

**JOHN A. LOGAN COLLEGE**  
Carterville, IL 62918

Minutes of the regular meeting of the Board of Trustees of Community College District No. 530, Counties of Williamson, Jackson, Franklin, Perry, and Randolph, State of Illinois, held at Carterville, Illinois, on August 25, 2015, commencing at 7:00 p.m.

The meeting was called to order by Board Chair Don Brewer.

The chair directed the recording secretary to call the roll:

Cheryl Graff	-- present
Bill Alstat	-- present
Jackie Hancock	-- present
Bill Kilquist	-- present
Jake Rendleman	-- present
Ray Hancock	-- present
Brandi Husch	-- present
Don Brewer	-- present

Also present were: Mike Dreith, President; Brad McCormick, Vice-President for Business Services and College Facilities; Larry Peterson, Interim Vice-President for Student Affairs and Community Education; Laurel Klinkenberg, Vice-President for Instruction; Don Prosser, College Legal Counsel; Steve O'Keefe, Director of College Relations; Donna Glodjo, Recording Secretary to the Board of Trustees; and other College personnel.

**MINUTES OF THE JULY BOARD MEETING**

The minutes of the regular board meeting of July 28, 2015 were previously distributed.

Cheryl Graff and Jackie Hancock moved and seconded approval of the minutes of the regular board meeting of July 28, 2015.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-3211)

**TREASURER'S AND FINANCIAL REPORT (Appendix I)**

The treasurer's and financial report for the period ending June 30, 2015 was previously mailed.

Jake Rendleman and Jackie Hancock moved and seconded approval of the treasurer's and financial report for the period ending June 30, 2015.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-3212)

**EXPENDITURE LIST (Appendix II)**

The expenditure list for the period ending July 31, 2015 was previously mailed.

Jake Rendleman and Bill Alstat moved and seconded approval of the expenditure list for the period ending July 31, 2015.

Upon roll call, all members present voted yes. Motion carried.  
(Resolution #16-3213)

**RECOGNITION OF GUESTS**

None.

**PUBLIC AUDIENCE FOR QUESTIONS/COMMENTS**

None.

**BOARD OF TRUSTEES REPORTS**

**A. Comments by Board Chair**

Board Chair Don Brewer stated that while the board had agreed to cut down the number of committees, there is a need for one or two ad hoc committees, one of which is the Awards and Naming Facilities Committee.

**B. Awards and Naming Facilities Committee**

Chairman Brewer had appointed himself and Vice-Chair Bill Kilquist to serve as the Awards and Naming Facilities Committee. Mr. Kilquist reported this committee will be bringing a recommendation to the Board of Trustees to name the atrium of the H Building in honor of Darren Pulley. Mr. Brewer asked the board to consider this and share any questions or comments prior to the next board meeting.

**C. Illinois Community College Trustees Association (ICCTA)**

Trustee Jake Rendleman reported the next meeting of the Illinois Community College Trustees Association (ICCTA) will be in Springfield on September 11 and 12. He reported the 50<sup>th</sup> Anniversary of the Illinois Community College System was kicked off at Joliet Community College. He noted that the late Paul Simon was the legislator who introduced the bill to create the Illinois Community College System over 50 years ago. Mr. Rendleman reported the anniversary will be commemorated in many ways over the next year.

Mr. Rendleman reported on a recent retreat of the ICCTA Executive Committee in Galena, Illinois, where legislation regarding local control and issues stemming out of a situation at the College of DuPage were discussed. Trustee Rendleman said ICCTA is working to ensure the maintaining of local control of community colleges.

**D. John A. Logan College Foundation**

Trustee Jake Rendleman reported the Foundation meeting scheduled for earlier that evening had been postponed to September 1 at 4:30 p.m. Several new board members are expected to be approved by the Foundation board at that meeting. He reported the Special Projects Committee had met and is working to develop a process whereby students, faculty and staff can access funding made available through the Special Projects Endowment. The principal of this fund exceeds \$600,000, and the Foundation's intent is to help the College buy equipment, pay for training, and help students with various needs with the interest earned each year. Discussions are also underway to develop a plan for the 50<sup>th</sup> Anniversary major fund raiser for the Foundation.

**E. Employment Services Committee**

No report.

**F. Athletics Advisory Committee**

Chairman Brewer said the Athletics Advisory Committee hasn't met recently, but noted that they had been assured that as soon as the baseball renovations are done, the same will be done for the softball team.

**G. Diversity Committee**

Trustee Jackie Hancock reported the Office of Diversity and Inclusion held an open house on August 17 to present information on services that office provides. On August 21, a meet-and-greet was held for continuing and new students sponsored by Diversity and Inclusion as well as the Black Student Association.

**H. Building, Grounds, and Safety Committee**

Trustee Rendleman reported the Building, Grounds, and Safety Committee met on August 20 and discussed bid results for three projects – CHEC locker room renovation; security camera installation; and baseball press box and bleacher extensions. The committee had reviewed the bid tabulations provided by Architechniques and is recommending moving forward with the locker room renovation and security camera installation as provided later on the agenda. Because the press box and bleacher project bids were so far in excess of the monetary gift received, the committee is delaying its recommendation until the September board meeting in order to give the architect and the administration time to evaluate the project to determine if changes can be made to the scope of work to bring the project back into budget. Trustee and committee member Bill Kilquist noted the bid for the camera installation bid came in substantially lower than expected, and money will possibly be left over to bring the locker room totally up to date. Mr. Kilquist said he had concerns about the press box and bleacher extensions. While he understands this is a grant from the Harrison Bruce Foundation, he said he had a hollow feeling for the ladies softball program and noted that everything seems to go to baseball. Mr. Kilquist said he would like to see more games played on our own fields.

**I. Board Policy Committee**

No report.

**J. Budget and Finance Committee**

Trustee Cheryl Graff reported the Budget and Finance Committee met on August 19 and discussed a salary increase for President Mike Dreith. She stressed that Dr. Dreith did not ask for this raise, but the committee recommended he be given a raise which will be acted on later on the agenda. Another item discussed by the committee was the bond (in the range of \$3.5 to \$4 million) to fund end-of-employment benefits (includes the health benefits provided for retirees from the College). The committee will be meeting with vendors on September 9. The committee asked the board to begin thinking on this, and Ms. Graff noted that a resolution would need to be on the September agenda if we are to proceed. Trustees were encouraged to contact Committee members Graff and Alstat with any questions or concerns.

**K. Integrated Technology Committee**

Trustee Jackie Hancock reported the computer lab project has been completed, with 22 new computers. Work continues on Jenzabar issues.

**L. Student Trustee**

Student Trustee Brandi Husch reported Student Senate handed out 500 welcome bags to students during the first two days of fall semester classes. A "Welcome Back Bash" was held for students on August 19 with approximately 300 students in attendance. Ms. Husch reported on a Blood Drive held by the Practical Nursing Club and announced that the annual hot dog lunch for students and staff will be held the following day. She reported Loganpalooza will be held September 9.

**GROUP/ASSOCIATION REPORTS**

**A. Faculty Association Report**

Faculty Association Representative Eric Ebersohl reported faculty and students have returned and instruction has begun.

**B. Term Faculty Association Report**

No report.

**C. Logan Operational Staff Association Report**

No report.

**D. Logan Professional Staff Association Report**

Logan Professional Staff Association Representative Angie Calcaterra reported their bargaining team had met the previous evening with College administration and will be meeting again within the next two weeks.

**OFFICERS' REPORTS**

**A. Comments from Interim Vice-President for Student Affairs and Community Education**

Interim Vice-President for Student Affairs and Community Education Larry Peterson thanked the Board of Trustees for the opportunity to serve the College and expressed his appreciation to the campus community for their kindness and support.

Dr. Peterson said in the last three weeks he has learned a great deal about the College. While the College may be facing difficult challenges with enrollment and the budget, he said he is sure we can move the institution forward. Dr. Peterson said he had interviewed and spent time with faculty and staff, the president and vice-presidents, parents, and students, and at the September board meeting he will present to the board a list of his findings and recommendations to move the institution forward. He said this will be done in conjunction with the vice-presidents and the president.

Vice-President Peterson had invited the Financial Aid Office staff to attend the meeting and asked them to introduce themselves to the board. He commented on the difficulty of their jobs and expressed his appreciation for the great job these employees do every day.

**B. Fall Enrollment Report**

Dr. Peterson shared some early fall enrollment figures with the board, stressing that these figures were not final numbers. He said he is aware of the problems the College has experienced with the CHEC building, and noted he is using Spring 2015 as the baseline for his report. Spring 2015 headcount was 5,825; current Fall 2015 numbers are 3,886. Numbers from business and industry and continuing education will increase that number. Dr. Peterson explained in Spring 2015, there was a purge which gave a more accurate account of the actual enrollment. The fall figures to date do not include a purge, which makes it problematic to establish Spring 2015 as a baseline for measuring future semesters. He indicated a normal purge is between 10% and 15%, noting the high end could be even greater, and explained the effect this could have on the fall figures. Dr. Peterson said fall credit hours are only down 8% from spring. He said all three divisions share in this problem, and he feels that if things had been done differently with a little more "elbow grease" an increase in credit hours could have occurred. Dr. Peterson said that his September report to the board will include some options on how the College can make enrollment better, improve credit hours, and move the institution forward. He stated the College cannot stand this level of enrollment very long.

Trustee Ray Hancock said it is his understanding the College no longer does late enrollment during the first week of classes. Dr. Peterson said that is the case; however, a student can still enroll with a closed class card after the first day of class. He said this is a problem because the student can't enroll until they get permission from the faculty member which lengthens the process for actually getting the student in class. Dr. Peterson said a series of decisions have been made over time that, by themselves, did not create a major problem; but together they have converged to cause real

enrollment problems. Trustee Jake Rendleman asked why numbers cannot be purged like they were in the spring. Vice-President McCormick said the Jenzabar system as presently set up has a purging function, but is a completely manual purging function which is very labor intensive. He stressed that the intention is not to never purge again; the capacity was simply not there to do it for fall. It is fully expected to be done for the spring semester. Vice-President McCormick said we are working with Jenzabar to get to a different place with this. He stressed this is a one-semester situation. There will be a purge in the spring; a better way just has to be in place for that. Trustee Rendleman expressed his concerns with why the Jenzabar system wasn't working as it should. Vice-President McCormick explained that this is only the second semester in a new system and changes are inevitable. He noted there are many good things about the system which, unfortunately, do not get communicated. Trustee Bill Alstat asked how much of a reduction in enrollment was figured into the FY 2016 budget. Vice-President McCormick said some credit hour loss was budgeted for FY 2016 that resulted in \$300,000 less than what would have been budgeted if we expected to remain flat in credit hours; however, if credit hours end up being 8% less, that will be more of a reduction than what is budgeted for. Trustee Rendleman noted that the state money is based on credit hours two years prior, so we will really be hit hard in two years. Vice-President McCormick said the state formula funds the greater of the credit hours from two years prior, or the average hours of a three-year period including two years ago, three years ago, and four years ago.

Trustee Bill Kilquist said he had heard about all the bad things related to the Jenzabar system and asked Vice-President McCormick if he could tell him at least three good things. Vice-President McCormick passed out a page listing the multiple positive benefits of Jenzabar experienced to date, especially for students and financial aid/student services functions. Trustee Ray Hancock pointed out that the problems being experienced with the Jenzabar system are not atypical at all, noting that there are always multiple problem with these types of transitions. He called it a normal part of a very large process that will be extremely good for the College in the long run. Vice-President McCormick said one of the most glaring deficiencies at the moment is in the faculty experience, and this is being worked on with Jenzabar upper management. A contract with Jenzabar is later on the agenda for some additions to help address faculty needs.

Vice-President Larry Peterson went back to address some of the issues regarding enrollment. He said, regarding Dr. Hancock's earlier questions regarding late enrollment, there is no question that a student who registers after the start of the semester has an uphill climb; however, Peterson said we are a community college and he has a problem with denying these students the opportunity to try. Dr. Peterson also noted that many students in the John A. Logan College district do not have Internet or computers to access the JALC portal. He has had conversations with the Vice-President for Business Services and College Facilities regarding the possibility of sending out hard copies of bills and schedules to students. Vice-President Peterson said he feels the College is upside down as an institution in serving the students.

Trustee Cheryl Graff said she would like to have data on our students who do enroll late and look at what we have in place to make sure they are successful. She stressed the importance of completion and making sure we put a plan in place to reach out to the students who register late (if we plan to start late registration again) to help get those students to completion. Dr. Peterson said we need to look at the overall retention plan and tutoring/academic support services. There was a brief discussion on out-of-district and out-of-state tuition rates, and Trustee Rendleman said he feels the College needs to look at these rates. Trustee Kilquist shared a comment that "we cannot cut our way out of the current financial situation; we must grow our way out." Chairman Brewer stated that

the enrollment issue is a much greater problem than the losses caused by the Community Health Education Complex (CHEC) situation. Dr. Peterson stressed that the institution must get back to putting students first. He indicated that he will bring some recommendations to the board next month. Trustee Ray Hancock reminded everyone that the entire state and nation are in the midst of a decline in enrollment. Trustee Alstat asked why John A. Logan College started earlier than SIUC. Dr. Dreith said he had tried desperately to synchronize the calendars, but since SIU doesn't have the same time constraints for days in session as JALC, it is very difficult to align the calendars.

**C. Letter from Intern**

Vice-President for Business Services and College Facilities Brad McCormick shared a letter he had received from a student, Rosemarie Howerton, thanking him for her positive experience as a student intern in the Business Office and expressing her appreciation for the College. Ms. Howerton had previously attended John A. Logan College, and this internship in our Business Office was her final experience to get her bachelor's degree from SIU at age 85.

**D. Treasurer's Report**

Vice-President McCormick distributed a Cash Management Stages of Action report on operating funds as of August 20, 2015. The report is updated on a regular basis, and is basically a tool used to look at cash balances, look for any concerns, and determine what actions might need to be taken. Mr. McCormick reported as of August 20, 33% percent of annual expenditures are present in cash, indicating we are a stable institution. He said the problems we are facing include the enrollment driven issues. Last year, we finished 4.7% down in revenues. The source of reduction was equal between student tuition and fees and state revenues. While the state revenue reduction was anticipated and budgeted for, the decrease in student tuition and fees was not anticipated or budgeted. Expenditures for last year finished at 4% down. Final numbers for the year will be presented in the annual audit which will come to the board in October. Mr. McCormick said he had received a survey request from ICCB asking short-term effect questions if there is not a state budget by December, and long-term questions if there is not a state budget by the end of June 30, 2016. He said the short-term scenario would affect things like MAP grants for students. He could not imagine a situation where the state would not have a budget before June 30, 2016; however, if that should happen, the College would have to be looking at external borrowing. If there is no state budget, by January, we would have about two months of operating funds left; by March, there would only be about two weeks of operating funds. He assured the board that his staff is working with him to monitor cash flows and be prepared to take whatever actions are necessary should the state budget stalemate last. The College received its last equalization money within the past month, and the state still owes us two months of the FY 2015 money. No FY 2016 money will be received from the state until they approve a budget. Trustee Ray Hancock asked if there are statutory limits on how much the College can borrow. Vice-President McCormick stated there is a statutory limit on maximum indebtedness, and the College is under 50% of that debt limit.

**E. Higher Learning Commission Accreditation Update**

Vice-President for Instruction Laurel Klinkenberg introduced HLC Steering Committee co-chair Lora Hines to give a progress report on the reaffirmation for accreditation process. Ms. Hines reported the Steering Committee had presented updates to faculty and staff at the fall faculty and staff meeting on August 18. The session included a real-time polling of participants to test their

knowledge of the Open Pathway process. Ms. Hines introduced Criterion Co-Chairs who were in the audience and shared the names of the other co-chairs. She reported that each criterion for reaffirmation has one faculty member and one non-teaching professional staff member serving as its co-chair. These co-chairs and their committees have spent countless hours gathering evidence to support our assurance argument. Ms. Hines stated that with co-chairs and committee members combined, over 70 people have been working to gather evidence. She expressed her appreciation to all the other employees on campus who have assisted these committees in their efforts. Criterion 1 has already surveyed faculty and staff for additional evidence. Stakeholder surveys will continue in the future for other criteria. The HLC logo, created by former student Camille Tincheur, has been launched. Ms. Hines reported on the Quality Initiative, stating that spring 2015 assessment results were shared with faculty and staff at the fall meeting. In summer, the College's next student learning outcome, Quantitative Reasoning, was piloted, and data will be gathered over the next three semesters. Ms. Hines reported on the avenues available to become involved with the HLC reaffirmation process. Over 500 packets were given to students at orientation which included an informative handout and how to become involved. Faculty and staff can serve as resources for committees, and work on updating policies, procedures, or websites in their areas. The twelve questions asked at the real-time polling of participants at the fall kickoff meeting were included in Ms. Hines' handout, and she encouraged the board to look those over and see how many they can answer. Ms. Hines expressed her appreciation for John A. Logan College and for the opportunity to be a part of this process. In conclusion, Ms. Hines stressed that the institution must make serving its students the number one priority.

**F. MAP Grant Funding**

President Mike Dreith gave an update on MAP grant funding. He stressed the importance of MAP grants to students, but stated that presently the prospects are not looking good with the state budget situation. Only one house has approved a bill for funding; it has not gone through the second; and the Governor has indicated he will veto it if it gets to his desk. Dr. Dreith said this means that in five or six weeks when our students get their Pell Grant checks, the amount of the MAP award will have to be taken out of the Pell excess. If things do not turn around in the legislature, President Dreith said it will have a very serious impact on our students, the institution, and the area. A legislative solution is not anticipated until an overall state budget is approved. Trustee Rendleman expressed his concerns on the amount of this funding that goes to private schools. Trustee Ray Hancock noted the early deadline for MAP is very problematic for community college students.

**CONSENT AGENDA**

**A. Award Contract For Security Camera Project Wiring (Appendix III)**

President Dreith recommended that the Board of Trustees award the contract for security camera project wiring to the lowest responsible bidder, Clinton Electric, in the amount of \$246,204, which includes the base bid plus nine (9) alternates. This will be funded by Protection, Health & Safety dollars.



**B. Award Contract For Locker Room Renovation (Appendix IV)**

President Dreith recommended that the Board of Trustees award the contract for locker room renovation to the lowest responsible bidder, R & W Builders, Inc., for the base bid in the amount of \$271,501, and the alternate bid for replacement of lockers in the amount of \$91,382.00.

**C. Microsoft Software Licensing**

President Dreith recommended that the Board of Trustees approve the purchase of Microsoft Enrollment for Education Solutions 12 month licensing in the amount of \$45,735.46 from CDW-G.

Bill Kilquist and Jackie Hancock moved and seconded that the Board of Trustees approve all items on the Consent Agenda as recommended.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-3214)

**NEW BUSINESS**

**A. Additional Pooled Services Contract with Jenzabar for “Secondary Services” (Appendix V)**

Vice-President McCormick stated that at present, every time it is necessary to modify or revise the Jenzabar standard product or perform various software updates not included in the present agreement, a separate, job specific agreement is required. This sometimes results in delay of service. Jenzabar has proposed the College entertain a pooled services contract for the “Secondary Services”, which include JICS Administration, CX Applications Programming, JX Applications Programming, COGNOS Report Writing, and assistance to move us to a single sign-on environment within the Jenzabar products. Mr. McCormick said in an attempt to evaluate this method without committing to a full year and larger dollar amount, the administration is recommending we try this approach. By approving this agreement, the Board of Trustees would be authorizing a maximum amount of contractual pooled services hours of no less than seventy-five (75), which is anticipated to last for three (3) months. Costs would be incurred only as services are delivered and invoiced. Vice-President McCormick said that board policy would not require board action on this item due to the dollar threshold. However, the administration wanted to include it for board action as an awareness matter.

Chairman Brewer asked if this was a part of the initial \$3 million paid for Jenzabar. Mr. McCormick said this is in addition.

Ray Hancock and Jackie Hancock moved and seconded that the Board of Trustees approve the “Secondary Services” agreement with Jenzabar in the amount of \$15,000.

Trustee Bill Kilquist expressed his concerns about the amount spent on Jenzabar versus what we are getting out of the system. He recommended that the Board Chair appoint a fact-finding committee (not a fault-finding) committee with representation from all areas of the College to try to get to the bottom of the problems with Jenzabar; get back to the board with a report within 60-90 days; that the committee have no bosses; and that it exists for the betterment of John A. Logan College.

Chairman Brewer called for the question on the motion on the floor

A voice vote showed all in favor with the exception of Trustee Bill Kilquist who voted no. Motion carried.  
(Resolution #16-3215)

Chairman Brewer addressed Mr. Kilquist's recommendation to form a committee, saying he is not opposed because it is a good idea to involve all facets of the College in discussion of the difficulties with Jenzabar. He said that while it is within his power as Board Chair to appoint an ad hoc committee, he cannot give names yet. Therefore, he felt it would be desirable to have a motion and a second to have the chair appoint this fact finding committee.

Bill Kilquist and Jake Rendleman moved and seconded that the Board of Trustees authorize the Board Chair to appoint a Fact Finding Committee with representation from all areas of the College to look into issues regarding the Jenzabar ERP system and report back to the board within 60-90 days.

Trustee Jackie Hancock asked what specifically this committee would be looking for. Mr. Kilquist said he is hearing comments from employees that they don't want any more training; they just feel the system doesn't work. He feels technology should work for us, and we need to look at the problems and do what is best for the College.

Trustee Ray Hancock said this is a very complex system and any time a software change of this magnitude happens, it changes everything we do. He said doesn't disagree with a committee, but feels they are not going to find anything that the staff doesn't already know and are trying to work on. Mr. Kilquist said everyone needs to have input into this issue. Dr. Hancock pointed out that the College can't get out of this system now without losing over \$3 million. He said he feels it will eventually work and be good for the College. Trustee Cheryl Graff asked if faculty need more training or if our technology people need more training, stating she is confused on what we are looking for. She also pointed out that the College currently has an Integrated Technology Committee and asked if they will be part of this committee. Board Chair Brewer said he wants to see fresh people looking at the issue, not the Integrated Technology Committee. He expressed concerns about the amount of money this system continues to require. Trustee Kilquist said we need to determine if we are getting what we paid for, and if we are not, look at some action to see that we get what we paid for. Trustee Ray Hancock asked if his understanding is correct that the existing Integrated Technology Committee would have nothing to do with the new committee. Trustee Jackie Hancock stated that the people on the Integrated Technology Committee are the people most involved and knowledgeable about the system, asking why anyone would want to exclude them. Mr. Kilquist said that it's the people who need to get information out of the system and use it on a daily basis that are having issues and they who he wants to hear from. Trustee Graff asked if these people need more professional development/training. Mr. Kilquist said he is hearing from these people that they don't need more training – the system just isn't working for them. Vice-President McCormick said Information Technology falls within his area, and that he is not threatened in any way and does not have a problem with a fact-finding committee. His only request is that the staff members who have invested hundreds of hours in the system not be excluded from this committee. He agreed that the committee should represent everyone, but in order to get full and accurate information in this report, the staff members with most expertise need to be involved.

Upon roll call, members voted as follows: Cheryl Graff – yes; Jackie Hancock – no; Bill Kilquist – yes; Jake Rendleman – yes; Ray Hancock – no; Bill Alstat – yes; Brandi Husch – yes; Don Brewer – yes. Motion carried.  
(Resolution #16-3216)

### **CLOSED SESSION**

Board Chair Brewer stated it was desirable to hold a closed session to discuss the appointment, employment, and compensation of specific individuals; collective bargaining; and pending litigation; and that he would appreciate board action and a roll call vote to that effect.

Jake Rendleman and Bill Alstat moved and seconded that the regular meeting of the John A. Logan College Board of Trustees be declared in closed session.

Upon roll call, all members voted yes. Motion carried.  
(Resolution #16-3217)

The meeting was declared in closed session at 8:45 p.m.

The meeting was declared back in regular session at 10:00 p.m.

### **CLOSED SESSION MINUTES**

Cheryl Graff and Jackie Hancock moved and seconded that the Board of Trustees approve the content of the closed session minutes of July 28, 2015, but that these minutes not be available for public inspection at this time.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-3218)

### **PERSONNEL**

#### **Operational Staff**

President Dreith recommended that Tina Craft be employed as a full-time, temporary, grade V, administrative assistant V effective September 1, 2015.

President Dreith recommended that Elaine Crain be ratified as a full-time, grade III, enrollment specialist effective August 17, 2015.

President Dreith recommended that Carmen Cutsinger be employed as a full-time, grade IV, secretary IV (vice president for instructional services) effective September 1, 2015.

President Dreith recommended that Morgan Gravatt be employed as a full-time, grade III, payroll accounting clerk effective September 16, 2015.

President Dreith recommended that Brian Sickinger be employed as a full-time, grade III, technology support technician effective September 1, 2015.

### **Non-Teaching Professional Staff**

President Dreith recommended that Sheila Colombo be employed as a full-time, temporary, grade II, assistant coordinator of the center for business and industry effective September 1, 2015.

President Dreith recommended that Colleen McLaughlin be employed as a full-time, grade VI, director of preschool at John A. Logan College effective September 15, 2015.

President Dreith recommended that Kylee Williams be ratified as a full-time, grade IV, IT infrastructure technician at John A. Logan College effective August 11, 2015.

The Board Finance Committee recommended a 2.56% salary increase for the president effective July 1, 2015.

*(The agenda item for a part-time, assistant women's softball coach was removed from this section of the agenda in order to be voted on separately.)*

President Dreith recommended consideration of retirement request of Tom Bell, associate dean for learning resources, effective January 1, 2016.

President Dreith recommended consideration of retirement request of Judy Vineyard, associate dean of library services, effective September 1, 2016.

President Dreith recommended consideration of retirement request of Terry Crain, dean for student services, effective December 1, 2017.

### **Full-Time Faculty**

*(The agenda item for action on employment contract of full-time faculty member was removed from this section of the agenda in order to be voted on separately.)*

### **Term Faculty**

President Dreith recommended that Judith April Dollins be employed as a part-time instructor of nursing at John A. Logan College effective August 31, 2015.

President Dreith recommended that Monte Franklin be ratified as a part-time instructor of mathematics at John A. Logan College effective August 19, 2015.

President Dreith recommended that Nicholas Guardiano be ratified as a part-time instructor of philosophy at John A. Logan College effective August 19, 2015.

President Dreith recommended that Sheri Jean be ratified as a part-time instructor of computer information science at John A. Logan College effective August 17, 2015.

President Dreith recommended that Paul Martin be ratified as a part-time instructor of political science at John A. Logan College effective August 19, 2015.

President Dreith recommended that Leanne Mausey be ratified as a part-time instructor of diagnostic medical sonography at John A. Logan College effective August 17, 2015.

President Dreith recommended that Donna McClusky-Bryant be ratified as a part-time instructor of nursing at John A. Logan College effective August 31, 2015.

President Dreith recommended that Beau McFarlin be ratified as a part-time instructor of emergency medical services at John A. Logan College effective August 17, 2015.

### **Continuing Education Staff**

President Dreith recommended that Jeremy Cobb be employed as an Adult Basketball League instructor at John A. Logan College effective September 2, 2015.

President Dreith recommended that Courtney Henson be employed as an After School Teaching (K-8) instructor at John A. Logan College effective September 1, 2015.

President Dreith recommended that David Hoffman be employed as a Medieval Martial Arts and Self Defense (Ages 14 and Up) instructor at John A. Logan College effective September 10, 2015.

President Dreith recommended that Dennis Hoyle be employed as an Exploring Crowdfunding through Kickstarter (Beg.) instructor at John A. Logan College effective September 8, 2015.

President Dreith recommended that Dennis Hoyle be employed as an Intro to Exploring Crowdfunding through Kickstarter (Beg.) instructor at John A. Logan College effective September 8, 2015.

President Dreith recommended that Dennis Hoyle be employed as a Principles of Game Design instructor at John A. Logan College effective September 8, 2015.

President Dreith recommended that Jinseon Kim be employed as a Korean for Beginners instructor at John A. Logan College effective September 8, 2015.

President Dreith recommended that Michele Loyd be employed as an ACT Prep – Math Skills instructor at John A. Logan College effective October 8, 2015.

President Dreith recommended that Cindy Morthland be employed as a Paranormal Investigations instructor at John A. Logan College effective September 14, 2015.

President Dreith recommended that Meghan O’Leary be employed as a Beginner Swim Lessons Level 2 instructor at John A. Logan College effective October 26, 2015.

President Dreith recommended that David Schwartz be employed as a Weight Loss instructor at John A. Logan College effective August 31, 2015.

President Dreith recommended that Karen Scriven be employed as a Body Sculpt instructor at John A. Logan College effective August 31, 2015.

President Dreith recommended that Adrienne Camille Sizemore be employed as an After School Teaching (K-8) instructor at John A. Logan College effective August 31, 2015.

### **Grant Personnel**

President Dreith recommended that Christina Gilroy be employed as a full-time, temporary, grade III, advisor/counselor at John A. Logan College effective September 14, 2015.

President Dreith recommended that Carla Childs be ratified as a part-time adult secondary education instructor at John A. Logan College effective August 6, 2015.

President Dreith recommended that Linda Ellis be ratified as a part-time adult education instructor at John A. Logan College effective August 25, 2015.

President Dreith recommended that Michael Ruhland be ratified as a part-time adult secondary education instructor at John A. Logan College effective August 10, 2015.

### **Volunteer Personnel**

President Dreith recommended the appointment of volunteer Hio Loi and Mary Kate Varnau for Literacy.

President Dreith recommended the appointment of David Schwartz as an intern for the Community Health Education Complex.

### **Additional Personnel**

#### **Office of Human Resources Reorganization**

President Dreith recommended the reorganization of the Office of Human Resources which involves the following individual action:

- The reassignment of Megan Moseley to the position of Coordinator of Human Resources.

Jake Rendleman and Bill Alstat moved and seconded that all personnel items on the agenda be approved as recommended, with the exception of two items pulled for separate votes.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-3219)

### **ACTION ON ITEMS REMOVED FROM THE REGULAR PERSONNEL AGENDA**

President Dreith recommended and Jake Rendleman and Brandi Husch moved and seconded that Bruce Jilek be employed as a part-time, assistant women's softball coach effective July 1, 2015.

Upon roll call, members voted as follows: Bill Kilquist – no; Jake Rendleman – yes; Ray Hancock – yes; Bill Alstat – yes; Cheryl Graff – yes; Jackie Hancock – yes; Brandi Husch – yes; and Don Brewer – yes. Motion carried.  
(Resolution #16-3220)

President Dreith recommended and Bill Alstat and Cheryl Graff moved and seconded to rescind the action taken at the July 25, 2015 board meeting regarding Dr. Amy Mathis' appointment at the College, and to accept and approve Dr. Mathis' resignation in accord and consistent with her request to the College.

Upon roll call, members voted as follows: Jake Rendleman – yes; Ray Hancock – yes; Bill Alstat – yes; Cheryl Graff – yes; Jackie Hancock – yes; Bill Kilquist – no; Brandi Husch – yes; Don Brewer – yes. Motion carried.  
(Resolution #16-3221)

### **ANNOUNCEMENTS**

None.

### **ADJOURNMENT**

Jake Rendleman and Jackie Hancock moved and seconded that the regular meeting of the John A. Logan College Board of Trustees be adjourned.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-3222)

The meeting was duly adjourned.

Respectfully submitted: Donna Glodjo, Recording Secretary to the Board of Trustees

Don Brewer, Chair

Jake Rendleman, Secretary