or other standardized assessments.
- G. LFLA shall participate in an annual evaluation, including site-visits and conducted by SEMO, or conducted at SEMO's direction, and related initiatives and shall submit to SEMO's liaison all relevant information and data related thereto;
- H. LFLA shall submit to SEMO's liaison, prior to the beginning of each school year, all items required by SEMO prior to the opening of the school year, including a copy of the Student/Parent Handbook that LFLA will utilize during the upcoming school year;
- I. LFLA shall notify SEMO's liaison, prior to the beginning of each school year and within ten (10) days following a change of individuals responsible, of the identity, address and telephone number, of LFLA's employee or consultant who will be responsible during the school year, for understanding and complying with the expectations of the Missouri Financial Accounting System;
- J. LFLA shall notify the SEMO's liaison if and when LFLA's conflict of interest policy has been violated and shall provide information, as reasonably requested by SEMO's liaison, concerning said violation;
- K. LFLA shall have in place adequate financial controls to assure that none of the revenues received for operation of the charter school are expended for expenses unrelated to the operation of the charter school, which shall include but not be limited to:
 - 1. A requirement that a monthly check register is reviewed and approved by the charter school's board of directors;
 - 2. The bank account where state funds are deposited must be established and under the control of the charter school's board of directors. If a management company is contracted, personnel associated with the company shall not have direct access; and
 - 3. The adoption of a procurement policy that requires the charter school's board of director's approval of individual expenditures that are in excess of an amount agreed upon by the board and SEMO.
- L. LFLA's Board of Directors will attend yearly board training approved by SEMO.

- M. LFLA will cooperate with SEMO to develop and revise as needed a Performance Contract that establishes yearly goals to be used by both LFLA and SEMO to evaluate progress of LFLA.
- N. LFLA will conduct an annual self-analysis of academic growth for each school year to be submitted to SEMO no later than July 1. These self-assessments must include school-collected data.
- O. SEMO and the governing board and staff of LFLA shall meet from time to time, but no less frequently than once every year, to jointly review the charter school's performance, management and operations.
- P. LFLA shall provide to SEMO's liaison, by dates established by SEMO, a copy of all of LFLA policies, including without limitation, policies relevant to compliance with all applicable state and federal laws;
- Q. LFLA's user manager will provide appropriate view access to SEMO in all DESE data management and monitoring systems to allow required oversight,
- R. LFLA shall provide view access to SEMO in LFLA's attendance reporting system to allow required oversight.
- S. LFLA will adhere to essential public-education obligations, including admitting and serving all eligible students so long as space is available, and not expelling or counseling out students except pursuant to a legal discipline policy approved by the sponsor.

ARTICLE V: PROBATION AND TERMINATION OF CHARTER SCHOOL CONTRACT

Section 5.1. If SEMO determines that LFLA is failing to meet one or more required performance standards as established in this Contract, but that such failure does not warrant termination per Section 5.2 below, SEMO may designate LFLA to be in a probationary status for a defined period of time, not to exceed one year. During the probationary period, SEMO may require LFLA to implement a mutually agreed upon remedial plan and outcomes to correct performance deficiencies described in writing by SEMO. If LFLA fails to meet the mutually agreed upon remediation outcomes by the end of the probationary period, SEMO may elect to terminate this Charter School Contract.

Section 5.2. SEMO may terminate this Charter School Contract at any time if the charter school commits a serious breach of one or more provisions of the Charter School Contract. A "serious breach" is defined as a breach that relates to a material violation of Article II, Article IV, Section 6.2, Section 7.2, and/or Article VIII of this Charter School Contract and as further defined under Missouri law. SEMO may also terminate the Charter School Contract on any of the following grounds:

- A. Failure to meet academic performance standards as set forth in this Charter School Contract, as set forth in the annual Performance Contract or as reasonably required of LFLA in writing by SEMO;
- B. Failure to meet generally accepted standards of fiscal management;
- C. Failure to provide information necessary to confirm compliance with all provisions of the charter and sections 160.400 to 160.425 and 167.349 within thirty (30) days following receipt of written notice requesting such information;
- D. Material or intentional violation of applicable federal or state laws; or
- E.. There is a change in the provisions of Sections 160.400 through 160.425, RSMo which alters or amends the responsibilities and obligations of either LFLA or SEMO and the parties hereto are unable to agree upon amendments to this Charter School Contract necessary to conform its terms and conditions to said statutory amendment
- F. A graduation rate lower than 70 percent in three of the last four years, annual performance reports lower than the resident district, or identification as a persistently lowest achieving school by the Department of Elementary and Secondary Education;

Section 5.3. At least ninety (90) days prior to terminating this Charter School Contract in accordance with the provisions of Article V hereof, SEMO shall notify LFLA's board of directors in writing of the proposed action and the reasons therefore. Prior to such termination, and within two (2) weeks after receipt of such notice from SEMO, LFLA's board of directors may request a hearing.

Section 5.4. If the charter school's board of directors makes a timely written request for such a hearing, the hearing shall be conducted in accordance with administrative hearing procedures established by SEMO. Section 160.405.8(4), RSMo provides that final decisions of SEMO to terminate this Charter School Contract prior to the end of the term thereof shall be subject to an appeal to the State Board of Education, which shall determine whether the charter shall be revoked.

Section 5.5. Except as provided in Section 5.6. below, no termination of the Charter School Contract by SEMO shall be effective until the conclusion of the school year in which such decision to terminate is made by SEMO.

Section 5.6. If SEMO determines that continued operation of the charter school by LFLA presents a clear and immediate threat to the health and safety of the children enrolled therein, the effective date of such termination shall be the date upon which SEMO renders its final decision to terminate.

Section 5.7. LFLA's governing board shall determine no later than July 1, 2023 whether or not it will open the school for the 2023-2024 school year. If LFLA's governing board determines that it will not open the school for the 2023-2024 school year, SEMO may terminate this Charter School Contract. Extension of the opening date to 2023 + 1 – 2024+1 school year will require an amendment to this contract approved by LFLA's governing board and SEMO.

Section 5.8 In the event that the Charter School is required to cease operation for any reason, including but not limited to non-renewal, revocation, or voluntary surrender of the Charter, the Charter School shall comply with SEMO's school closure requirements.

ARTICLE VI: FUNDING SOURCES, TUITION AND FEES

Section 6.1. As a charter school, LFLA shall be eligible to receive state school aid and other funding to the extent provided in Section 160.415, RSMo and shall comply with all provisions of law set forth therein and all provisions of law incorporated by reference therein.

Section 6.2. LFLA may not charge tuition, nor may it impose fees that a school district is prohibited from imposing.

ARTICLE VII: AUTHORIZATION FOR EMPLOYMENT OF PERSONNEL

Section 7.1. As a charter school, LFLA may employ non-certificated instructional personnel; provided, however, that no more than twenty (20) percent of the full-time equivalent instructional staff positions at the charter school are filled by non-certificated personnel and provided further that all non-certificated instructional personnel shall be supervised by certificated instructional personnel. In addition, pursuant to federal law, any charter school receiving Title I funds must comply with the requirements in the No Child Left Behind act, 20 USC § 6319 (2008), requiring that 100% of its instructional personal be certified as a "Highly Qualified Teacher" (HQT).

Section 7.2. LFLA shall ensure that all instructional employees of the charter school have experience, training and skills appropriate to the instructional duties of the employee, and shall ensure that a criminal background check and child abuse registry check are conducted for each employee of the charter school prior to the hiring of the employee. Appropriate experience, training and skills of non-certificated instructional personnel shall be determined by considering the following:

- A. Teaching certificates issued by another state or states;
- B. Certification by the National Standards Board;
- C. College degrees in the appropriate field;
- D. Evidence of technical training and competence when such is appropriate; and
- E. Level of supervision and coordination with certificated instructional staff.

ARTICLE VIII: INDEMNIFICATION

Section 8.1. LFLA agrees to indemnify and hold SEMO, its board of Governors and members thereof, its officers, employees and agents, harmless from all claims, demands and liability, including attorney fees and related costs, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever which arise out of or are in any manner connected with the charter school's operations or which are incurred as a result of the reliance of

SEMO upon the accuracy of information provided to it by LFLA and not caused by the sole negligence of the University. In addition to the obligations imposed in the preceding sentence, LFLA agrees that the insurance required by the provisions of Section 160.405.4(4), RSMo and Section 2.5 of this Charter School Contract shall name The Board of Governors of Southeast Missouri State University and its officers, employees and agents as additional named insureds for any covered loss of any kind whatsoever which they or any of them legally may be required to pay and which arise out of or are in any manner connected with the charter school's operations or which are incurred as a result of the reliance of SEMO upon the accuracy of information provided to it by LFLA.

ARTICLE IX: GENERAL TERMS AND CONDITIONS

Section 9.1. *Assignment.* This Charter School Contract is not assignable by LFLA without the prior written consent of the President of SEMO. This Charter School Contract is not assignable by SEMO or the Board of Governors without the prior written consent of the Chair of LFLA's Board of Directors.

Section 9.2. *Successors and Permitted Assigns.* The terms and conditions of this Charter School Contract are binding on and shall inure to the benefit of the parties and their respective successors and permitted assigns.

Section 9.3. *Entire Contract.* This Charter School Contract, including the Charter Application incorporated herein, sets forth the entire agreement between SEMO and LFLA with respect to the subject matter of this Charter School Contract. All prior contracts, representations, statements, negotiations, understandings, and undertakings are superseded by this Charter School Contract.

Section 9.4. *Amendments.* None of the terms or conditions herein shall in any manner be altered, amended, waived, or abandoned, except by written agreement of the parties, executed by authorized representatives of the parties.

Section 9.5. *Other Contracts.* Nothing contained in this Charter School Contract or in the provisions of Section 160.400 through 160.425 RSMo requires or prohibits the parties from entering into separate contracts related to the Charter School's need to procure professional services from SEMO or its faculty and staff including, but not limited to, sponsored research contracts, consulting contracts, etc. If the parties desire to enter into such separate contracts, they will be in writing and shall set forth the terms and conditions thereof including the consideration to be paid therefore.

Section 9.6. *Severability.* If any provision of this Charter School Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity or enforceability of the remainder of the provision or the remaining provisions of this Charter School Contract.

Section 9.7. *Non-Waiver.* No term or provision of this Charter School Contract shall be deemed waived and no breach or default shall be deemed excused, unless such waiver or consent shall be in writing and signed by the party claimed to have waived or consented. No consent by any party to, or waiver of, a breach or default of the other, whether expressed or implied, shall constitute a consent to, or waiver of, or excuse for any different or subsequent breach or default.

Section 9.8. *Governing Law.* This Charter School Contract shall be governed and controlled by the laws of the State of Missouri as to interpretation, enforcement, validity, construction and effect,

and in all other respects. This Charter School Contract shall be construed fairly as to both parties and not in favor of or against either party, regardless of which party prepared the Charter School Contract.

Section 9.9. Counterparts. This Charter School Contract shall be executed in one or more counterparts and all such counterparts shall constitute one and the same instrument.

Section 9.10. Notices. Any and all notices permitted or required to be given hereunder shall be deemed duly given: (i) upon the date of actual delivery, if delivery is by hand; or (ii) the third business day following deposit into the United States mail if delivery is by first class mail, postage prepaid. Each such notice shall be sent to the respective party at the address indicated below or to such other address as may hereafter be designated by a party, by notice to the other party as provided in this section:

To SEMO:

President's Office
One University Plaza
Cape Girardeau, Mo. 63701

To Lift for Life Academy:

1731 S. Broadway
St. Louis, Mo. 63104

IN WITNESS WHEREOF, the parties hereto have executed this Charter School Contract and/or authorized same to be executed by their duly authorized representatives as of the date shown below their respective signatures.

The Board of Governors on behalf of Southeast Missouri State University

By: _____

President

Date: _____

The Board of Directors of Lift for Life Academy

By: _____

Board Chair

Date: _____



LIFT FOR LIFE ACADEMY
Educate Empower Uplift

“The Academy of Exploration”

Performance Contract 2024-2028

The Performance Contract for Life for Life Academy is administered by Southeast Missouri State University. The measures included represent the minimum level of performance expected during the charter term. Overall performance on this contract, including targets aligned to statewide measures such as the Annual Performance Report (APR) and the Missouri Assessment Program (MAP) along with the sponsor's comprehensive program evaluation will drive considerations related to charter renewal, intervention, probation and revocation. The implementation of this performance contract will coincide with the first year of the next charter term (2023-2024). Objectives and measures associated with this performance contract may be modified in relation to changes in statewide assessment and accountability measures, including those associated with the pending adoption and implementation of Version 6 of the Missouri School Improvement Program (MSIP 6).

Academic Performance and Annual Performance Report (APR) Targets

Measure	Target		2024	2025	2026	2027	2028
Annual Performance Report (APR)	LFLA's performance on the APR is at or above the 70% benchmark for accreditation OR outperforms the home district.						
	LFLA's performance on the APR outperforms the performance of area school districts and charters that serve demographically similar k-12 student populations.						
MAP Performance Index (MPI)*	LFLA outperforms the MPI of the home district.	Math					
		Science					
		ELA					
		Soc. Studies					
MAP Performance Index (MPI)*	LFLA outperforms the MPI of African American students statewide on the End-of-Course Exams	Algebra 1					
		Biology					
		English 2					

		Government					
Post-Secondary Placement of Graduates	LEA will achieve "Approaching," "On-Track" or "Exceeding" designations for progress and/or status on the APR						
Northwest Evaluation Association (Grades 2-10)	50% of students will meet the Fall/Spring growth target in math and reading.						
Early Literacy Learning (K-3)	LFLA will achieve 80% of students K-3 demonstrating 1 years' worth of growth, as measured by the Fountas and Pinnell Literacy benchmark						
Graduation Rate	LFLA will achieve a four-year graduation rate at or above 85% annually.						
Attendance Rate	LFLA will maintain a district average daily attendance rate at 90% or above.						
College Readiness	25% or more of graduating seniors will have received advanced college credit prior to graduation.						

2. Financial Standards

Performance Measures	2024	2025	2026	2027	2028
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Comply with annual auditing and ASBR requirements, and remedy any audit findings per 160.405.4 (4), RsMO.					
Ensure financial controls are in place for accountable school operation as outlined in State Code of Regulations 5 CSR 20-100.260(5).					
Meet the required minimum 3% fund balance per 160.417.2 (b), Rs .					

3. Governance Standards

Performance Measure	2024	2025	2026	2027	2028
All board members will follow statutory requirements as outlined in the State Code of Regulations 5 CSR 20-100.260 (3).					
Charter board and committee business is conducted per Missouri Sunshine Laws in sections 610.010-610.030, RsMO					



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 20, 2023

Open Session

I. Motion to be Considered:

Approve the proposed FY24 University Operating Budget.

II. Background:

The proposed FY24 University Operating Budget includes the University's Education and General (E&G), Designated, and Auxiliary fund budgets. The E&G budget supports academic instruction and general operations. Funding for general operations primarily comes from state appropriations and tuition. Designated funds include those revenues designated for specific purposes (e.g., student general fees) or assessed/collected for a specific service or activity (e.g., the University School for Young Children, the University Autism Center, Athletics). Auxiliary funds are intended to operate as profit centers that generate enough revenue to account for their expenses. Examples of auxiliary units are Residence Life, Textbook Rental, and Student Recreation Services.

Attachment 1 summarizes the proposed FY24 Operating Budget for all funds and provides as a comparison projected actuals for FY23. The total budget for University expenditures and transfers for FY24 is \$152.9M, as are budgeted operating revenues, creating a balanced budget for the year. The proposed budget incorporates tuition and general fees approved by the Board in May 2023 as well as room and board rates approved by the Board in March 2023.

Notable changes to the budget from FY23 to FY24 are as follows:

- State appropriations – At this time, the House and Senate have approved HB03 which provides a 7.0% increase in operating appropriations for the State's public universities. For Southeast, this increase equates to \$3.4M over FY23. Although Governor Parson has not yet approved the bill, he is expected to do so, so the increase is reflected in the FY24 budget. Unlike last year, the University does not expect to benefit from a one-time appropriation to offset the

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc.e _____
VP, Finance & Admin. *[Signature]* _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____

President *[Signature]* _____

Board Action on: _____

Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: e _____
Secretary: _____

incremental cost of its FY24 MOSERS contributions on behalf of employees. In sum, the University anticipates receiving appropriations of \$2.3M, or 4.7%, more than it projects to receive through the end of FY23.

- Student fees – A projected enrollment decline of 370 FTE students (across all types) combines with the University's new tuition pricing structure to reduce gross tuition revenue by \$9.2M, which is offset by a reduction of \$7.3M in scholarships and fee waivers. Although increased from the FY23 budget, FY24 student fees are \$900K less than projected actuals for FY23. In total, tuition and student fees fall by 4.75%, or \$2.8M.
- Other sources – In total, other sources of revenue are essentially flat to FY23 projected actuals. There is an assumption of a potentially declining but still relatively strong interest rate environment.
- Personnel – University leadership recognizes the need to invest in employee compensation, as the recruitment and retention of quality faculty and staff are paramount to the University's execution of its mission. In FY23, the University implemented the final 30% of the equity increases indicated by an FY20 salary equity study along with a 3.5% increase. The 3.5% salary program was largest, by percentage, since FY01. In a period of slowing but persistent inflation, the FY24 budget proposes a 4% salary program, the budgeted cost of which, at full employment, is \$3.2M annually. There is an additional \$1M increase to personnel associated primarily with promotion and tenure and rising employer-paid medical premiums. As with prior years, vacancy savings can be expected and will serve as the source of one-time funds, operating contingency, and potential additions to reserves.
- Total Equipment and Operations – Some equipment and operations line items (e.g., rent, utilities, software licensing) experience regular increases and still others (e.g., property insurance, cyber insurance, athletics insurance) continue to rise dramatically. The budgeted increase from FY23 to FY24 of \$2.4M suggests a decrease in spending relative to projected actuals for FY23. However, the projected actuals include expenses that are not included in the base budget, e.g., foreseen and unforeseen one-time needs and needs that will be built into the budget in subsequent years.
- Total Estimated Transfers Out/(In) – The FY24 budget increases by \$700K over the FY23 budget based on approximately like dollar increases in debt service-related transfers and net operating transfers. Although the FY24 budget shows a decrease from FY23 projected actuals, any decrease that may materialize is unlikely to be at the level shown, as projected actual transfers out include project-related transfers to capital funds which are expected to continue.

Attachment 2 provides an informational summary of the FY24 Operating Budget by fund type.

**SOUTHEAST MISSOURI STATE UNIVERSITY
OPERATING BUDGET - ALL FUNDS**

	FY23 Budget	FY23 Projected Actuals	FY24 Budget	Budget to Projected \$ Change	Actuals % Change
ESTIMATED INCOME:					
STATE APPROPRIATIONS	\$ 48,641,781	\$ 49,700,547	\$ 52,046,707	\$ 2,346,160	4.72%
STUDENT FEES:					
Tuition	71,180,490	73,671,429	64,429,875		
Scholarships and Fee Waivers	(26,211,003)	(26,006,757)	(18,725,014)		
Net Tuition (Gross Tuition Less Scholarships & Fee Waivers)	44,969,487	47,664,672	45,704,861		
Student Fees	10,904,740	11,848,755	10,980,525		
TUITION AND STUDENT FEES:	\$ 55,874,227	\$ 59,513,427	\$ 56,685,386	\$ (2,828,041)	-4.75%
OTHER SOURCES:					
Investment Income	82,500	2,083,784	1,380,000		
State Grants and Contracts	528,405	1,103,647	1,032,028		
Sales and Services of Academic Departments	2,924,344	3,510,606	3,031,560		
Sales and Services of Non-Academic Departments	28,451,914	27,785,499	28,913,148		
Foundation Support	1,253,733	1,270,998	1,311,498		
Athletics Revenues	1,867,666	1,989,098	2,071,010		
Miscellaneous Income	6,687,089	6,593,097	6,394,296		
TOTAL OTHER SOURCES:	\$ 41,795,651	\$ 44,336,729	\$ 44,133,540	\$ (203,189)	-0.46%
TOTAL ESTIMATED INCOME:	\$ 146,311,659	\$ 153,550,703	\$ 152,865,633	\$ (685,070)	-0.45%
ESTIMATED EXPENDITURES :					
PERSONNEL:					
Faculty/Staff	63,689,480	59,478,523	66,289,509		
Benefits	25,528,668	23,120,300	27,167,948		-
Student Labor	2,789,422	2,880,381	2,817,700		
TOTAL PERSONNEL:	\$ 92,007,570	\$ 85,479,204	\$ 96,275,157	\$ 10,795,953	12.63%
TOTAL EQUIPMENT AND OPERATIONS:	\$ 41,094,653	\$ 45,288,679	\$ 43,501,379	\$ (1,787,300)	-3.95%
TOTAL ESTIMATED EXPENDITURES:	\$ 133,102,223	\$ 130,767,883	\$ 139,776,536	\$ 9,008,653	6.89%
DEBT SERVICE:	11,979,690	11,979,690	12,306,530		
NET TRANSFERS:	427,828	3,661,866	779,161		
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 12,407,518	\$ 15,641,556	\$ 13,085,691	\$ (2,555,865)	-16.34%
BUDGETED SURPLUS/(DEFICIT):	\$ 801,918	\$ 7,141,264	\$ 3,406		

**SOUTHEAST MISSOURI STATE UNIVERSITY
FY24 OPERATING BUDGET - BY FUND**

	Education & General Fund	Designated Funds	Auxiliary Funds	Totals	Percent of Revenues or Expenses
ESTIMATED INCOME:					
STATE APPROPRIATIONS	\$ 52,046,707	\$ -	\$ -	\$ 52,046,707	34.05%
STUDENT FEES:					
Tuition	64,427,375	2,500	-	64,429,875	
Scholarships and Fee Waivers	(12,777,954)	(3,848,290)	(2,098,770)	(18,725,014)	
Net Tuition (Gross Tuition Less Scholarships & Fee Waivers)	\$ 51,649,421	\$ (3,845,790)	\$ (2,098,770)	\$ 45,704,861	
Student Fees	7,251,535	1,792,990	1,936,000	10,980,525	
TUITION AND STUDENT FEES	\$ 58,900,956	\$ (2,052,800)	\$ (162,770)	\$ 56,685,386	37.08%
OTHER SOURCES:					
Investment Income	1,150,000		230,000	1,380,000	
State Grants and Contracts		1,032,028	-	1,032,028	
Sales and Services of Academic Departments	347,060	2,684,500	-	3,031,560	
Sales and Services of Non-Academic Departments	193,800	1,388,873	27,330,475	28,913,148	
Foundation Support	585,259	503,000	223,239	1,311,498	
Athletics Revenues		2,071,010		2,071,010	
Miscellaneous Income	1,582,150	2,668,256	2,143,890	6,394,296	
TOTAL OTHER SOURCES:	\$ 3,858,269	\$ 10,347,667	\$ 29,927,604	\$ 44,133,540	28.87%
TOTAL ESTIMATED INCOME:	\$ 114,805,932	\$ 8,294,867	\$ 29,764,834	\$ 152,865,633	100.00%
ESTIMATED EXPENDITURES,:					
PERSONNEL:					
Faculty/Staff	56,480,431	6,740,004	3,069,074	66,289,509	
Benefits	20,675,491	5,112,225	1,380,232	27,167,948	
Student Labor	1,574,668	463,224	779,808	2,817,700	
TOTAL PERSONNEL:	\$ 78,730,590	\$ 12,315,453	\$ 5,229,114	\$ 96,275,157	62.98%
EQUIPMENT AND OPERATIONS:	\$ 22,359,582	\$ 6,143,455	\$ 14,998,342	\$ 43,501,379	28.46%
TOTAL ESTIMATED EXPENDITURES:	\$ 101,090,172	\$ 18,458,908	\$ 20,227,456	\$ 139,776,536	91.44%
DEBT SERVICE:	3,884,500	-	8,422,030	12,306,530	
OPERATING TRANSFERS, NET:	9,827,854	(10,164,041)	1,115,348	779,161	
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 13,712,354	\$ (10,164,041)	\$ 9,537,378	\$ 13,085,691	8.56%
BUDGETED SURPLUS/(DEFICIT):	\$ 3,406	\$ -	\$ -	\$ 3,406	



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 20, 2023

Open Session

I. Motion to be Considered:

Approve the attached Course Fees effective with the Fall 2023 semester.

II. Background:

The University has a limited number of fees assessed at the course level, in addition to tuition. These have been assessed to cover the cost of consumable supplies or other expenses that are unique to a course (e.g., student insurance, chemicals), to help offset higher than average delivery costs per student credit hour generated, or to purchase electronic course materials directly from a publisher. As part of the annual budget process, academic departments make requests to modify, create, or eliminate fees. Formalizing the “up-front” billing of these expenses avoids surprise costs to students after they enroll. This process also makes these fees eligible for the Hope Scholarship and Lifetime Learning tax credits that the student or parent may claim.

Course fee requests are reviewed and endorsed by a Budget Review Committee (BRC) subcommittee that includes representation from Deans’ Council, Chairpersons’ Forum, Faculty Senate and Student Government. Increases to the course fees for two Chemistry labs and one required certification that is part of the Management core are recommended this year (see Attachment 1). The \$15 increases recommended for the two chemistry labs are attributable to the rising costs of providing chemicals and other necessary lab supplies. Certification in Microsoft Excel is required for Management students. The \$10 increase is recommended in response to increases in testing fees and software costs.

In addition to offering physical textbooks through the Textbook Rental program, the University partners with Follett, the university’s bookstore vendor, to provide seamless access to electronic course materials. Follett’s Included program provides students with a single sign-on to access the University’s learning management system (Canvas) and their electronic course materials.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. *[Signature]* _____
VP, University Advancement *[Signature]* _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____
President *[Signature]* _____

Board Action on: _____
Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____

Although this fee does not provide revenue to the University, it eliminates the need for the student to visit the bookstore to buy a code for an e-text and ensures the faculty member that all students will have access to course materials on the first day of class. This also makes the cost eligible for financial aid and inclusion in payment plans.

Included in Attachment 2 are three new courses that will utilize electronic course materials through the IncludEd program for Fall 2023 courses and 22 courses in which the publisher's access cost has increased. The costs assessed as electronic course material fees are equal to or less than the cost of purchasing a code through the bookstore.

COURSE FEE PROPOSALS
New, Increased, and Eliminated Fees Effective Fall 2023

College	Department	Courses	Current Fee	Proposed Fee
Business & Computing	Management	MI001 - Microsoft Exel Certification	\$30	\$40
Science, Tech, Engineering & Math	Chemistry	CH342 - Organic Chemistry Lab I	\$15	\$30
		CH344 - Organic Chemistry Lab II	\$15	\$30

Fees highlighted in blue are current fees proposed to be eliminated.

ELECTRONIC COURSE MATERIAL FEES
New, Increased, and Eliminated Fees Effective Fall 2023

College	Department	Courses	Previously Approved Fee	New FY24 Fee
Business & Computing	Accounting, Economics & Finance	Financial Accounting & Reporting I (AC321)	\$69.00	\$76.25
		Financial Accounting & Reporting II (AC332)	\$69.00	\$76.25
		Economic Problems Policy (EC101)	\$80.00	\$87.00
		Principles of Macroeconomics (EC215)	\$0.00	\$110.00
		Principles of Macroeconomics (EC225)	\$105.00	\$110.00
	Management	Introduction to Microcomputer Applications (MI 101)	\$100.00	\$103.00
	Graduate Business Studies	Business Statistics Essentials (BA601)	\$94.00	\$125.00
		Business Accounting Essentials (BA602)	\$94.00	\$125.00
		Business Microeconomics Essentials (BA603)	\$94.00	\$125.00
		Business Finance Essentials (BA604)	\$94.00	\$125.00
		Business Information Systems Essentials (BA605)	\$94.00	\$125.00
		Spanish Language & Culture I (SN100)	\$58.00	\$62.00
		General Chemistry (CH185)	\$0.00	\$100.50
		Foundations in Inorganic Chemistry (CH186)	\$73.00	\$100.50
		Introductory Physics I (PH120) & Introductory Physics II (PH121)	\$70.00	\$76.25
Education, Hlth & Human Sciences Science, Tech, Engineering, & Math	Communication Studies & Modern Languages			
	Chemistry & Physics			
	Mathematics	Basic Math Skills (MA050)	\$25.00	\$43.75
		Precalculus Review (MA111)	\$25.00	\$43.75
		Precalculus A Integrated Review (MA115)	\$25.00	\$43.75
		Precalculus A (MA116)	\$25.00	\$43.75
		Precalculus B (MA117)	\$25.00	\$43.75
		Math Reasoning & Modeling (MA123)	\$25.00	\$43.75
		Numbers & Operations Educators (MA128)	\$25.00	\$43.75
	Biology	Precalculus (MA137)	\$25.00	\$43.75
		Statistical Reasoning (MA155)	\$25.00	\$43.75
		Anatomy and Physiology I (BS013) Anatomy and Physiology II (BS014)	\$0.00	\$65.00

Fees highlighted in blue are current fees proposed to be eliminated.



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 20, 2023

Open Session

PROGRESS REPORT – Contracts and Facilities Management Projects

Part I – Contracts in Excess of \$100,000

The following contract(s) and/or purchase order(s) in excess of \$100,000 for which provisions have been made in the annual operations or capital budgets or designated fund balances of the University or subsequent projects approved by the Board of Governors were executed:

PROJECT	ANTICIPATED COMPLETION	VENDOR	AWARD AMOUNT
Campus E&G Building Assessments	February 2024	Becker Morgan Group, Inc.	\$188,990.00

Part II – Facilities Management Capital Projects Update Report

A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel 14,15,16,25 Repair/ Replacement	October 2023	In progress.
Houck Stadium South Sideline	July 2023	In progress.
Tunnel Repairs Phase 3 – Tunnel 37	Summer 2025	Design in progress.

**B. UNIVERSITY FUNDED AND MAINTENANCE & REPAIR
CAPITAL IMPROVEMENTS OVER \$50,000**

PROJECT	ANTICIPATED COMPLETION	STATUS
Johnson Hall Roof Replacement	Summer 2023	In progress.
Innovation Center Elevator Addition	Spring 2024	Project documents complete. Project scheduled to bid on June 15 th .
Houck Fieldhouse Flooring Replacement	Summer 2023	In progress.

Facilities Management Progress Report
June 20, 2023

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
Vandiver Hall Shower Replacement	Summer 2023/Summer 2024	Phase 1 in progress.
Vandiver Elevator Machine Room Upgrades	Fall 2023	Construction documents in progress.
Seabaugh Polytech Building Roof Replacement	Summer 2024	Construction documents complete will bid when funding is identified.
GS4 Haz-Mat Shed Installation	Fall 2023	In progress.
Transit/FMSC Building Roof Replacements	Summer 2023	Project complete, finalizing documents to close project.
Magill Hall Air Flow Analysis	TBD	Site investigation and document review in progress.
Stem Observatory Construction	Spring 2024	A/E contract award to Phillip Smith Architect. Design in Progress
Campus E & G Building Assessments	February 2024	Building surveys and data gathering in progress.
General Construction Contract 2023	Multiple projects 2023	GS-1 Handrails Installation \$3,064 - Completed Towers Dining Coiling Grill Replacement \$34,241 – Completed 2022 Winter Freeze – Myers Hall - \$98,171 - Completed 2022 Winter Freeze – Pacific Hall - \$44,058.64 – Completed Rec Center Racquetball Room Renovation - \$23,269.97 - Completed
General Electrical Contract 2022	Multiple projects 2023	Henderson Parking Lot Lighting Repairs - \$8,713 – Completed Fiber Bore & Fiber Pull Assistance – Tunnel 2 - \$53,980 – Target Completion-10/25/23 Electric Assist on Campus Power Shut Down - \$8,787 – Target Completion – 5/15/2023
General Plumbing Contract 2022	Multiple projects 2023	Magill/Johnson Emergency Sewer Temp Bypass - \$32,286.00 – Target Completion – 4/25/2023 Replace Water Meters & Piping - \$16,050 – Target Completion – 5/15/2023 Emergency FM Waterline Repairs - \$6,525 – Target Completion 5/19/2023

Note: Shading indicates completed projects.

FY23 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

Attachment G

**ALL FUNDS
Through May 31, 2023**

	FY23 Appr Budget	FY23 May Budget	FY23,YTD	FY22,May,YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 48,641,781	\$ 44,588,299	\$ 45,375,226	\$ 42,303,899
STUDENT FEES:				
Tuition	71,180,490	71,180,490	73,671,429	73,071,744
Scholarships and Fee Waivers	(26,211,003)	(25,653,833)	(25,514,260)	(25,552,300)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 44,969,487	\$ 45,526,657	\$ 48,157,169	\$ 47,519,444
Student Fees	10,904,740	10,807,319	11,613,891	10,406,707
TUITION AND STUDENT FEES:	\$ 55,874,227	\$ 56,333,976	\$ 60,032,060	\$ 57,926,151
OTHER SOURCES:				
Investment Income	82,500	78,333	2,083,784	136,469
State Grants and Contracts	528,405	484,371	1,103,647	440,340
Sales and Services of Academic Departments	2,924,344	2,685,732	3,510,606	2,656,226
Sales and Services of Non-Academic Departments	28,451,914	27,801,967	27,785,499	28,961,926
Foundation Support	1,253,733	210,000	222,789	271,147
Athletics Revenues	1,867,666	1,177,000	1,620,886	1,197,581
Miscellaneous Income	6,687,089	6,243,411	6,593,097	6,396,114
TOTAL OTHER SOURCES:	\$ 41,795,651	\$ 38,680,814	\$ 42,920,308	\$ 40,059,803
TOTAL ESTIMATED INCOME:	\$ 146,311,659	\$ 139,603,089	\$ 148,327,594	\$ 140,289,853
ESTIMATED EXPENDITURES:				
PERSONNEL:				
Faculty/Staff	63,689,480	59,886,418	51,326,443	53,326,688
Benefits	25,528,668	23,989,966	20,722,598	20,098,765
Student Labor	2,789,422	2,649,951	2,629,753	2,289,744
TOTAL PERSONNEL:	\$ 92,007,570	\$ 86,526,336	\$ 74,678,794	\$ 75,715,197
TOTAL EQUIPMENT AND OPERATIONS:	41,094,653	37,670,099	38,490,320	31,401,661
TOTAL ESTIMATED EXPENDITURES:	\$ 133,102,223	\$ 124,196,434	\$ 113,169,114	\$ 107,116,857
DEBT SERVICE TRANSFERS:	11,979,690	2,690,500	8,625,685	6,808,374
OPERATING TRANSFERS, NET:	427,828	(408,473)	2,161,866	(1,009,081)
TOTAL ESTIMATED NET TRANSFERS OUT/(IN):	\$ 12,407,518	\$ 2,282,027	\$ 10,787,551	\$ 5,799,293
SURPLUS/(DEFICIT):	\$ 801,918	\$ 13,124,628	\$ 24,370,928	\$ 27,373,702

FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)
through May 31, 2023

Education and General

	FY23 Appr Bud	FY23 Budget	FY23 YTD	FY22 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 48,641,781	\$ 44,588,299	\$ 45,375,226	\$ 42,303,899
STUDENT FEES:				
Tuition	71,177,990	71,177,990	73,669,329	72,586,159
Scholarships and Fee Waivers	(20,081,075)	(19,830,401)	(19,676,104)	(19,679,028)
Net Tuition	\$ 51,096,915	\$ 51,347,589	\$ 53,993,225	\$ 52,907,131
Student Fees	7,378,940	1,855,144	2,397,469	7,310,686
TOTAL TUITION AND STUDENT FEES:	\$ 58,475,855	\$ 58,717,233	\$ 62,022,724	\$ 60,217,817
OTHER SOURCES:				
Investment Income	50,000	45,833	1,889,993	105,116
State Grants and Contracts	-	-	39,000	-
Sales and Services of Academic Departments	322,060	295,222	280,538	275,002
Sales and Services of Non-Academic Departments	236,150	216,471	475,798	570,176
Foundation Support	534,745	210,000	213,663	237,916
Athletics Revenues	-	-	-	-
Miscellaneous Income	1,712,578	1,658,434	2,433,731	1,862,159
TOTAL OTHER SOURCES:	\$ 2,855,533	\$ 2,425,960	\$ 5,332,724	\$ 3,050,370
TOTAL ESTIMATED INCOME:	\$ 109,973,169	\$ 105,731,492	\$ 112,730,674	\$ 105,572,087
ESTIMATED EXPENDITURES :	FY23 Appr Bud	May Budget	May,YTD	May FY22
PERSONNEL:				
Faculty/Staff	54,725,093	51,663,714	43,538,671	45,218,633
Benefits	19,443,156	18,411,580	15,230,227	15,655,828
Student Labor	1,567,295	1,488,930	1,416,599	1,260,230
TOTAL PERSONNEL:	\$ 75,735,544	\$ 71,564,225	\$ 60,185,498	\$ 62,134,691
TOTAL EQUIPMENT AND OPERATIONS:	\$ 20,734,297	\$ 19,006,439	\$ 19,632,326	\$ 15,662,698
TOTAL ESTIMATED EXPENDITURES:	\$ 96,469,841	\$ 90,570,664	\$ 79,817,823	\$ 77,797,389
DEBT SERVICE TRANSFERS:	4,014,500	1,620,000	1,623,641	1,507,905
OPERATING TRANSFERS, NET:	8,404,512	7,568,211	8,176,495	7,744,155
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 12,419,012	\$ 9,188,211	\$ 9,800,136	\$ 9,252,060
SURPLUS/(DEFICIT):	\$ 1,084,316	\$ 5,972,617	\$ 23,112,715	\$ 18,522,637

FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)

Budget and Expenses through May 31, 2023

Designated Funds

	FY23 Appr Bud	May Budget	May,YTD	May,FY22
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	2,500	2,500	2,100	439,396
Scholarships and Fee Waivers	(3,788,808)	(3,599,368)	(3,648,290)	(3,652,015)
Net Tuition	\$ (3,786,308)	\$ (3,596,868)	\$ (3,646,190)	\$ (3,212,619)
Student Fees	1,468,300	177,675	194,197	1,242,054
TOTAL TUITION AND STUDENT FEES:	\$ (2,318,008)	\$ (2,216,693)	(2,161,329)	\$ (1,970,565)
OTHER SOURCES:				
Investment Income	-	-	-	-
State Grants and Contracts	528,405	484,371	1,064,647	440,340
Sales and Services of Academic Departments	2,602,284	2,390,510	3,229,590	2,380,047
Sales and Services of Non-Academic Departments	990,951	928,372	1,233,780	1,220,150
Foundation Support	504,254	-	9,126	33,230
Athletics Revenues	1,867,666	1,177,000	1,620,886	1,197,581
Miscellaneous Income	2,634,000	2,398,458	2,365,814	2,528,731
TOTAL OTHER SOURCES:	\$ 9,127,560	7,378,711	\$ 9,523,843	\$ 7,800,080
TOTAL ESTIMATED INCOME:	\$ 6,809,552	\$ 5,162,018	\$ 7,362,514	\$ 5,829,515
ESTIMATED EXPENDITURES :	FY23 Appr Bud	May Budget	May,YTD	May,FY22
PERSONNEL:				
Faculty/Staff	5,990,262	5,491,074	5,322,492	5,073,539
Benefits	4,765,125	4,368,031	4,444,551	3,135,816
Student Labor	435,725	413,939	448,311	350,785
TOTAL PERSONNEL:	\$ 11,191,112	\$ 10,273,044	\$ 10,215,354	\$ 8,560,140
TOTAL EQUIPMENT AND OPERATIONS:	\$ 4,979,584	4,564,619	\$ 6,009,851	\$ 4,402,910
TOTAL ESTIMATED EXPENDITURES:	\$ 16,170,696	\$ 14,837,662	\$ 16,225,206	\$ 12,963,049
DEBT SERVICE TRANSFERS:	-	-	-	-
OPERATING TRANSFERS, NET:	(9,078,746)	(9,078,746)	(8,719,375)	(8,706,101)
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ (9,078,746)	\$ (9,078,746)	\$ (8,719,375)	\$ (8,706,101)
SURPLUS/(DEFICIT):	\$ (282,398)	\$ (596,898)	\$ (143,317)	\$ 1,572,567

FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)
Budget and Expenses through May 31, 2023

Auxiliary Funds

	FY23 Appr Bud	May Budget	May YTD	May FY22
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	-	-	-	46,190
Scholarships and Fee Waivers	(2,341,120)	(2,224,064)	(2,189,865)	(2,221,258)
Net Tuition	\$ (2,341,120)	\$ (2,224,064)	\$ (2,189,865)	\$ (2,175,068)
Student Fees	2,057,500	2,057,500	2,099,285	1,853,967
TOTAL TUITION AND STUDENT FEES:	\$ (283,620)	\$ (166,564)	\$ (90,580)	\$ (321,101)
OTHER SOURCES:				
Investment Income	32,500	32,500	193,791	31,353
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	-	-	478	1,176
Sales and Services of Non-Academic Departments	27,224,813	26,657,124	26,075,921	27,171,600
Foundation Support	214,734	-	-	-
Athletics Revenues	-	-	-	-
Miscellaneous Income	2,340,511	2,186,519	1,793,551	2,005,223
TOTAL OTHER SOURCES:	\$ 29,812,558	\$ 28,876,143	\$ 28,063,741	\$ 29,209,352
TOTAL ESTIMATED INCOME:	\$ 29,528,938	\$ 28,709,579	\$ 27,973,161	\$ 28,888,251
ESTIMATED EXPENDITURES :	FY23 Appr Bud	May Budget	May YTD	May FY22
PERSONNEL:				
Faculty/Staff	2,974,125	2,731,630	2,465,281	3,034,516
Benefits	1,320,387	1,210,355	1,047,820	1,307,121
Student Labor	786,402	747,082	764,843	678,729
TOTAL PERSONNEL:	\$ 5,080,914	\$ 4,689,067	\$ 4,277,943	\$ 5,020,366
TOTAL EQUIPMENT AND OPERATIONS:	\$ 15,380,772	\$ 14,099,041	\$ 12,848,143	\$ 11,336,053
TOTAL ESTIMATED EXPENDITURES:	\$ 20,461,686	\$ 18,788,108	\$ 17,126,085	\$ 16,356,419
DEBT SERVICE TRANSFERS:	7,965,190	1,070,500	7,002,044	5,300,469
OPERATING TRANSFERS, NET:	1,102,062	1,102,062	2,704,746	(47,135)
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 9,067,252	\$ 2,172,562	\$ 9,706,790	\$ 5,253,334
SURPLUS/(DEFICIT):	\$ -	\$ 7,748,909	\$ 1,140,285	\$ 7,278,498

**BOARD OF GOVERNORS
REPORT ITEM
June 19-20, 2023
Open Session**

**Faculty & Staff Personnel
Actions
April & May 2023**

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2023

RANKED FACULTY APPOINTMENTS

<u>Name</u>	Position-Department	<u>Salary</u>	Effective
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No Data to Report

TERM FACULTY APPOINTMENTS

<u>Name</u>	Position-Department	<u>Salary</u>	Effective
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No Data to Report

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	Position-Department	Effective
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Rieger, Christopher	English	4/4/23
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SABBATICALS

<u>Name</u>	Position-Department	Effective
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No Data to Report

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2023

ADDENDUM A

The following have been appointed as Part-time Faculty for the Spring 2023 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Anello, Kimberly	History and Anthropology	\$2,670.00
Atkins, WyKeshia	Child and Family Studies	\$2,670.00
Church, Michael	Kinesiology Nutrition Recreation	\$2,670.00
Darnell, George	Kinesiology Nutrition Recreation	\$2,670.00
DeWitt, Brianna	History and Anthropology	\$2,931.00
Dordoni, Benjamin	English	\$1,300.77
Hunter, Samuel	Criminal Justice, Social Work, and Sociology	\$2,670.00
Jung, Deborah	Biology	\$1,335.00
Larino, Cathy	Management	\$2,670.00
Leoni, Debra	Kinesiology Nutrition Recreation	\$2,670.00
Mulholland, Carlen	Kinesiology Nutrition Recreation	\$3,225.00
Pobst, Justin	Management	\$2,670.00
Ryan, Beth	Marketing	\$3,225.00
Schumacher, Emma	Kinesiology Nutrition Recreation	\$2,670.00
Sehmann, Jenna	Music	\$3,225.00
Stern, Zachary	Music	\$3,225.00
Vaughn, Courtanie	Child and Family Studies	\$2,670.00
Wagganer, Sara	Kinesiology Nutrition Recreation	\$2,670.00
Williams-Cunningham, Jodi	Marketing	\$3,225.00

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2023

ADDENDUM B

Overload payments for Spring 2023 teaching/alternate assignments.

Name	Department	<u>Salary</u>
Long, Sheila	Child and Family Studies	\$3,225.00
Wilburn, Victor	Child and Family Studies	\$3,225.00
Lee, Myungwoo	Kinesiology Nutrition Recreation	\$3,225.00
Dial, Deanna	Nursing	\$1,075.00
Nesler, Carol	Art and Design	\$2,670.00
Schmid, Morgan	Art and Design	\$2,670.00
Sargent, Kevin	Agriculture	\$537.50
Svenson, Sven	Agriculture	\$1,612.50

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2023

ADDEMDUM C

The following have been appointed as Graduate Assistants for the Spring 2023 semester.

Name	Department	Salary
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No Data to Report

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2023

STAFF APPOINTMENTS

Name	Position-Department	<u>Salary</u>	FTE	Effective
Carter, Debra	Assistant Director Student Support Services	\$47,250.00	100	04/03/23
Conner, Eric	Library Assistant II Kent Library	\$19,344.00	75	04/10/23
Ertha, Jasmine	Administrative Assistant Communication Disorders	\$26,520.00	100	04/24/23
Estes, Carlie	Assistant Teacher University School for Young Children	\$25,792.00	100	04/10/23
Noird, Desmond	Football Recruiting Coordinator Football	\$40,000.08	100	04/12/23

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2023

STAFF SEPARATIONS

Name	Position-Department	<u>Effective</u>
Asbury, Madelyn	Academic Success Coach Academic Advising	04/25/23
Bellamy, Delica	Director Operations Women's Basketball	04/30/23
Brewster, Madilynn	Assistant Teacher University School for Young Children	04/11/23
Chambers, Casey	Human Resources Specialist Human Resources	04/05/23
Jones, Caroline	Lead Teacher University School for Young Children	04/21/23
Newsome, Jasmine	Assistant Coach Women's Basketball	04/21/23
Nolen, Eugene	Network Systems Engineer IT Infrastructure Operations	04/30/23
Pickens, Keith	Assistant Coach Men's Basketball	04/18/23
Trost, Tina	Parent Education Coordinator Educare	04/30/23

STAFF LEAVE WITHOUT PAY

Name	Position-Department	<u>Effective</u>
No Data to Report		

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2023

STAFF CHANGE OF STATUS

Name	Position-Department	Action	Effective
Popp, William	Student Financial Services Technician Student Financial Services From: \$29,885.60 Admissions Counselor I Admissions To: \$35,568.00	Promotion	04/03/23
Schlosser, Joseph	Student Service Specialist Student Financial Services From: \$37,000.00 Coordinator, Career and Campus Engagement Career Services To: \$47,360.04	Promotion	04/26/23
Campbell, Alexandra	Associate Director, Annual & Planned Gifts University Advancement From: \$62,043.12 Major Gift Officer/ Planned Giving Coordinator University Advancement To: \$62,043.12	Job Reclassification	04/01/23
Tiehes, Robert	Groundskeeper Grounds Department Maintenance From: \$33,259.20 To: \$33,363.20	Longevity Increase	04/09/23

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RANKED FACULTY APPOINTMENTS

<u>Name</u>	Position-Department	Salary	Effective
No Data to Report			

TERM FACULTY APPOINTMENTS

<u>Name</u>	Position-Department	Salary	Effective
No Data to Report			

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	Position-Department	Effective
Breeding, Karen	Communications Disorders	05/31/23
Evans, Jasmine	Mass Media	05/31/23
Fehr, Christel	Nursing	05/31/23
Fruehwald, Robert	Music	05/31/23
Giasi, Trudy	Leadership, Middle, & Secondary Education	05/31/23
Hampton, Leigh	Nursing	05/31/23
Jefferson, Joseph	Music	05/31/23
Jones, Tyler	Music	05/31/23
Kinnison, Carl	Criminal Justice, Social Work, Sociology	05/31/23
Martin, Jocelyn	Criminal Justice, Social Work, Sociology	05/31/23
Nacy, Philip	Theatre and Dance	05/31/23
Nordgren, Rollin	Leadership, Middle, & Secondary Education	05/31/23
Soto Vera, Esteban	Engineering and Technology	05/31/23
Townsend, Ryan	Theatre and Dance	05/31/23
Twidwell, Julie	Nursing	05/31/23
Willingham, Patricia	Kent Library	05/31/23
Youn, James	Mathematics	05/31/23

SABBATICALS

<u>Name</u>	Position-Department	Effective
No Data to Report		

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ADDENDUM A

The following have been appointed as Part-time Faculty for the Spring 2023 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Dordoni, Benjamin	English	\$684.62
Jung, Deborah	Biology	\$50.00

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ADDENDUM B

Overload payments for Spring 2023 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Atuo, Fidelis	Biology	\$300.00
Baldwin, Christopher	Political Science, Philosophy, and Religion	\$50.00
Bengtson, Jennifer	History and Anthropology	\$300.00
Bodenheimer, Mary	Art and Design	\$50.00
Book, Abram	Communication Studies and Modern Languages	\$50.00
Braden, Indi	Agriculture	\$400.00
Branson, Dana	Criminal Justice, Social Work, and Sociology	\$100.00
Bratberg, William	Leadership, Middle, and Secondary Education	\$150.00
Brubaker, James	English	\$150.00
Buck, Tamara	Mass Media	\$100.00
Cameron, Joel	History and Anthropology	\$50.00
Casey, Garrett	Chemistry and Physics	\$150.00
Cox, Sandra	English	\$50.00
Crawford, Philip	Chemistry and Physics	\$350.00
Criblez, Adam	History and Anthropology	\$150.00
Crowley, Edward	Management	\$50.00
Cunningham Ladwig, Christine	Marketing	\$100.00
Denlinger, Emily	Art and Design	\$50.00
Faber, Anthony	Educare Programs	\$2,500.00
Faber, Anthony	Child and Family Studies	\$350.00
Fritz, Kelley	Biology	\$400.00
Garcia, Mario	Computer Science	\$50.00
Ghosh, Santaneel	Engineering and Technology	\$150.00
Griffin, Jeremy	Art and Design	\$50.00
Guimaraes, Mario	Computer Science	\$100.00
Hatcher, Laura	Political Science, Philosophy, and Religion	\$50.00
Henry, Jason	Biology	\$400.00
Holshouser, Billie	Child and Family Studies	\$50.00
Hwang, Seong Nam	Biology	\$100.00
Judd, Timothy	Biology	\$100.00
Kessler, Jonathan	Chemistry and Physics	\$50.00
Kinnison, Carl	Criminal Justice, Social Work, and Sociology	\$50.00
Kirschman, Lucas	Biology	\$200.00
Kisat, Courtney	History and Anthropology	\$50.00
Kraemer, John	Biology	\$600.00
Krieger, Laura	Criminal Justice, Social Work, and Sociology	\$350.00
Kuborn, Sarah	Child and Family Studies	\$250.00
Lee, Myungwoo	Kinesiology Nutrition Recreation	\$50.00
Lee, Yi-Ching	Mathematics	\$100.00
Li, Zhouzhou	Computer Science	\$50.00
Liu, Xiaoming	Computer Science	\$50.00
Louie, Kimberly	Communication Studies and Modern Languages	\$50.00
Lowe, Robert	Computer Science	\$950.00
McNew, Mary Shannon	Biology	\$50.00
Mills, Pamela	Chemistry and Physics	\$100.00
Musgrave, Kevin	Communication Studies and Modern Languages	\$50.00

Nordgren, Rollin	Leadership, Middle, and Secondary Education	\$50.00
Oman, Peter	Mathematics	\$50.00
Pace, Lesli	Communication Studies and Modern Languages	\$50.00
Phillips, Bradley	Art and Design	\$150.00
Redmond, Willie	Accounting Economics Finance	\$50.00
Roberts, Craig	Mathematics	\$50.00
Robinson, Bambi	Political Science, Philosophy, and Religion	\$150.00
Roy, Indranil	Computer Science	\$50.00
Ruggiero, Robert	Biology	\$200.00
Shadwick, Joshua	Criminal Justice, Social Work, and Sociology	\$50.00
Shaner, Sarah	Chemistry and Physics	\$100.00
Shin, Songyon	Criminal Justice, Social Work, and Sociology	\$50.00
Siegel, Dustin	Biology	\$150.00
Siemers, Samantha	Agriculture	\$100.00
Silwal, Sajan	Chemistry and Physics	\$150.00
Simmons, Jessica	Elementary, Early, and Special Education	\$50.00
Singh, Pradeep	Mathematics	\$50.00
Sofo, Seidu	Kinesiology Nutrition Recreation	\$50.00
Soland, Peter	History and Anthropology	\$50.00
Thompson, Emmanuel	Mathematics	\$150.00
Tomchuk, David	Kinesiology Nutrition Recreation	\$100.00
Wagganer, Jason	Kinesiology Nutrition Recreation	\$50.00
Walling, Jeremy	Political Science, Philosophy, and Religion	\$200.00
West, James	Communication Studies and Modern Languages	\$50.00
Wilson, Asa	Management	\$100.00
Yancey, George	Psychology and Counseling	\$200.00

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ADDEMDUM C

The following have been appointed as Graduate Assistants for the Spring 2023 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Zyung, Kylee	Student Financial Services	\$287.63

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STAFF APPOINTMENTS

Name	Position-Department	Salary	FTE	Effective
Agbeti, Rebecca	Accountant/Financial Analyst Accounting Services	\$55,000.00	100	05/15/23
Enos, Matthew	Public Safety Officer Public Safety	\$39,998.40	100	05/08/23
Greer, Stevie	Public Safety Dispatcher Public Safety	\$26,208.00	100	05/15/23
Kietzer, Mackenzie	Customer Service Specialist Admissions	\$31,200.00	100	05/22/23
Lehner, Marissa	Assistant Teacher University School for Young Children	\$25,792.00	100	05/08/23
Murphy, Charles	Public Safety Dispatcher Public Safety	\$26,000.00	100	05/24/23
Ridings, Rozz	Community Mobilizer Regional Support Center	\$20,800.00	65	05/01/23
Roth, Gabrielle	Senior Administrative Assistant Human Resources Office	\$29,910.40	100	05/22/23
Sanchez Juarez, Yahaira	Accounts Receivable Technician Student Financial Services	\$28,600.00	100	05/08/23
Van Winkle, Abigail	Lead Teacher University School for Young Children	\$29,600.00	100	05/01/23
Von Walls, Colt	Public Safety Officer Public Safety	\$39,520.00	100	05/08/23

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STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Beussink, Gloria	Speech and Language Pathologist Autism Center	05/31/23
Fiske, Richard	Application Programmer IT - Application Services	05/03/23
Gaumer, Elizabeth	Lead Teacher University School for Young Children	05/05/23
Gould, Creighton	Patrol Lieutenant Public Safety	05/31/23
Jenkins, Carol	Assistant Coach Women's Basketball	05/31/23
Kaufman, Crystal	Executive Assistant President's Office	05/04/23
Perera Warnakula Patabandige, Sujani	Library Assistant II Kent Library	05/11/23
Van Winkle, Abigail	Lead Teacher University School for Young Children	05/25/23

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No Data to Report		

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STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Bernier, Alexandria	Career Specialist Career Services From: \$35,568.00 Academic Success Coach Academic Advising To: \$37,000.00	Promotion	05/22/23
Green, Braxton	Public Safety Officer, Cadet Public Safety From: \$25,792.00 Public Safety Officer Public Safety To: \$38,480.00	Promotion	05/11/23