

NOTICE OF MEETING
Board of Governors Meeting
Truman State University
December 7, 2024

The Board of Governors for Truman State University will meet on Saturday, December 7, 2024, on the University campus in Kirksville, Missouri. The meeting, scheduled for 1:00 p.m., will be held in the Conference Room (3000) of the Student Union Building. The public is invited to attend.

The tentative agenda for the meeting is attached to this notice. Items P through R on the following schedule are eligible for consideration in closed session under the provisions of Section 610.010 through 610.030 of the Revised Statutes of Missouri, commonly known as the Open Meetings Law. During the open session of the meeting, the Board of Governors will select the items of business to be conducted in closed session and will state its reasons for considering such items in closed session.

Persons with disabilities needing assistance with the meeting should contact the President's Office at Truman State University (200 McClain Hall, presoffice@truman.edu, or 660-785-4100).

Dated this 2nd day of December 2024.

A handwritten signature in black ink, reading "Susan L. Thomas". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Susan L. Thomas, Ph.D.
President of the University

December 7, 2024

TENTATIVE AGENDA
Board of Governors Meeting
Truman State University
December 7, 2024

- 8:30 a.m. Board of Governors Working Session, Alumni Room, Student Union Building
- 9:45 a.m. Board of Governors Academic Affairs and Student Services Committee Meeting, Room 3201, Student Union Building
- 9:45 a.m. Board of Governors Budget and Capital Projects Committee Meeting, Room 3202, Student Union Building
- 9:45 a.m. Board of Governors Finance and Auditing Committee Meeting, Room 3203, Student Union Building
- 1:00 p.m. Board of Governors Meeting, Conference Room, Student Union Building
- ITEM A Call to Order and Chair Report
 - ITEM B Minutes for Open Session of Previous Meeting
 - ITEM C Selection of Board Officers for 2025 Calendar Year
 - ITEM D Board Committee Appointments for 2025 Calendar Year
 - ITEM E President's Report
 - ITEM F Annual Staff Council Report
 - ITEM G Academic Affairs and Student Services Committee Report
 - ITEM H Finance and Auditing Committee Report
 - ITEM H.1 Financial Report
 - ITEM I Budget and Capital Projects Committee Report
 - ITEM I.1 Construction Projects Report
 - ITEM I.2 Contracts for Construction Projects and Equipment Purchases Report
 - ITEM J Consent Agenda
 - ITEM J.1 Construction Project: McKinney Center and Blanton-Nason-Brewer Annex Demolition Project
 - ITEM J.2 Construction Project: Abatement and Remediation of McKinney Center and Blanton-Nason-Brewer Annex Project
 - ITEM J.3 Construction Project: HVAC Upgrades Phase 2 Project
 - ITEM K Housing and Meal Plan Charges
 - ITEM L Salary Policies 2025
 - ITEM M Agenda Items for Future Meetings
 - ITEM N Dates for Future Meetings
 - ITEM O Agenda Items for Closed Session
- Closed Session of Board of Governors Meeting, Conference Room, Student Union Building
- ITEM P Minutes for Closed Session of Previous Meeting
 - ITEM Q General Counsel Report
 - ITEM R Personnel Actions Report
 - ITEM R.1 Professional Leaves
 - ITEM R.2 Presidential Review
 - ITEM S Motion to Resume Open Session
- Open Session of Board of Governors Meeting, Conference Room, Student Union Building
- ITEM T Motion to Adjourn

December 7, 2024

ITEM A

Call to Order and Chair Report

DESCRIPTION AND BACKGROUND

Governor Nancy Gingrich, Chair of the Board, will call the meeting to order, recognize any Board members participating by phone or absent, and provide a Chair Report as needed.

RECOMMENDED ACTION

This is a discussion item only.

ITEM B
Minutes for Open Session of Previous Meetings

RECOMMENDED ACTION

BE IT RESOLVED that the minutes for the open session of the previous meeting on October 25, 2025, be approved.

Moved by _____
Seconded by _____

		Aye	Nay
Vote:	Burkemper	_____	_____
	Burks	_____	_____
	Christofferson	_____	_____
	Dameron	_____	_____
	Gingrich	_____	_____
	Lovegreen	_____	_____

ATTACHMENT

Minutes for Open Session of Meeting on October 25, 2024

TRUMAN STATE UNIVERSITY
Kirksville 63501

DRAFT MINUTES
OF THE
BOARD OF GOVERNORS

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OPEN SESSION
OF MEETING ON
OCTOBER 25, 2024

The Board of Governors for Truman State University met on Friday, October 25, 2024, on the University campus in Kirksville, Missouri. The open session, called to order at 1:00 p.m. by the Chair of the Board of Governors, Nancy Gingrich, was held in the Conference Room (3000) of the Student Union Building.

Six voting members participated in the meeting. Sarah Burkemper, Taylor W. Burks, Philip J. Christofferson, Nancy Gingrich, and Bill Lovegreen were in attendance, and Jennifer Kopp Dameron participated by phone. The seventh voting member position is vacant.

Two non-voting members, Mike McClaskey, an out-of-state member, and Adli Jacobs, Student Representative to the Board, participated in the meeting. The second out-of-state member position is vacant.

On August 23, Governor Michael L. Parson appointed Adli Jacobs as Student Representative to the Board of Governors, filling Ella Schnake's expired term. Governor Jacobs' service began immediately and is subject to confirmation when the Senate reconvenes.

Call to Order and Chair Report

Governor Gingrich called the meeting to order and welcomed all in attendance.

Welcome New Student Representative to the Board of Governors – Adli Jacobs

Governor Gingrich welcomed Adli Jacobs as the new Student Representative to the Board of Governors.

Recognition of Former Board Member – Cheryl J. Cozette

Governor Gingrich presented Cheryl J. Cozette with a framed resolution in honor of her service on the Board of Governors from 2007 through 2024. The Board approved the resolution of appreciation at the June 15, 2024 meeting.

Recognition of Former Board Member – Ella Schnake

Governor Gingrich presented Ella Schnake with a framed resolution in honor of her service as Student Representative to the Board of Governors from 2023-2024. The Board approved the resolution of appreciation at the June 15, 2024 meeting.

Recognition of 2024 NCAA Division II National Champion in Men's Discus Throw – Jacob Morris

Governor Gingrich presented Jacob Morris with a framed resolution in honor of earning a National Championship in Men's Discus Throw at the 2024 NCAA Division II Track and Field Championships. The Board approved the resolution of commendation at the June 15, 2024 meeting.

Minutes for Open Session of Previous Meeting

Governor Burkemper moved for the adoption of the following resolution:

BE IT RESOLVED that the minutes for the open session of the previous meeting on August 3, 2024, be approved.

Governor Christofferson seconded the motion, which was carried by a unanimous vote of 6 to 0. Governor Gingrich declared the motion duly adopted.

Audit Preview

Representatives of RubinBrown LLP, an accounting firm, reviewed the university's annual audit draft.

President's Report

Susan L. Thomas, University President, shared a selected engagement report and provided a report on items of current interest. President Thomas noted several recent speaking opportunities in Columbia, where she highlighted Truman and the University's exceptional students. She also reported on the continued work of the House Interim Committee on Higher Education Workgroup, shared the status of various on-campus searches, and noted that the Kirk Building renovation is scheduled to be completed in December.

Enrollment Report

Dr. Tyana Lange, Vice President for Student Engagement, Enrollment, and Marketing, provided an enrollment report analyzing this year's enrollment numbers, new admission strategies, and specific enrollment goals for each student category for the 2025-26 Academic Year.

Academic Affairs and Student Services Committee Report

Governor Christofferson, Chair of the Academic Affairs and Student Services Committee, reported on the meeting held on October 23.

Finance and Auditing Committee Report

Governor Burkemper, Chair of the Finance and Auditing Committee, reported on the meeting held on October 23.

Financial Report

Governor Burkemper presented the Financial Report, which included a review of education and general revenues and expenditures, auxiliary system revenues and expenditures, and Truman State University Foundation revenues and expenditures as of August 31, 2024, compared to August 31, 2023.

Budget and Capital Projects Committee Report

Governor Lovegreen, Chair of the Budget and Capital Projects Committee, provided a report on the committee meeting held on October 21.

Construction Projects Report

Governor Lovegreen provided an update on construction projects approved by the Board at previous meetings.

Contracts for Construction Projects and Equipment Purchases

Governor Lovegreen noted that no construction projects or single equipment items totaling \$25,000 to \$100,000 had been approved/purchased since the last board meeting.

Consent Agenda

Governor Lovegreen moved for the adoption of the following resolution:

BE IT RESOLVED that the following consent agenda items be approved and attached to the minutes as exhibits:

- ITEM K.1 Architectural Services – Summer 2025 Roofing/Masonry Project
- ITEM K.2 Architectural Services – Ryle Hall Kitchen/Dining Improvements Project
- ITEM K.3 Equipment Purchase – 35-Passenger Bus
- ITEM K.4 Alumni Association Bylaws Revision

Governor Burks seconded the motion, which was carried by a unanimous vote of 6 to 0. Governor Gingrich declared the motion duly adopted, and the Secretary designated copies of the items as Exhibits A, B, C, and D.

Construction Project – HVAC System Upgrades Phase I Project

Governor Lovegreen moved for the adoption of the following resolution:

BE IT RESOLVED that the description and budgeted amount for the following construction project be approved:

<u>Project Name</u>	<u>Project Budget</u>
HVAC System Upgrades Phase 1 Project	\$4,625,000

BE IT FURTHER RESOLVED that the President of the University, or her designee, be authorized to accept the lowest and best bids for the project; and

BE IT FURTHER RESOLVED that a copy of the project description, as reviewed at the meeting, be attached to the minutes as an exhibit.

Governor Burkemper seconded the motion, which was carried by a unanimous vote of 5 to 0. Governor Christofferson abstained from the vote. Governor Gingrich declared the motion duly adopted, and the Secretary designated a copy of the document as Exhibit E.

Faculty Early Retirement Incentive Program 2026

Governor Christofferson moved for the adoption of the following resolution:

WHEREAS, it is the desire of the Board of Governors of Truman State University to establish a one-time retirement incentive for faculty;

NOW, THEREFORE, BE IT RESOLVED that the attached document, entitled “Faculty Early Retirement Incentive Program 2026” shall be the policy of the Board of Governors and shall automatically expire on June 1, 2026; and

BE IT FURTHER RESOLVED that the President of the University, or her designee, be authorized to implement the policy; and

BE IT FURTHER RESOLVED that a copy of the document, as reviewed at the meeting, be attached to the minutes as an exhibit.

Governor Burkemper seconded the motion, which was carried by a unanimous vote of 6 to 0. Governor Gingrich declared the motion duly adopted, and the Secretary designated a copy of the document as Exhibit F.

Agenda Items for Future Meetings

Governor Gingrich reviewed a list of projected agenda items for the regular meetings during the following year.

Dates for Future Meetings

Governor Burkemper moved for the adoption of the following resolution:

BE IT RESOLVED that the next regular meeting of the Board of Governors be scheduled for Saturday, December 7, 2024, on the University campus in Kirksville, Missouri, beginning at 1:00 p.m., with the understanding that the Chair may alter the starting time and/or place for the meeting by giving due notice of such change; and

BE IT FURTHER RESOLVED that other regular meetings of the Board during the next year be tentatively scheduled for the following dates:

Saturday, February 8, 2025;
Saturday, April 5, 2025;
Saturday, June 14, 2025;
Saturday, August 2, 2025; and
Friday, October 17, 2025.

Governor Burks seconded the motion, which was carried by a unanimous vote of 6 to 0. Governor Gingrich declared the motion duly adopted.

Agenda Items for Closed Session

Governor Christofferson moved for the adoption of the following resolution:

BE IT RESOLVED that this meeting be continued in closed session, with closed records and closed votes as permitted by law, for consideration of the following items as authorized by Section 610.021, Revised Statutes of Missouri:

1. Approval of minutes for the closed session of the last meeting under Subsection 14 of the statute for "Records which are protected from disclosure by law;"
2. Confidential communications with the General Counsel, as defined in Subsection 1 of the statute; and
3. Individual personnel actions under Subsection 3 of the statute for "Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded."

TRUMAN STATE UNIVERSITY
Kirksville 63501

DRAFT MINUTES
OF THE
BOARD OF GOVERNORS

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OPEN SESSION
OF MEETING ON
OCTOBER 25, 2024

Governor Lovegreen seconded the motion, which was carried by a unanimous vote of 6 to 0, with Governors Burkemper, Burks, Christofferson, Dameron, Gingrich, and Lovegreen voting Aye. Governor Gingrich declared the motion duly adopted.

The closed session of the meeting began shortly after 3:00 p.m.

The open session of the meeting resumed shortly after 4:45 p.m.

With no further business, Governor Christofferson moved that the meeting be adjourned. Governor Burkemper seconded the motion, which was carried by a unanimous vote of 6 to 0. Governor Gingrich declared the motion duly adopted, and the meeting was adjourned shortly after 4:50 p.m.

William B. Lovegreen
Secretary of the Board of Governors

I hereby certify that the foregoing minutes were approved by the Board of Governors on the 7th day of December 2024.

Nancy Gingrich
Chair of the Board of Governors

ITEM C
Selection of Officers for the 2025 Calendar Year

DESCRIPTION AND BACKGROUND

Governor Gingrich appointed the nominating committee of Governors Burkemper, Burks, and herself to provide the proposed slate of officers for the 2025 Calendar Year.

RECOMMENDED ACTION

BE IT RESOLVED that the following persons be duly elected officers of the Truman State University Board of Governors, taking office for one year commencing at the first regular meeting of the 2025 Calendar Year.

Chair	Philip J. Christofferson
Vice Chair	William B. Lovegreen
Secretary	Jennifer Kopp Dameron

Moved by _____
Seconded by _____

	Aye	Nay
Vote: Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

ITEM D

Board Committee Appointments for the 2025 Calendar Year

DESCRIPTION AND BACKGROUND

Board committee appointments, which take effect at the first regular meeting of the 2025 calendar year, will be announced at the December meeting.

RECOMMENDED ACTION

This is a discussion item only.

ITEM E
President's Report

DESCRIPTION AND BACKGROUND

Dr. Sue Thomas, University President, will report on items of current interest.

RECOMMENDED ACTION

This is a discussion item only.

ITEM F
Staff Council Report

DESCRIPTION AND BACKGROUND

Kerrion Dean, Chair of the Staff Council and Program Coordinator for the Center for Diversity and Inclusion, will provide the annual Staff Council Report.

RECOMMENDED ACTION

This is a discussion item only.

ITEM G**Academic Affairs and Student Services Committee Report****DESCRIPTION AND BACKGROUND**

Governor Philip Christofferson, Chair of the Academic Affairs and Student Services Committee, will report on the meeting held earlier in the day.

RECOMMENDED ACTION

This is a discussion item only.

ITEM H
Finance and Auditing Committee Report

DESCRIPTION AND BACKGROUND

Governor Sarah Burkemper, Chair of the Finance and Auditing Committee, will report on the meeting held earlier in the day.

RECOMMENDED ACTION

This is a discussion item only.

ITEM H.1
Financial Report

DESCRIPTION AND BACKGROUND

The Financial Report includes a review of education and general revenues and expenditures, auxiliary system revenues and expenditures, and Truman State University Foundation revenues and expenditures as of October 31, 2024, compared to October 31, 2023.

RECOMMENDED ACTION

This is a discussion item only.

ATTACHMENT

Truman State University Financial Report – October 31, 2024 compared to October 31, 2023

Truman State University Financial Report

October 31, 2024 compared to October 31, 2023

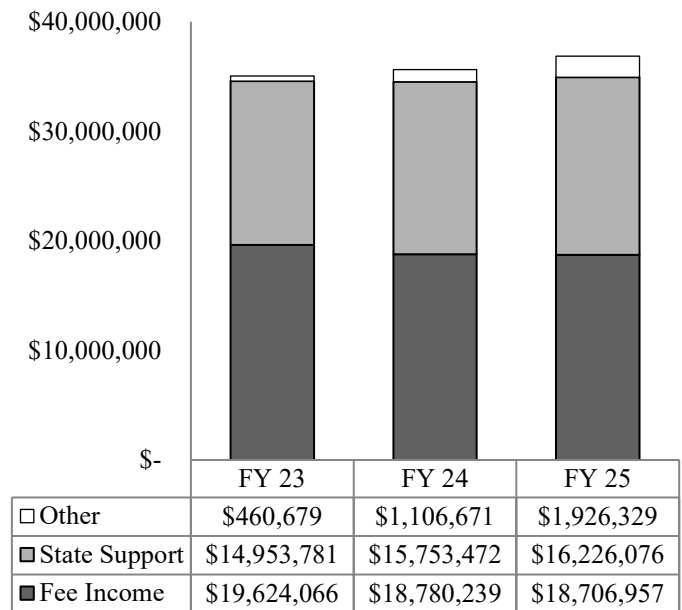
Education & General (Pages A1-A3)

Overall revenue increased by \$1.2M (3.4%) to \$36.9M. Distribution by major source for the last three fiscal years is outlined in Figure 1. Fiscal year-to-date revenues were 41% of budget.

Despite a 3.9% rate increase, tuition revenue decreased by \$46,140 (0.3%). While overall enrollment increased by 28 students, full-time enrollment was down 3.6% over the prior year. A 10% increase in the instructional technology fee was also offset by lower full-time enrollment, as overall fees fell slightly by \$27,142 (1.6%) to \$1.7M. Fee variances, other than tuition, are outlined in Figure 2.

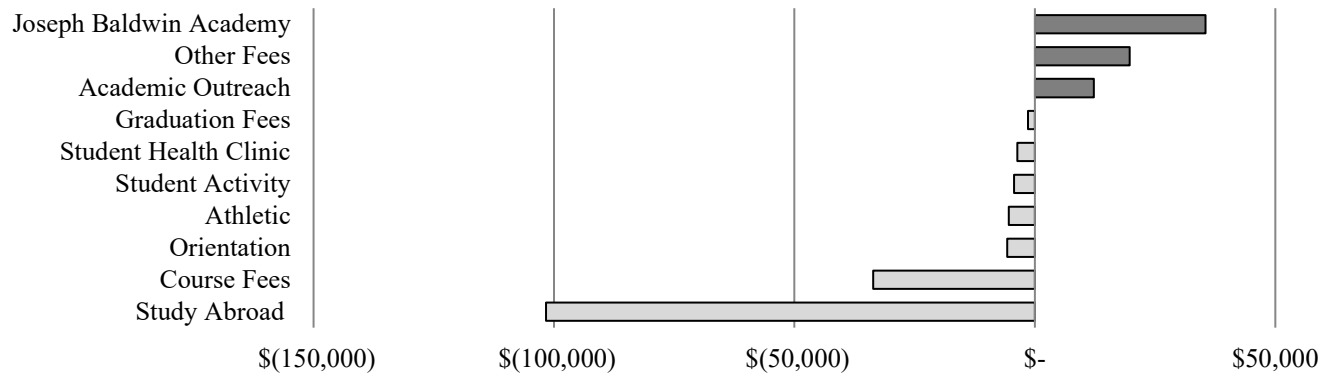
As a result of a 3% increase in appropriations, State of Missouri revenue of \$16.2M was \$472,604 ahead of prior year.

Figure 1: Education & General Revenues



Other revenue grew \$819,658 to \$1.9M (74.1%) due to improved investment performance associated with the University's fixed income portfolio and transfers from the Truman State University Foundation. These Foundation transfers included \$122,189 for communication disorders equipment and a \$150,000 investment to enable the recently re-organized academic departments' to improve enrollment; support campus community; and create innovation across disciplines.

Figure 2: Local Fee Revenue Variances (FY 24 to FY 25)

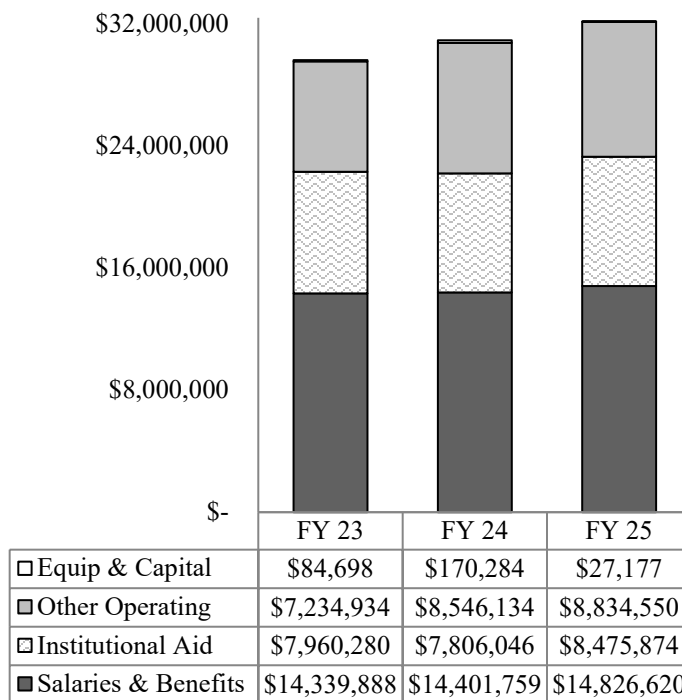


Education and general expenses grew \$1.2M (4%) to \$32.2M. Fiscal year-to-date expenses were 33% of budget. Spending for the last three fiscal years is outlined in Figure 3, and notable variances included:

- Institutional aid grew \$669,828 (8.6%). Scholarships to incoming students accounted for \$441,000 (66%) of the variance. Due to a much higher than anticipated acceptance rate, incoming Pershing scholars increased from 20 to 39 students at a cost of \$206,000. Transfer student scholarships increased \$94,000, and international student scholarships grew by \$87,000.
- Compensation increased \$424,861 (3%). A 3% average salary increase resulted in higher wages, and associated benefit costs also grew due to a 1.5% increase in the MOSERS pension funding rate and higher health insurance costs.

- Office contracts grew \$218,778 (12.4%) due to the purchase of Niche Reach digital marketing and student prospect services (\$119,490) along with higher renewal costs for other various software (\$99,288).
- Supplies increased \$191,823 (30.1%) due to increases in non-capitalized computer and peripheral purchases (\$160,379) and facility-related supplies (\$38,367).
- Professional services grew \$160,465 (12.3%) due to higher contracted marketing and legal services.
- Equipment and capital decreased \$143,107 (84%) due to prior year vehicle and implement purchases not repeated thus far in the current fiscal period.
- Other expenses fell \$121,098 (6.4%) due to a reallocation of insurance premiums (\$60,800), lower prospective student promotional item purchases (\$37,524), and fewer dues and memberships (\$13,940).

Figure 3: Education & General Expenses



Auxiliary Systems (Pages B1-B3)

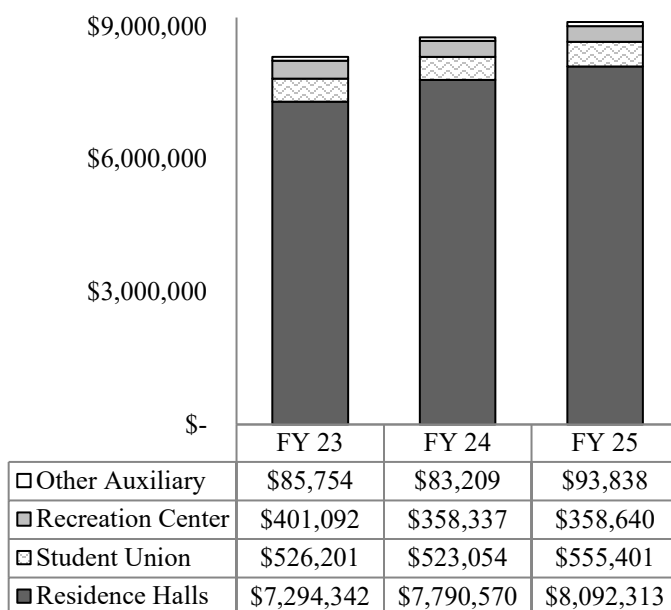
Revenue grew by \$345,022 (3.9%) to \$9.1M due to a \$301,743 (3.9%) increase in residence life income. Despite a year-over-year reduction of 36 student residents, certain factors contributed to higher residence hall income. Those factors included an average 4% increase in room and board prices, improved investment returns, and greater camp attendance.

Student Union revenue grew by \$32,347 (6.2%) to \$555,401 due to a corresponding \$30 increase in the associated per student fee. Recreation Center income was unchanged at \$358,640. Other auxiliary revenue also increased by \$10,629 (12.8%) due to increased printing income as The Index student newspaper is now being printed on-campus. The revenue distribution for the last three fiscal years is outlined in Figure 4, and fiscal year-to-date revenues were 54% of budget.

Auxiliary expenses increased \$272,915 (5.1%) to \$5.7M. Fiscal year-to-date expenses were 33% of budget. Figure 5 illustrates expense allocations across auxiliary units, and the following variances were noted:

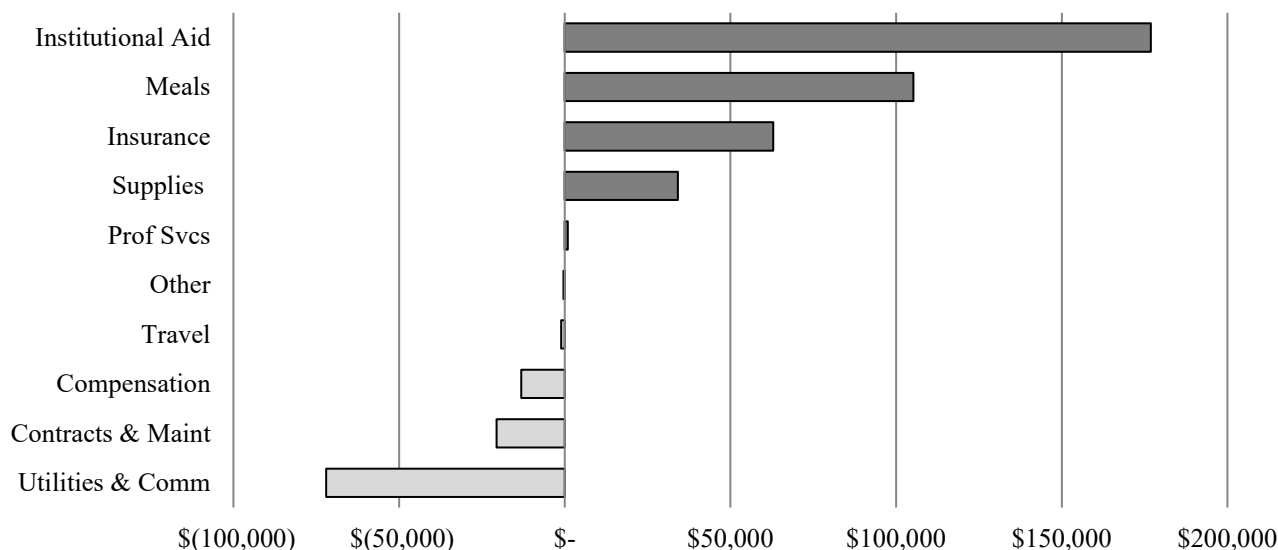
- Institutional aid grew \$176,859 (34.4%) as an increase in scholarships awarded on a per student basis resulted in a larger proportion of funding available for housing costs.
- Overall meal costs increased \$105,232 (5.2%) due to higher food costs and larger summer camp populations.
- Utilities costs fell \$66,188 (10.4%) based on reductions in electricity and natural gas consumption due to more efficient facility utilization.

Figure 4: Auxiliary Revenues



- Other expenses increased \$61,434 (11%) due to insurance premium allocations.
- Office contracts fell \$34,785 (22%) due to timing differences associated with internet access and VMware software payments. In addition, the Skyfactor residence life satisfaction survey was combined with an overall student life survey eliminating the direct expense to the Housing system.
- Supplies increased \$34,132 (27.3%) due to custodial supplies (\$7,411) and Missouri Hall HVAC supplies (\$30,000).

Figure 5: Auxiliary Expense Variances (FY 24 to FY 25)



Truman State University Foundation (Pages C1-C3)

Statement of Net Position (Page C-1)

Net position increased \$12.9M (19%) to \$80M. Current assets grew by \$18,170 (.3%) to \$6.4M. Non-current assets grew \$12.7M (21%) to \$74.1M as a result of an increase in investment value. Loans receivable decreased \$100,903 (49%) to \$103,890 due to 34 fewer outstanding student loans. Current liabilities fell \$141,068 (41%) to \$199,495 based on a \$125,564 decrease in accounts payable. The payable variance was due to unrepeated capital expenditures from the prior fiscal year associated with the Health and Exercise Science department and the Greenwood Interprofessional Autism Clinic. Non-current liabilities also decreased by \$2,727 (1%) to \$354,653 based on long-term annuities payable.

Statement of Revenues, Expenditures and Changes in Net Position (Page C-2)

Overall giving increased \$433,476 (74%) to \$1M due to a \$491,000 estate gift. Overall investment revenue increased \$4.9M based on strong equity performance and stable fixed income returns. Net expenses and transfers to the University decreased \$548,534 (23%) to \$1.9M as prior year capital transfers to the Greenwood Interprofessional Autism Center were not repeated in the current fiscal period. The year-over-year reduction in capital costs was partially offset by a \$77,957 increase in scholarships, \$45,000 in newly contracted marketing services, and \$34,426 of increased travel due to a Women’s Basketball training trip.

Investments Schedule (Page C-3)

Investments (including endowed, short-term, long-term, and annuities) increased by \$13M (19%) to \$80M. Year-over-year gains, predominantly unrealized, were concentrated in equity funds and alternative investments. The Foundation also holds beneficial interests in three trusts, and their combined value increased by \$693,248 (18%) to \$4.5M. The Foundation was recently notified that one of these trust investments would be liquidated later this fiscal year. Per the terms of the Cozean trust, the Foundation’s 75% share of the proceeds will be placed in a restricted fund benefitting the Education department.

**Truman State University
Budget to Actual
For the period ending October 31**

Education & General	FY25 Budget	FY25 To Date	Percent of Budget This Year	Percent of Budget Last Year
Revenues				
State Sourced Income	\$ 50,183,736	\$ 16,226,076	32.3%	
Local Income	39,816,481	20,633,286	51.8%	
Total Budgeted Revenues	90,000,217	36,859,362	41.0%	40.3%
Rollover from prior year	6,347,768			
Total Resources to Spend	\$ 96,347,985			
Expenses				
Faculty/Staff Salaries	35,872,940	9,649,780	26.9%	
Student Employment	3,559,415	871,624	24.5%	
Fringe Benefits	15,624,468	4,305,216	27.6%	
Total Salaries & Fringe Benefits	55,056,823	14,826,620	26.9%	26.6%
Equipment & Capitalized Expense	1,212,341	27,177	2.2%	14.4%
Operations				
Other Expense	19,678,821	7,792,754	39.6%	
Institutional Aid	17,300,000	8,475,874	49.0%	
Utilities	3,100,000	1,041,796	33.6%	
Total Operations	40,078,821	17,310,424	43.2%	42.3%
Total Education & General Expense	\$ 96,347,985	\$ 32,164,221	33.4%	32.9%

Truman State University
Operating Receipts by Fund
For the period ending October 31

Education & General	FY23 Receipts	FY24 Receipts	FY25 Receipts	Change FY24 to FY25	% Change FY24 to FY25
State Appropriation					
State Appropriation	\$ 14,722,872	\$ 15,753,472	\$ 16,226,076	\$ 472,604	3.0%
MOSERS Appropriation	230,909	-	-	-	0.0%
Total State Sourced Income	14,953,781	15,753,472	16,226,076	472,604	3.0%
Enrollment Fees					
Enrollment Fees	17,668,482	17,064,530	17,018,390	(46,140)	-0.3%
Course Fees	949,543	790,142	756,516	(33,626)	-4.3%
Other Fees	585,619	508,936	528,829	19,893	3.9%
Student Activity Fees	124,179	130,574	126,243	(4,331)	-3.3%
Athletic Fees	180,864	171,044	165,616	(5,428)	-3.2%
Health Clinic Fees	115,379	115,013	111,363	(3,650)	-3.2%
Total Student Fees	19,624,066	18,780,239	18,706,957	(73,282)	-0.4%
Other Operating & Non-Operating	460,679	1,106,671	1,926,329	819,658	74.1%
Total Education & General	\$ 35,038,526	\$ 35,640,382	\$ 36,859,362	\$ 1,218,980	3.4%

Truman State University
Operating Expense by Fund
For the period ending October 31

	<u>FY23</u> <u>Expense</u>	<u>FY24</u> <u>Expense</u>	<u>FY25</u> <u>Expense</u>	<u>Change</u> <u>FY24 to FY25</u>	<u>% Change</u> <u>FY24 to FY25</u>
Education & General					
Salaries & Fringe Benefits					
Faculty & Staff Salaries	\$ 9,345,099	\$ 9,454,668	\$ 9,649,780	\$ 195,112	2.06%
Student Employment	916,173	838,386	871,624	33,238	3.96%
Fringe Benefits	4,078,616	4,108,705	4,305,216	196,511	4.78%
Total Salary & Fringe Benefits	14,339,888	14,401,759	14,826,620	424,861	2.95%
Equipment & Capital Expenses	84,698	170,284	27,177	(143,107)	-84.04%
Operations					
Institutional Aid	7,960,280	7,806,046	8,475,874	669,828	8.58%
Travel	412,876	443,158	424,146	(19,012)	-4.29%
Utilities	913,634	1,096,967	1,041,796	(55,171)	-5.03%
Professional Services	1,124,344	1,302,030	1,462,495	160,465	12.32%
Supplies	611,665	619,146	810,969	191,823	30.98%
Office Contracts	1,519,580	1,761,489	1,980,267	218,778	12.42%
Library Acquisitions	607,982	636,580	615,158	(21,422)	-3.37%
Communications	160,981	201,664	181,027	(20,637)	-10.23%
Energy Lease Principal & Interest	420,000	420,000	420,000	-	0.00%
Maintenance & Repair	110,720	179,622	134,312	(45,310)	-25.23%
Other Expense	1,353,152	1,885,478	1,764,380	(121,098)	-6.42%
Total Operations	15,195,214	16,352,180	17,310,424	958,244	5.86%
Total Education & General	\$ 29,619,800	\$ 30,924,223	\$ 32,164,221	\$ 1,239,998	4.01%

**Truman State University
Budget to Actual
For the period ending October 31**

Auxiliary Systems	FY25 Budget	FY25 To Date	Percent of Budget This Year	Percent of Budget Last Year
Revenues				
Residence Halls	\$ 14,640,000	\$ 8,092,313		
Student Union	1,120,000	555,401		
Recreation Center	670,000	358,640		
Other Auxiliary	244,000	93,838		
Total Budgeted Revenues	16,674,000	9,100,192	54.6%	53.6%
Rollover from prior year	284,499			
Total Resources to Spend	\$ 16,958,499			
Expenses				
Salaries	1,256,711	396,668		
Student Salaries	433,821	246,426		
Fringe Benefits	761,408	466,429		
Total Salaries & Fringe Benefits	2,451,940	1,109,523	45.3%	36.2%
Equipment /Capitalized Expense	-	25,127	0.0%	0.0%
Operations				
Bond Principal & Interest	2,753,530	-	0.0%	
Meals-Contract Food Service	5,670,000	1,896,503	33.4%	
Other Expense	3,215,679	1,370,501	42.6%	
Institutional Aid	820,350	690,480	84.2%	
Utilities	2,047,000	570,247	27.9%	
Total Operations	14,506,559	4,527,731	31.2%	30.9%
Total Auxiliary Expense	\$ 16,958,499	\$ 5,662,381	33.4%	32.1%

**Truman State University
Operating Receipts by Fund
For the period ending October 31**

	<u>FY23 Receipts</u>	<u>FY24 Receipts</u>	<u>FY25 Receipts</u>	<u>Change FY24 to FY25</u>	<u>% Change FY24 to FY25</u>
Auxiliary					
Residence Halls	\$ 7,294,342	\$ 7,790,570	\$ 8,092,313	\$ 301,743	3.9%
Student Union	526,201	523,054	555,401	32,347	6.2%
Recreation Center	401,092	358,337	358,640	303	0.1%
Other Auxiliary	85,754	83,209	93,838	10,629	12.8%
Total Auxiliary	<u><u>\$ 8,307,389</u></u>	<u><u>\$ 8,755,170</u></u>	<u><u>\$ 9,100,192</u></u>	<u><u>\$ 345,022</u></u>	<u><u>3.9%</u></u>

Truman State University
Operating Expense by Fund
For the period ending October 31

	<u>FY23</u> <u>Expense</u>	<u>FY24</u> <u>Expense</u>	<u>FY25</u> <u>Expense</u>	<u>Change</u> <u>FY24 to FY25</u>	<u>% Change</u> <u>FY24 to FY25</u>
Auxiliary					
Salaries & Fringe Benefits					
Administrative & Staff Salaries	\$ 485,300	\$ 411,799	\$ 396,668	\$ (15,131)	-3.7%
Student Wages	240,925	217,340	246,426	29,086	13.4%
Fringe Benefits	521,546	493,509	466,429	(27,080)	-5.5%
Total Salary & Fringe Benefits	<u>1,247,771</u>	<u>1,122,648</u>	<u>1,109,523</u>	<u>(13,125)</u>	<u>-1.2%</u>
Equipment & Capital Expenses	<u>22,346</u>	<u>25,127</u>	<u>25,127</u>	<u>-</u>	<u>0.0%</u>
Operations					
Institutional Aid	502,672	513,621	690,480	176,859	34.4%
Supplies	119,813	125,030	159,162	34,132	27.3%
Office Contracts	166,249	158,303	123,518	(34,785)	-22.0%
Communications	16,157	17,406	11,585	(5,821)	-33.4%
Meals-Contract Food Service	1,699,138	1,790,558	1,896,503	105,945	5.9%
Meals-Other	251,800	249,313	248,600	(713)	-0.3%
Utilities	531,072	636,435	570,247	(66,188)	-10.4%
Professional Services	28,880	23,231	24,184	953	4.1%
Reimbursement to E & G	202,580	82,149	82,149	-	0.0%
Maintenance & Repair	77,068	84,622	98,847	14,225	16.8%
Other Expense	394,798	561,022	622,456	61,434	11.0%
Total Operations	<u>3,990,227</u>	<u>4,241,690</u>	<u>4,527,731</u>	<u>286,041</u>	<u>6.7%</u>
Total Auxiliary	<u>\$ 5,260,344</u>	<u>\$ 5,389,466</u>	<u>\$ 5,662,381</u>	<u>\$ 272,915</u>	<u>5.1%</u>

Truman State University Foundation
Statement of Net Position
October 31, 2023 Compared to October 31, 2024

	31-Oct-23	31-Oct-24	Change
	FY24	FY25	FY24 to FY25
Cash	\$ 276,085	\$ 92,845	\$ (183,240)
Short Term Investments	5,894,922	6,112,802	217,880
Interest Receivable	78,421	80,023	1,602
Loans Receivable, net of allowance	108,116	90,044	(18,072)
Current Assets	<u>6,357,543</u>	<u>6,375,713</u>	<u>18,170</u>
Investments	61,085,254	73,862,321	12,777,067
Loans Receivable, net of allowance	204,793	103,890	(100,903)
Cash Value of Life Insurance	156,783	168,839	12,056
Non-Current Assets	<u>61,446,830</u>	<u>74,135,050</u>	<u>12,688,221</u>
Total Assets	<u>67,804,373</u>	<u>80,510,764</u>	<u>12,706,391</u>
Accounts Payable	247,781	122,217	(125,564)
Refundable Advance	17,058	12,945	(4,113)
Annuities & Trusts Payable	75,724	64,333	(11,391)
Current Liabilities	<u>340,563</u>	<u>199,495</u>	<u>(141,068)</u>
Annuities & Trusts Payable	357,380	354,653	(2,727)
Non-Current Liabilities	<u>357,380</u>	<u>354,653</u>	<u>(2,727)</u>
Total Liabilities	<u>697,943</u>	<u>554,147</u>	<u>(143,795)</u>
Net Position	<u>\$ 67,106,430</u>	<u>\$ 79,956,616</u>	<u>\$ 12,850,186</u>

Truman State University Foundation
Statement of Revenues, Expenses & Changes in Net Position
October 31, 2023 Compared to October 31, 2024

	31-Oct-23	31-Oct-24	Change
	FY24	FY25	FY24 to FY25
Interest on Student Loan Receivable	\$ 4,710	\$ 3,011	\$ (1,699)
Operating Revenue	4,710	3,011	(1,699)
Scholarships	560,357	638,315	77,957
Supplies & Other Services	379,621	360,592	(19,029)
Travel Expense	39,515	73,941	34,426
Other Expense	101,084	88,983	(12,101)
Operating Expenses	1,080,578	1,161,831	81,253
Operating Gain (Loss)	(1,075,869)	(1,158,820)	(82,951)
Contributions	266,690	725,550	458,860
Interest & Other Distributions	349,797	535,899	186,102
Realized Gain (Loss)	914,076	108,474	(805,602)
Unrealized Gain (Loss)	(3,749,367)	1,812,207	5,561,573
Other Non-Operating Income	18,081	30,814	12,733
Other Non-Operating Expense	(103,784)	(99,018)	4,767
Other Income-Foundation Grant Income	75,000	-	(75,000)
Net Non-Operating Revenues (Expenses)	(2,229,506)	3,113,927	5,343,433
Income Before Other Revenues, Expenses, Gains, Losses & Transfers	(3,305,375)	1,955,107	5,260,482
Additions to Permanent Endowments	319,743	294,359	(25,384)
Transfers to Education & General for Admin	(39,667)	(39,669)	(2)
Transfers to Education & General	(335,247)	(512,793)	(177,546)
Transfer to Auxiliary	(12,571)	(18,866)	(6,295)
Transfer to Capital Fund - Plant	(932,092)	(60,963)	871,129
Increase (Decrease) in Net Assets	(4,305,210)	1,617,175	5,922,384
Net Position, Beginning of Year	71,411,640	78,339,441	6,927,801
Net Position Ending Balance	\$ 67,106,430	\$ 79,956,615	\$ 12,850,185

Truman State University Foundation
Investments Schedule
October 31, 2023 Compared to October 31, 2024

	31-Oct-23	31-Oct-24	Change
	FY24	FY25	
Endowed Pool	\$ 59,346,697	\$ 71,921,752	\$ 12,575,055
Short-Term Pool	5,894,922	6,112,802	217,880
Charitable Gift Annuity General Pool	806,610	816,126	9,517
Long Trust	678,654	811,329	132,675
Student Investment Fund	165,995	216,068	50,073
Charitable Gift Annuity California Pool	60,500	66,588	6,088
Charitable Gift Annuity Florida Pool	26,799	30,459	3,659
Invested with Outside Manager	<u>\$ 66,980,176</u>	<u>\$ 79,975,123</u>	<u>\$ 12,994,947</u>
Ingraham Trust	\$ 3,297,574	\$ 3,908,537	\$ 610,963
Cozean Trust	325,949	375,710	49,761
Ludlow Trust	222,285	254,810	32,524
Beneficial Interest in Trusts	<u>\$ 3,845,808</u>	<u>\$ 4,539,056</u>	<u>\$ 693,248</u>

ITEM I
Budget and Capital Projects Committee Report

DESCRIPTION AND BACKGROUND

Governor Bill Lovegreen, Chair of the Budget and Capital Projects Committee, will provide a report on the meeting held earlier in the day.

RECOMMENDED ACTION

This is a discussion item only.

ITEM 1.1
Construction Projects Report

DESCRIPTION AND BACKGROUND

The Construction Projects Report provides an update on previously approved construction projects.

RECOMMENDED ACTION

This is a discussion item only.

ATTACHMENT

Construction Projects Report

Construction Projects Report

<u>Project Name</u>	<u>Budget</u>	<u>Approval Date</u>	<u>Expenditure to Date</u>	<u>Completion Status</u>	<u>Final Project Cost</u>
HVAC System Upgrades Phase 1 Project	\$4,625,000	10-25-24	\$365,561	1%	
Kirk Building Renovation Project	\$19,210,000	8-5-23	\$14,733,973	77%	
2024 Summer Roof Replacement Project	\$1,170,000	4-6-24	\$1,156,297	100%	\$1,156,297

ITEM I.2

Contracts for Construction Projects and Equipment Purchases Report

DESCRIPTION AND BACKGROUND

The Contracts for Construction Projects and Equipment Purchases Report details construction projects and equipment purchases totaling \$25,000 to \$100,000, which have been approved since the last board meeting.

RECOMMENDED ACTION

This is a discussion item only.

ATTACHMENT

Contracts for Construction Projects/Equipment Purchases

Contracts for Construction Projects

Since the last board meeting, the following construction projects totaling \$25,000 to \$100,000 have been approved.

<u>Project Name</u>	<u>Cost</u>
None to report	

Equipment Purchases

Since the last board meeting, the following single items of equipment totaling \$25,000 to \$100,000 have been approved.

<u>Description</u>	<u>Cost</u>
None to report	

ITEM J
Consent Agenda

DESCRIPTION AND BACKGROUND

Four items that require Board approval have been placed on the Consent Agenda. Items may be removed from the consent agenda at the request of any one member.

RECOMMENDED ACTION

BE IT RESOLVED that the following consent agenda items be approved and attached to the minutes as exhibits:

- ITEM J.1 Construction Project: McKinney Center and Blanton-Nason-Brewer Annex Demolition Project
- ITEM J.2 Construction Project: McKinney Center and Blanton-Nason-Brewer Annex Abatement Project
- ITEM J.3 Construction Project: HVAC Upgrades Phase 2 Project

Moved by _____
Seconded by _____

	Aye	Nay
Vote: Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

ATTACHMENTS

- ITEM J.1 Construction Project: McKinney Center and Blanton-Nason-Brewer Annex Demolition Project
- ITEM J.2 Construction Project: McKinney Center and Blanton-Nason-Brewer Annex Abatement Project
- ITEM J.3 Construction Project: HVAC Upgrades Phase 2 Project

ITEM J.1

Construction Project: McKinney Center and Blanton-Nason-Brewer Annex Demolition Project

DESCRIPTION AND BACKGROUND

The McKinney Center and Blanton-Nason-Brewer Annex will be demolished as part of the Kirk Building project. This demotion and site work was included in the original scope submitted to the State of Missouri. The McKinney Center will be vacant after the completion of the Kirk Building project, and the BNB Annex has been utilized for storage for many years.

Bid specifications were developed by PGAV Architects, and the project was advertised in several general circulation newspapers as well as communicated via email to reach interested contractors.

Multiple contractors attended a pre-bid conference on November 11. Bids for the project opened on November 21. Three general contractors submitted proposals, and the low bid was from T & B Trucking & Excavating, LLC of Hurdland, Missouri. The total project budget includes architectural design fees, advertising, general contractor costs, and contingency. Funds are available from the state appropriation for the Kirk Building project.

RECOMMENDED ACTION

BE IT RESOLVED that the description and budgeted amount for the following construction project be approved:

<u>Project Name</u>	<u>Project Budget</u>
McKinney Center and Blanton-Nason-Brewer Annex Demolition Project	\$1,565,000

BE IT FURTHER RESOLVED that the President of the University, or her designee, be authorized to accept the lowest and best bid for the project; and

BE IT FURTHER RESOLVED that a copy of the project description, as reviewed at the meeting, be attached to the minutes as an exhibit.

Moved by _____
Seconded by _____

	Aye	Nay
Vote: Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

ITEM J.2

Construction Project: Abatement and Remediation of McKinney Center and Blanton-Nason-Brewer Annex Project

DESCRIPTION AND BACKGROUND

As part of the demolition process for the McKinney Center and the Blanton-Nason-Brewer Annex, abatement remediation must be performed in the structures. This work will occur in the mid-spring semester after functions in these buildings are relocated.

Bid specifications were developed by OCCU-TEC, Inc. of Kansas City, Missouri, and the project was advertised in several general circulation newspapers. Multiple firms that have bid on similar projects were contacted. Three contractors submitted proposals. The best bid is from ARSI, Inc. of Jefferson City, Missouri. Funding for this project is from the FY2025 state appropriation for the Kirk Building project.

RECOMMENDED ACTION

BE IT RESOLVED that the description and budgeted amount for the following construction project be approved:

<u>Project Name</u>	<u>Project Budget</u>
Abatement and Remediation of McKinney Center and Blanton-Nason-Brewer Annex Project	\$125,000

BE IT FURTHER RESOLVED that the President of the University, or her designee, be authorized to accept the lowest and best bid for the project; and

BE IT FURTHER RESOLVED that a copy of the project description, as reviewed at the meeting, be attached to the minutes as an exhibit.

Moved by _____
Seconded by _____

Vote:	Aye	Nay
Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

ITEM J.3

Construction Project: HVAC Upgrades Phase 2 Project

DESCRIPTION AND BACKGROUND

The second phase of the HVAC Upgrades Project includes work in several locations. The cooling tower at Pickler Memorial Library, HVAC valves in multiple locations, and the boiler and gas line at Barnett Hall will be replaced.

Bid specifications were developed by Henderson Engineers, Inc. of Kansas City, Missouri, and the project was advertised in several general circulation newspapers and communicated via email to interested contractors.

Several contractors attended the pre-bid conference on November 18. Bids for the project opened on December 2. Two contractors submitted proposals, and the best bid is from Harold G. Butzer, Inc. of Jefferson City, Missouri. Funds are available from the FY2025 state appropriations for HVAC improvements and local capital improvement funds. The project budget includes architectural and engineering fees, advertising, general contractor costs, and a contingency.

RECOMMENDED ACTION

BE IT RESOLVED that the description and budgeted amount for the following construction project be approved:

<u>Project Name</u>	<u>Project Budget</u>
HVAC Upgrades Phase 2 Project	\$910,000

BE IT FURTHER RESOLVED that the President of the University, or her designee, be authorized to accept the lowest and best bid for the project; and

BE IT FURTHER RESOLVED that a copy of the project description, as reviewed at the meeting, be attached to the minutes as an exhibit.

Moved by _____
Seconded by _____

	Aye	Nay
Vote: Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

Double Occupancy	\$7,239 per student
Deluxe Double	\$7,239 per student
Double Room Buyout (Single Occupancy)	\$8,998 per student

2) BLANTON-NASON-BREWER/RYLE/WEST CAMPUS SUITES

Size of Room	Charge for Academic Year
Single Occupancy	\$9,220 per student
Double Occupancy	\$7,709 per student
Deluxe Double	\$7,709 per student
Triple Occupancy	\$7,027 per student
Double Room Buyout (Single Occupancy)	\$9,490 per student

3) CAMPBELL APARTMENTS

Size of Room	Charge for Academic Year
One Bedroom; Double Occupancy	\$6,403 per student
One Bedroom; Single Occupancy	\$10,189 per student
Two Bedroom: Double Occupancy	\$9,771 per student

BE IT FURTHER RESOLVED that the following meal plan rates per semester be tentatively approved, effective with the Fall 2025 Semester:

21 Meals Per Week, with \$75 Dining Dollars	\$2,274
18 Meals Per Week, with \$125 Dining Dollars	\$2,195
15 Meals Per Week, with \$225 Dining Dollars	\$2,068
12 Meals Per Week, with \$125 Dining Dollars	\$1,803
150 Meal Plan, plus \$275 Dining Dollars	\$1,895
75 Meal Plan, plus \$50 in Dining Dollars	\$829
50 Meal Plan, plus \$75 in Dining Dollars	\$551

BE IT FURTHER RESOLVED that the other residence hall fees, room and board charges, and meal plan rates, including incentives for returning students and short-term rates not listed in this resolution, be established by the President of the University, based on the above fees and charges, in accordance with Sections 11.010 and 11.020 of the Code of Policies.

Moved by _____
 Seconded by _____

	Aye	Nay
Vote: Burkemper		
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

ATTACHMENT
 Recommendation for 2025-26 Housing Charges and Meal Plans

Recommendation for 2025-2026 Housing Charges and Meal Plans

Proposed housing and meal charges for next year are brought forward in December to have established charges available in January to allow students to compare costs while evaluating off-campus housing options accurately.

Housing Charges: The recommended charges reflect an average housing increase for Truman students of 4.5% from 2024-2025 housing charges. Below is a list of the average housing prices from the 2024-2025 academic year from least to most expensive based on rates available via the university website.

Missouri Southern State University	\$5,055
Iowa State University	\$5,588
University of Central Missouri	\$6,528
Missouri Western State University	\$7,013
Truman State University	\$7,152
Northwest Missouri State University	\$7,216
Missouri State University	\$7,326
Creighton University	\$7,480
University of Missouri – St. Louis	\$7,782
Southeast Missouri State University	\$7,988
Bradley University	\$8,068
University of Missouri – Columbia	\$8,658
Missouri University of Science & Technology	\$8,995
University of Iowa	\$9,483
University of Missouri – Kansas City	\$10,230

Meal Plans: It is recommended that meal plan rates increase by an average of 4.0%. Below is a list of the average meal plan prices from the 2024-2025 academic year from least to most expensive based on rates available via the university website.

Missouri Southern State University	\$2,520
Missouri State University	\$3,132
Southeast Missouri State University	\$3,810
University of Missouri – Columbia	\$4,040
University of Iowa	\$4,075
Missouri University of Science & Technology	\$4,100
Truman State University	\$4,222
University of Missouri – Kansas City	\$4,247
Northwest Missouri State University	\$4,534
University of Central Missouri	\$4,612
Missouri Western State University	\$4,764
Iowa State University	\$5,108
University of Missouri – St. Louis	\$5,356
Bradley University	\$5,780
Creighton University	\$5,840

ITEM L
Salary Policies 2025

DESCRIPTION AND BACKGROUND

Starting with FY2020, the Board of Governors adopted a new timeline for salary policies, with salary increase considerations made for a calendar year rather than a fiscal year. This change was made to include enrollment numbers and more accurate state appropriation projections in consideration. Proposed salary increases will be effective January 1, 2025, for employees on the payroll as of that date unless the previous employment agreement indicates otherwise. The proposed increases for 2025 are designed to address starting as well as existing salaries.

RECOMMENDED ACTION

BE IT RESOLVED that the following salary and wage policies for the 2025 calendar year be approved:

- 1) 2025 Policy for Faculty Salaries;
- 2) 2025 Policy for Exempt and Salaried/Comp Time Eligible Staff Salaries;
- 3) 2025 Policy for Non-Exempt Staff Salaries;
- 4) 2025 Policy for Hourly Personnel Wage Rates;
- 5) 2025 Policy for Unit I Wage Rates; and
- 6) 2025 Policy for Off-Campus and Workshop Faculty Salaries; and

BE IT FURTHER RESOLVED that copies of the documents be attached to and made a part of the minutes for this meeting.

Moved by _____
Seconded by _____

	Aye	Nay
Vote: Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

ATTACHMENTS

- 2025 Policy for Faculty Salaries
- 2025 Policy for Exempt and Salaries/Comp Time Eligible Staff Salaries
- 2025 Policy for Non-Exempt Staff Salaries
- 2025 Policy for Hourly Personnel Wage Rates
- 2025 Policy for Unit I Wage Rates
- 2025 Policy for Off-Campus and Workshop Faculty Salaries

2025 Policy for Faculty Salaries

The Faculty Compensation Committee has made several recommendations regarding full-time faculty salaries designed to make Truman's compensation policies more competitive. The primary focus for 2025 is raising starting salaries. Utilizing data from a national survey, the committee recommended several steps to make faculty starting salaries more competitive and establish salary floors for each rank and appointment type.

This increase will be effective for full-time faculty on the payroll as of January 1, 2025, unless the employment letter indicates otherwise. For non-tenure track faculty, the minimum increase is \$1,500, and the maximum raise is \$9,450. The minimum increase for tenure track and tenured faculty is \$1,500, and the maximum raise is \$3,700. Both maximum raises result in faculty of all ranks and appointment types reaching their respective salary floors.

The Board will consider faculty promotion adjustments at the June 2025 meeting.

Equity Adjustments

The University President may grant salary adjustments to a limited number of faculty when required for equity and fairness. Such adjustments made by the President are to be reported to the Board at the next regular meeting.

2025 Policy for Exempt and Salaried/Comp Time Eligible Staff Salaries

Full-time exempt and salaried/comp time eligible staff will receive an annual increase of \$2,180. The increase will be effective January 1, 2025, for employees on the payroll as of that date unless the employment letter indicates otherwise.

Equity Adjustments

The University President may grant salary adjustments to a limited number of staff members when required for equity and fairness. Such adjustments made by the President are to be reported to the Board at the next regular meeting.

2025 Policy for Non-Exempt Staff Salaries

For the 2025 calendar year, current non-exempt staff starting salaries, not covered by the hourly schedule, will receive an increase of \$1.05 per hour.

Equity Adjustments

The University President may grant salary adjustments to a limited number of staff members when required for equity and fairness. Such adjustments made by the President are to be reported to the Board at the next regular meeting.

2025 Policy for Hourly Personnel Wage Rates

The standard starting wage for clerical, secretarial, and similar office positions will be as follows during the 2025 calendar year.

Grade	Title	Hourly
A	Office Assistant 1	\$15.35
B	Office Assistant 2	\$15.60
C	Administrative Assistant 1	\$17.12
D	Administrative Assistant 2	\$18.73

Current non-exempt staff will receive an increase of \$1.05 per hour.

2025 Policy for Unit I Wage Rates

The hourly wage rates for Unit I employees will be the following amounts during the 2025 calendar year.

WAGE RATES FOR UNIT I

<u>Wage Status</u>	<u>Controls Technician</u>	<u>Grounds Mechanic</u>
Step 1	\$23.44	\$17.76
Step 2	\$24.51	\$18.30
Step 3	\$25.69	\$18.95

<u>Wage Status</u>	<u>Mechanical Services</u>	<u>Building Trades</u>
Step 1	\$18.69	\$18.13
Step 2	\$19.65	\$18.98
Step 3	\$20.41	\$19.62

<u>Wage Status</u>	<u>Groundskeeper/ Mover/Laborer</u>	<u>Housekeeper</u>
Step 1	\$15.25	\$15.00
Step 2	\$15.77	\$15.42
Step 3	\$16.26	\$15.95

Step 1 = Starting Pay

Step 2 = 1st year anniversary

Step 3 = 2nd year anniversary

Individuals on the Step Schedule receive applicable increases on the anniversary date.

Current non-exempt staff above the scale will receive a raise of \$1.05 per hour.

2025 Policy for Off-Campus and Workshop Faculty Salaries

Instructors of off-campus courses and workshops are to be paid the following salaries during the 2025 calendar year.

<u>Status</u>	<u>Teaching Experience for the University</u>	<u>Salary for each Credit Hour of Instruction</u>
University Faculty Member	--	\$ 925
Non-University Faculty Member	Less than five years	\$ 925
	Five years or more, but less than ten years	\$ 975
	Ten years or more	\$1,000

The 2025 calendar year rates require a minimum of 20 students, with the salary decreased by 1/20 for each student fewer than 20 for off-campus Professional Development classes.

University faculty teaching workshops are paid \$925 per credit hour, provided tuition and fees cover the faculty member's salary and benefit costs.

These are the same rates utilized for the 2024 calendar year.

ITEM M
Agenda Items for Future Meetings

DESCRIPTION AND BACKGROUND

This item provides a list of projected agenda items for the regular meetings during the following year.

RECOMMENDED ACTION

This is a discussion item only.

ATTACHMENT

List of Projected Agenda Items

LIST OF PROJECTED AGENDA ITEMS
Regular Meetings of the Board of Governors

February 2025 Meeting

Participation in campus events
Recognition of past board chair
Minutes for the open session of the last meeting
President's report
Annual legislative consultant report
Annual student government report
Academic affairs report
Student services report
Financial report
Construction projects report
External audit firm (as contract expires)
Food service contractor (as contracts expire)
Academic calendar (as needed)
Board of governors conflict of interest policy review
Dates and agenda items for future meetings
Minutes for the closed session of the last meeting
Personnel actions report

April 2025 Meeting

Participation in campus events
Minutes for the open session of the last meeting
President's report
Semiannual advancement, foundation board, and alumni board report
Annual faculty senate report
Academic affairs report
Student affairs report
Financial report
Construction projects report
Depositary bank (as contracts expire)
Food service contractor (as contracts expire)
Bookstore contractor (as contracts expire)
Enrollment fees for the next fiscal year
Dates and agenda items for future meetings
Minutes for the closed session of the last meeting
Personnel actions report
Treasurers for the next fiscal year

June 2025 Meeting

Participation in campus events
Minutes for the open session of the last meeting
President's report
Annual enrollment management report
Academic affairs report
Student affairs report

(NOTE: Agenda items noted in bold italics are discretionary reports subject to change.)

December 7, 2024

Financial report
Construction projects report
State capital funds request for the next legislative session
Operating budgets for the next fiscal year
Academic promotion salary policy for next academic year
Dates and agenda items for future meetings
Minutes for the closed session of the last meeting
Personnel actions report
Faculty promotion
Faculty tenure

August 2025 Meeting

Participation in campus events
Minutes for the open session of the last meeting
President's report
Annual athletics report
Annual staff council report
Academic affairs report
Student services report
Financial report
Construction projects report
Local capital budgets for the current fiscal year
State appropriation request for the next fiscal year
Honorary degree consideration (as needed)
Dates and agenda items for future meetings
Minutes for the closed session of the last meeting
Personnel actions report
Annual general counsel evaluation committee appointments

October 2025 Meeting

Participation in campus events
Annual photograph of board and president
Minutes for the open session of the last meeting
President's report
Semiannual advancement, foundation board, and alumni board report
Academic affairs report
Student services report
Audit report
Financial report
Construction projects report
Dates and agenda items for future meetings
Minutes for the closed session of the last meeting
Personnel actions report
Annual general counsel evaluation
Annual presidential review committee appointments

(NOTE: Agenda items noted in bold italics are discretionary reports subject to change.)

December 7, 2024

December 2025 Meeting

Participation in campus events

Minutes for the open session of the last meeting

President's report

Academic affairs report

Student services report

Financial report

Construction projects report

Housing and meal plan charges for the next fiscal year

Union agreement renewal (in even-numbered years)

Salary policies for the next calendar year

Selection of board officers for next calendar year

Annual board committee appointments

Annual foundation board appointments

Dates and agenda items for future meetings

Minutes for the closed session of the last meeting

Personnel actions report

Paid leaves of absence for the next fiscal year

Tenure review for faculty members completing their review period at the end of the fall semester

Annual presidential review

The following items will be added to the agendas as needed:

University strategic plan reports

Campus master plan reports

Reports from administrative areas

Approval of new or revised policies

Approval of architects and/or engineers for construction projects

Approval of new construction projects over \$100,000

Approval of equipment purchases and leases over \$100,000

Approval of consulting services over \$10,000

Approval of change orders for major changes in construction projects

Approval of real estate acquisitions

Litigation and legal action reports

(NOTE: Agenda items noted in bold italics are discretionary reports subject to change.)

December 7, 2024

ITEM N
Dates for Future Meetings

DESCRIPTION AND BACKGROUND

It is helpful to schedule, at least tentatively, the dates for board meetings during the following year. The tentatively scheduled dates are subject to change by the Board. Still, the preliminary action permits Board members and staff to avoid planning other activities on the targeted board meeting dates. In addition to the regularly scheduled meetings, special meetings can be called by the Chair of the Board or by three members. A schedule of calendar events for the next year follows this page.

RECOMMENDED ACTION

BE IT RESOLVED that the next regular meeting of the Board of Governors be scheduled for Saturday, February 8, 2025, on the University campus in Kirksville, Missouri, beginning at 1:00 p.m., with the understanding that the Chair may alter the starting time and place for the meeting by giving due notice of such change; and

BE IT FURTHER RESOLVED that other regular meetings of the Board during the next year be tentatively scheduled for the following dates:

- Saturday, April 5, 2025;
- Saturday, June 14, 2025;
- Saturday, August 2, 2025;
- Friday, October 17, 2025; and
- Saturday, December 6, 2025

Moved by _____
Seconded by _____

	Aye	Nay
Vote: Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____

ATTACHMENT

Calendar of Events: December 2024 – December 2025

Calendar of Events: December 2024 - December 2025

2024

December	7	BOARD OF GOVERNORS MEETING
	9	Finals Week
	14	Fall Commencement
	23	Energy Conservation Day (campus closed)
	24-26	Winter Holiday
	27	Energy Conservation Day (campus closed)

2025

January	1	New Year's Day Holiday
	12	Spring Orientation
	13	Spring Semester Begins
	20	Martin Luther King, Jr. Day Holiday
February	8	BOARD OF GOVERNORS MEETING (TENTATIVE DATE)
	17	Admitted Student Event
March	1	Kohlenberg Lyceum Series: Matt Wilson's Good Trouble
	10-14	Spring Break (students)
	24-25	Higher Learning Commission (HLC) Open Pathway Comprehensive Evaluation Visit
April	5	BOARD OF GOVERNORS MEETING (TENTATIVE DATE)
	5	Foundation Board of Directors Meeting and Foundation Banquet (tentative)
	11	Truman's Holman Family Distinguished Speaker: Ambassador "Sully" Sullenberger
	11-12	Truman Experience Weekend
	21	Term Break (students); Spring Holiday
May	10	Spring Commencement
	26	Memorial Day Holiday
	27	Summer Session Begins
	30-31	Special Olympics Summer Games
June	14	BOARD OF GOVERNORS MEETING (TENTATIVE DATE)
	19	Juneteenth Holiday
July	4	Independence Day Holiday
August	2	BOARD OF GOVERNORS MEETING (TENTATIVE DATE)
	13	Fall Semester Begins with Truman Days
	18	Classes Begin
September	1	Labor Day Holiday
	13	Home Football
	27	Family Day
	27	Home Football

October	9-10	Mid-Term Break (students)
	11	Home Football
	13-18	Homecoming Week
	17	BOARD OF GOVERNORS MEETING (TENTATIVE DATE)
	18	Home Football
November	8	Home Football
	24-28	Thanksgiving Break (students)
	26-28	Thanksgiving Holiday
December	6	BOARD OF GOVERNORS MEETING (TENTATIVE DATE)
	13	Fall Commencement
	22-23	Energy Conservation Days (campus closed)
	24-26	Winter Holiday

ITEM O
Agenda Items for Closed Session

RECOMMENDED ACTION

BE IT RESOLVED that this meeting be continued in closed session, with closed records and closed votes as permitted by law, for consideration of the following items as authorized by Section 610.021, Revised Statutes of Missouri:

1. Approval of minutes for the closed session of the last meeting under Subsection 14 of the statute for “Records which are protected from disclosure by law;”
2. Confidential communications with the General Counsel, as defined in Subsection 1 of the statute; and
3. Individual personnel actions under Subsection 3 of the statute for “Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded.”

Moved by _____
Seconded by _____

	Aye	Nay
Vote: Burkemper	_____	_____
Burks	_____	_____
Christofferson	_____	_____
Dameron	_____	_____
Gingrich	_____	_____
Lovegreen	_____	_____