

FORT SCOTT COMMUNITY COLLEGE

BOARD OF TRUSTEES – SPECIAL MEETING MINUTES

April 6, 2026 – 11:30 a.m.

Ellis Fine Arts Center

PRESENT: Ronda Bailey, Destry Brown, Chad Cosens, Marilyn Hoyt, Chad McKinnis

ABSENT: Doug Ropp

ALSO PRESENT: President Dr. Jack Welch; Clerk Gina Shelton; Rory Chaplin, Dr. Larry Guerrero; Lindsay Hill; Vanessa Poyner; Dave Wiemers; members of the public.

1.0 Call to Order – Vice-Chair Chad McKinnis served as Chair in the absence of Chair Doug Ropp.

The meeting was called to order at 11:30 a.m. with a roll call of the board members.

2.0 Flag Salute & Invocation

Completed.

3.0 Rescind Approval of RFP (Action)

There was discussion. At the March 2, 2026, special board meeting, the Board approved the acceptance of an RFP awarding Bourbon County Revitalization as the contractor for the FRAME grant project. Subsequently, it was determined that the contractor was unable to meet the contract requirements.

Motion by Brown to rescind the motion adopted at the March 2nd meeting approving the acceptance of the RFP for the FRAME grant to Bourbon County Revitalization; second by Bailey; motion approved unanimously.

4.0 Discussion of FRAME Grant Next Steps (Action)

Rory Chaplin, Associate Dean of Career and Technical Education and Workforce Development, discussed various options in relation to the FRAME grant. Plan A to release another RFP; Plan B release another RFP with an extended timeline provided that is approved by Commerce; and Plan C discontinue the project and return the funds. There was discussion.

Motion by Bailey to move forward with Plan B; second by Hoyt; motion approved unanimously.

5.0 Fleet Disposal (Action)

Lindsay Hill, Dean of Advancement, discussed the listing provided to dispose of some vehicles within the fleet.

Motion by McKinnis to approve the sale of the listed fleet vehicles as presented in the fleet disposal report; second by Cosens; motion approved unanimously.

Fleet Vehicle Sell

Seeking approval for the sale of several cars and a van from the fleet that are currently not utilized or not cost effective to repair, to help reduce the maintenance and operating cost of the current fleet, and provide money for replacement vehicle/vehicles. The vehicles will be sold in the coming months on Purple Wave auction site.

Make and Vehicle	Vin	Mileage
05 Impala tan	2G1WF52E659300551	233008
11 Impala-Gray	2G1WG5EK8B1182625	291516
05 Classic silver	1G1ND52F45M233042	185986
05 Pontiac Vibe	5Y2SL63815Z482310	122750
11 Malibu Wht	1G1ZA5E14BF352364	274022
12 Ford Exp	1FMHK7B97CGA30007	241524
06 Chevy Express	1GAHG39U761188940	240402

**This is the first wave

6.0 Athletic Trainer Discussion (Information)

Dave Wiemers, Athletic Director, presented information on the addition of a second Athletic Trainer for the 2026-27 school year. Numbers are anticipated at 260-280 student athletes. There was discussion. This item will be recommended to the board at the April 20 board meeting. No action was taken.

FSCC Athletics Proposal to Add a Second Full-Time Athletic Trainer

Fort Scott Community College – Fall 2026

Overview

Fort Scott Community College (FSCC) Athletics proposes the addition of a second full-time Athletic Trainer position, to be titled **Head Athletic Trainer**, beginning in the Fall semester of 2026. This position will carry a salary of roughly **\$60,000 annually** and is necessary to adequately support the continued growth and safety needs of the athletic department.

With the anticipated addition of over **120 new student-athletes**, FSCC's total athletic population will exceed **280 athletes**. This significant increase necessitates a corresponding expansion for athletic training/sports med staffing to maintain a standard of care, compliance, and risk management for not only our teams, but visiting teams as well.

Current Challenge

At present, FSCC operates with limited athletic training coverage relative to the size and demands of its athletic programs. Managing injury prevention, treatment, rehabilitation, and emergency care for nearly 300 athletes with insufficient staffing creates several challenges:

- Limited availability for practice and game coverage
- Increased risk of delayed injury evaluation and treatment
- Potential for athlete health and safety concerns
- Strain on current staff leading to burnout and turnover
- Reduced ability to implement preventative care programs

Industry best practices recommend **appropriate athletic trainer-to-athlete ratios of at least 1 trainer per every 100 athletes** to ensure safe and effective care. As participation numbers grow, so must the level of medical support.

Benefits of Adding a Second Full-Time Athletic Trainer

1. Improved Student-Athlete Health and Safety

The primary responsibility of an athletic training staff is to ensure the health and well-being of student-athletes. With over 280 athletes:

- Injuries can be evaluated and treated more quickly

- Rehabilitation programs can be more individualized and effective
- Emergency response coverage is strengthened across all events
- Risk of long-term injury complications is reduced

2. Increased Coverage for Practices and Competitions

FSCC sponsors multiple sports that often compete or practice simultaneously. A second full-time athletic trainer will allow:

- Consistent coverage at all high-risk practices and competitions
- Reduced gaps in medical supervision
- Better support during travel and tournaments

3. Enhanced Injury Prevention Programs

With additional staffing, the department can shift from reactive care to proactive care:

- Implementation of injury prevention protocols
- Strength and conditioning collaboration
- Education for athletes on recovery, nutrition, and wellness

This leads to fewer injuries, improved performance, and greater athlete availability.

4. Compliance and Liability Protection

Proper medical coverage is critical for institutional risk management:

- Ensures compliance with NJCAA and institutional health standards
- Reduces liability exposure for the college
- Provides documented and consistent care practices

A well-staffed sports medicine program demonstrates institutional commitment to athlete safety.

5. Recruitment Advantage

Prospective student-athletes and their families increasingly evaluate medical support when choosing a program. A strong athletic training staff:

- Enhances FSCC's reputation to parents/athletes as they go through recruiting process
- Demonstrates commitment to athlete care
- Supports recruiting efforts across all sports

6. Helps Eliminate the "Training" Stress for our Coaches

The coaches at FSCC have had to burden a portion of the load of handling injury/training care responsibilities on their own. In many cases, they are not properly trained for this expectation.

Position Structure

- **Title:** Head Athletic Trainer
- **Salary:** \$60,000 annually
- **Start Date:** Fall 2026
- **Responsibilities:**
 - Oversee daily sports medicine operations
 - Coordinate care across all athletic programs
 - Provide direct injury evaluation, treatment, and rehabilitation
 - Supervise and collaborate with existing staff
 - Ensure compliance with governing bodies and best practices

Conclusion

The addition of over 120 student-athletes represents a major step forward for FSCC Athletics. However, this growth must be supported with the appropriate infrastructure to ensure athlete safety, program success, and institutional integrity.

Investing in a second full-time Athletic Trainer is not only necessary—it is essential. This position will elevate the quality of care provided to student-athletes, reduce institutional risk, and position FSCC Athletics for continued growth and success.

Recommendation: Approve the addition of a second full-time Athletic Trainer (Head Athletic Trainer) at a salary of \$60,000 beginning Fall 2026.

7.0 Institutional Update (Information)

Dr. Jack Welch, provided an institutional update to the board about realignment to best serve students. One area discussed was the bookstore. Dr. Welch noted that the college has been losing money in that area with 2025-26 loss of \$65,000. Books and merchandise will still be available, but will look different. Dr. Larry Guerrero provided information on how books will be handled so that students are still served.

Fort Scott Community College
President's Institutional Update to the Board of Trustees

As we continue to move Fort Scott Community College forward, our focus remains clear: placing students and the institution first while being responsible stewards of the resources entrusted to us. In alignment with our strategic priorities and long-term sustainability, the Executive Team has been engaged in a thoughtful review of several operational areas to ensure effectiveness, efficiency, and mission alignment.

As part of this ongoing work, we are evaluating opportunities to better align certain auxiliary and support services to enhance both student experience and operational performance. This includes a review of retail-related operations and how they best serve students and the institution moving forward.

Additionally, we are assessing transportation, fleet, and logistics functions to ensure that our practices reflect current needs, appropriate utilization, and fiscal responsibility. This review is focused on right-sizing operations while maintaining the ability to effectively support institutional activities.

Within academic programming, we are reviewing instructional delivery models in select areas to ensure alignment with student demand, program sustainability, and overall institutional priorities. This includes exploring opportunities to consolidate responsibilities, adjust staffing models, and maintain vibrant student engagement through performance and participation expectations.

We are also evaluating instructional delivery methods in certain disciplines to ensure flexibility and efficiency while continuing to provide meaningful educational experiences for our students.

In the area of student conduct and expectations, particularly for high school students participating in concurrent, dual credit, and career and technical education offerings, we are working to further clarify processes and expectations. The goal is to ensure consistency, transparency, and alignment with both college standards and partner school expectations.

Operationally, we are reviewing supervisory structures and support roles at extended campus locations to ensure appropriate oversight, compliance, and safe operations. This includes consideration of role clarity, organizational alignment, and support staffing where appropriate.

It is important to note that these efforts are part of a broader, ongoing commitment to continuous improvement. As with any responsible institution, we must regularly evaluate how we operate, ensuring that decisions are made in the best interest of our students, our employees, and the long-term strength of the college.

I appreciate the Board's continued support as we work through these considerations with care, professionalism, and a focus on what is best for Fort Scott Community College.

Respectfully submitted,



Jack Welch, Ed.D., President, Fort Scott Community College

8.0 Personnel Matters

8.1 Enter Executive Session – Personnel Matters (Action)

Motion by McKinnis: I move that the board recess to classroom HEP into executive session to discuss personnel matters of non-elected personnel, pursuant to the exception to protect the privacy interests of individuals under K.S.A. 75-4319(b)(1), and that the open meeting shall resume at 12:30 p.m. in the Ellis Fine Arts.

The board invites President Dr. Jack Welch, Dr. Larry Guerrero, Lindsay Hill, Juley McDaniel, and Gina Shelton to join the session.

Second by Hoyt; motion approved unanimously.

The board entered executive session at 11:57 a.m. for 33 minutes in classroom HEP.

8.2 Exit Executive Session – Return to Open Session (Action)

The board returned to open session at 12:30 p.m.

Motion by Bailey; second by Hoyt; motion approved unanimously to return to open session.

8.3 Employment Matters of Nonelected Personnel (Action)

Motion by Brown; approve personnel actions as presented. Second by Cosens; motion approved unanimously.

Personnel Matters

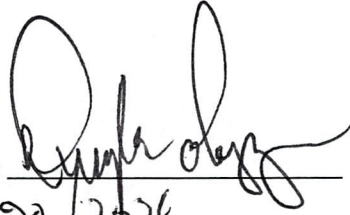
- Resignation of Conner Vernon – Agricultural Faculty and Livestock Coach, effective May 31, 2026

9.0 Adjournment (Action)

Motion by McKinnis to adjourn; second by Cosens; motion approved unanimously.

The board adjourned at 12:32 p.m.

Board Chair: _____

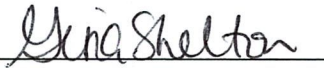


Date: _____

02/20/2026

Attest:

Clerk, Board of Trustees: _____



Date: _____

04/20/26

Re: 04/06/2026 Minutes