

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 March 2, 2010, commencing at 7:00 p.m.

The meeting was called to order by Acting Board Chair Mike Hopkins.

The chair directed the recording secretary to call the roll:

John Sanders	–	present
Jake Rendleman	–	present
Bill Kilquist	–	present
Michael Hopkins	–	present
Jim Snider	–	present
John O’Keefe	–	present
Rachel Grasher	–	present
David Hancock	–	present

Also present were: Robert L. Mees, President; Brad McCormick, Vice-President for Business Services and College Facilities; Tim Daugherty, Vice-President for Administration; Julia Schroeder, Vice-President for Instruction; John Huffman, College Legal Counsel; Steve O’Keefe, Director of Community Relations and Marketing; Donna Glodjo, Recording Secretary to the Board of Trustees; and other College personnel.

The Board and audience welcomed David Hancock back.

Acting Board Chair Mike Hopkins led the Board in the Pledge of Allegiance to the flag.

MINUTES OF THE JANUARY BOARD MEETING AND SPECIAL MEETING OF FEBRUARY 12, 2010

The minutes of the January 26, 2010, regular Board meeting and the special Board meeting of February 12, 2010 were previously distributed.

John Sanders and Jim Snider moved and seconded the approval of the minutes of the regular meeting of January 26, 2010, and the special meeting of February 12, 2010.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2429)

FINANCIAL REPORTS (Appendix I)

The financial report for the period ending December 31, 2009, was previously mailed.

Jake Rendleman and John O’Keefe moved and seconded the approval of the financial report for the period ending December 31, 2009.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2430)

ACCOUNTS PAYABLE (Appendix II)

The list of accounts payable for the period ending January 31, 2010, was previously mailed.

Jim Snider and Jake Rendleman moved and seconded the approval of the list of accounts payable for the period ending January 31, 2010.

Upon roll call, all members voted yes. Motion carried.
(Resolution #16-2431)

RECOGNITION OF GUESTS

None.

OPPORTUNITY FOR PUBLIC COMMENTS/QUESTIONS

Faculty member and English Department Chair Anita Petersen addressed the Board, thanking them for the excellent and difficult decisions they make for the College. She spoke of the quality of the two English faculty members being considered in the plan for possible staff reductions, and implored the Board to try and find a way to retain these two quality people. Nicole Borrenpohl, an English faculty member to possibly be affected by the staff reductions, spoke to the Board. She expressed her understanding of the situation and the difficulty of the decisions to be made. She expressed how appreciative she is to be a part of the Logan family, and asked the Board to find a way to preserve this family and allow her to continue to be a productive member. Professor Emeritus Paul Menkis addressed the Board on behalf of the Interpreter Preparation, Court Reporting and Captioning Technology programs, entreating the Board to reconsider any plans to suspend those programs. English faculty member Katy Carl pointed out that the English Department currently has 11 members with one retirement planned at the end of this academic year. She noted that if two of these positions are eliminated, this will leave only eight English faculty, adding that five of the eight are or will be eligible for retirement within the next few years. If retirees are not replaced, she pointed out this could leave only three full-time English faculty for a student body of 7,000, noting this could present accreditation problems. Dr. Roy Miller, President of Telecommunications for the Deaf and Hard of Hearing – a non-profit organization headquartered in Washington, DC – gave a national and local perspective of the tremendous growing need for captioning programs and interpreter programs. He encouraged the Board of Trustees to give strong consideration to the need for captioners and interpreters and preserve these programs. Casey Gill, a graduate of the JALC interpreter program, spoke to the excellent reputation of the College's interpreter program across the country, citing some of her personal experiences. Shayne Crawshaw, chair of the Business Department, addressed the Board. He distributed a folder to the trustees containing information and letters of support for the College's Real Time Captioning Technology Program. He briefly discussed some of the information, noting that John A. Logan College is the only school south of Peoria to offer such a program. Mr. Crawshaw asked the Board to carefully peruse these documents before any decision is made toward eliminating the Real Time Captioning program at John A. Logan College. Marilyn Haywood, instructor of the Real Time Captioning program, also addressed the Board, asking them to take the information presented into consideration and to please not suspend the program. She shared some information regarding student numbers with the Board, and stressed that there is a great commitment to recruit new students.

Board Chair David Hancock read a prepared statement to the Board in which he thanked everyone for the outpouring of cards, prayers, and concerns. He noted that his brain surgery has not damaged his memory, thinking, or speech. Regarding the present budget crisis, Mr. Hancock's statement was as follows:

"We, the John A. Logan College Board of Trustees and administration of this College, did not create this financial crisis. It was created by politicians of the State of Illinois.....The problem is ours

to solve. How are we, the trustees and administration going to do this? The answers will cause us distress. Know that your Board and administration are very proud of every one of you. You have, both teachers and staff, expressed knowledge, expertise, and excellence in your work. For this, our College has been ranked as one of the best community colleges in the state and USA. We Board members have hired the best employees in the college system. It is very sad that we have to take some actions that are most important to save this College from financial ruin. I feel to save the colleges in the State of Illinois, we, the 273 elected trustees – from the same voters who elected the politicians who will no longer support the community colleges – must support only the politicians who will support our community colleges, those who will work toward solving our financial crisis, and that we do replace the politicians who have caused many employees like yourselves to lose their jobs. I would like to recommend to the politicians who have created this financial crisis my brain surgeon who can operate on their brains, making them see the importance of helping, not hindering, the community colleges in educating the students which is the most important thing that colleges must do. I am outspoken, much to the point, and offensive to the politicians who have created this financial crisis to the community colleges. Again, I'm very sorry that we, the Board and administration must solve the problems we did not create. May God bless each and every one of you. Pray that we make the best and right decisions.”

Trustee Jake Rendleman reported that three hearings were held at the Community Health Education Complex, and those attending came up with many good suggestions. One of those suggestions was to write letters to our legislators. Mr. Rendleman said that sample letters and names and addresses of legislators are available for those wishing to write.

BOARD OF TRUSTEES REPORTS

A. Illinois Community College Trustees Association (ICCTA)

Trustee John Sanders reported the next ICCTA meeting will be held March 19 and 20 in Oak Brook.

B. Southeast Region Trustees (SERT)

Trustee John O'Keefe stated a Southeast Region Trustees meeting is usually held in the spring, but he has not yet received any information from Rend Lake College.

C. John A. Logan College Foundation

Trustee Jake Rendleman reported the John A. Logan College Foundation held its annual Italian Dinner on February 24 and it was very successful. He reported over 400 dinners were served.

D. Association of Community College Trustees (ACCT)

Trustee John Sanders reported the ACCT Legislative Summit in Washington, DC, had to be rescheduled to March 10-13 because of the snowstorm in February. Mr. Sanders said he made the trip to Washington in February, arriving before the snow came, and met with the ACCT board. He said that meeting was productive. The group heard from the Deputy Secretary of Education who spoke about the President's graduation initiative. Mr. Sanders said no one from the College will be traveling back to the rescheduled summit because of budget constraints.

E. Hiring Committee

No report.

F. Athletic Advisory Committee

Trustee Bill Kilquist reported the Athletic Advisory Committee met and it was the consensus of the group that the Athletic Department would cut a specified dollar amount out of its budget, and remain at Division I status. Trustee Sanders asked if this budget cut will come to the Board for a vote. President Mees said the recommendation is that \$200,000 be cut out of the Athletic Department budget for FY 2010 and another \$200,000 be cut in FY 2011. He said the department feels it can do this without moving into Division II. President Mees said this will require cutting back on housing and meal scholarships. President Mees said he feels the Board should take action on this as an individual item, and it can be put on the agenda for the next Board meeting. Trustee Sanders said this is an important decision and comes into play in making further decisions. Trustee Kilquist reminded the Board there has been a quarterly report requested to track these items to make sure the expected progress is being made. Trustee Sanders asked if any consideration has been given to requiring a certain percentage of athletes to be in-district. Athletic Director Jerry Halstead said it would be very difficult to put a quota on the number of athletes from in-district, and he would be opposed to that. He further explained the ramifications of going to Division II, reporting that at the current time, most other schools are staying Division I and making budget cuts similar to those the College is proposing. Mr. Halstead said housing cuts will be a big part of the budget cut. Other plans call for doing away with the fall baseball games and travel and maintaining the integrity of the spring program. Mr. Halstead said the department will try to maintain the entire athletic program within the dollars allowed. President Mees asked Mr. Halstead if he and his coaches felt confident they can meet the objective of cutting the additional \$200,000 in FY 2011. Mr. Halstead said they are confident they can. Trustee Sanders asked about the possibility of fund raising and scholarships. Mr. Halstead said this is definitely something that is constantly pursued, but noted there is a great deal of competition for those dollars. Trustee Sanders said that while he understands why the College must look out-of-district for its athletes, he would like to see in-district athletes pursued.

G. Developmental Education Committee

Trustee John O'Keefe said representatives from the Developmental Education Committee presented at the Carterville School Board meeting on February 18. He said the Carterville Board was very receptive. The next meeting will be with the West Frankfort School Board. Vice-President Julia Schroeder reported she had received word that Senate Bill 3705 – College and Career Readiness had made it out of committee that day, and said this is largely due to the vote of Senator Dave Luechtefeld. The bill will now move on to the Senate floor and then to the House. If approved, John A. Logan College will receive the same funding next year for College and Career Readiness. President Mees said JALC is one of six schools statewide participating in the College and Career Readiness Project. He said that tremendous gains are being made in communications with district high schools. Dr. Mees said there could be significant federal dollars available this year to implement this throughout the state. Dr. Mees and Dr. Schroeder encouraged everyone to express their appreciation to Senator Luechtefeld.

H. Nursing Committee

Trustee O'Keefe said the Nursing Committee has not had a meeting, but will be holding one in the near future. He introduced Director of Nursing Marilyn Falister who informed the Board that Man-Tra-Con has received approval for over a quarter of a million dollars to be split between six community colleges. The funds will be used on simulation to work with nursing students on critical issues before they reach the hospital phase.

I. Center for Excellence

Trustee Jake Rendleman stated that, as a member of the Center for Excellence Committee, he is announcing that the committee has voted to not hold the All Logan Picnic this year because of the College's financial difficulties. He stated this would have been the 12th year for the picnic which began as a part of the Leadership and Core Values initiative. He noted this will save the College between \$5,000 and \$6,000 per year. The Board was in agreement with suspending the picnic.

President Mees noted that the Christmas Luncheon will also be suspended this year, and the annual Retirement Reception (which was initially going to be combined with the All Logan Picnic) will not include a luncheon this year. It will just be a recognition ceremony with light refreshments. He said all of this will result in significant savings.

J. Diversity Committee

Trustee John Sanders said he was unable to attend the recent Diversity Committee meeting, and asked Vice-President Schroeder to report. Dr. Schroeder said the committee approved a Diversity Pledge, and the April meeting has been cancelled. President Mees said a speaker from SIUC recently spoke at the College on art by minority and diverse people, and Rev. Archibald Mosley from Carbondale spoke at another day-long event in celebration of Martin Luther King, Jr. and Black History Month.

K. Student Trustee

Student Trustee Rachel Grasher reported that an in-house play, *Great Falls*, will be presented March 5 and 6 and Spring Fest will be held on March 17. She said the Student Senate would like to meet with the Board of Trustees at the regular March 23 meeting.

David Hancock and Jake Rendleman moved and seconded that the Board of Trustees change the time of the March 23, 2010, Board of Trustees meeting to 6:30 p.m. for the purpose of meeting with the Student Senate.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2432)

GROUP/ASSOCIATION REPORTS

A. Faculty Association Report

Faculty Association Representative Jane Bryant conveyed on behalf of the faculty, that the proposed employment cuts seem to be unequalized across employment groups. She said the faculty does appreciate the continuing leadership and looks forward to working with the administration and the Board to navigate these tough times.

B. Term Faculty Association Report

DeSande R, representing the Term Faculty Association, stated that group had nothing to report.

C. Logan Operational Staff Association Report

LOSA Representative Judi Pastori said LOSA members are also facing the possibility of staff cuts and reduction in hours. She said the group understands the gravity of the situation, but would appreciate any consideration that can be given.

OFFICERS REPORTS

A. Board Building Committee

Vice-President for Business Services and College Facilities Brad McCormick reported construction on the Communication Wing is starting to pick up a little speed. Steel has been delivered, welding is being done, and steel should be going in to place in the next two weeks.

Regarding the dugout project, Mr. McCormick said the electricians did not show up when they were supposed to last week and were on site for the first time that day. He said electrical work should be finished and concrete slabs poured by the end of the week. Masonry work should start the following week and be completed by March 14. The roofs and concrete aprons will not be complete at that time.

Regarding the Harrison House and Historical Village project which is funded by private donations, Mr. McCormick reported a well-attended pre-bid meeting was held that day. The bid opening is March 11, and the Board Building Committee will review bids on March 17 and form a recommendation to bring to the full Board.

Mr. McCormick reported there was some discussion with the Board Building Committee and the Board about the reflecting pool area between the Communication Wing and Building C. He said that a meeting was held with the general contractor, College legal counsel, Dwight Hoffard, and engineers. It was determined there is no way to do the reflecting pool without impacting the current project and without incurring additional cost. The idea has been abandoned and the reflecting pool project will not be brought to the Board. Other ways of addressing that water shed area will be looked into at a later time.

B. Board Finance Committee

Vice-President McCormick reported approximately one third of the College's third quarter payment from the state was received last week made possible by the state's receipt of stimulus funds. He said this payment will fund approximately two weeks of the College's operating costs. Mr. McCormick said the Board Finance Committee will meet again before the regular March Board meeting to develop a recommendation for either the March or April Board meeting.

Mr. McCormick reported that Senate Bill 2615, sponsored by Gary Forby, received a second reading on February 25, noting this is the bill that has the additional working cash fund capacity in it, as well as an amendment to allow community colleges a line of credit equal to 85% of the pledged state revenues. He said this would provide a significant amount of resources without having to go into a tax levy debt.

C. Board Policy Committee

Vice-President McCormick said the Board Policy Committee has items on the agenda tonight under both old and new business. He briefly explained some of the policy revisions.

D. Transcript Fee

Vice-President for Administration Tim Daugherty said it was announced at the January Board meeting that the fee for Performance Series events would be raised from \$10.00 to \$15.00. He said in looking at other areas where additional fees would be appropriate, it was determined that the College should initiate a \$5.00 fee for transcript requests. Dr. Daugherty reported that last year the College received 9,000 requests for transcripts, so this should generate some additional funds. He said other areas are still being looked into.

Trustee Rendleman asked about changes in caps and gowns for commencement. Dr. Daugherty said in the past, the College has paid for the students' regalia. Now the new bookstore will be taking over that responsibility and students will purchase their own regalia from them.

E. Upcoming Events

Vice-President for Instruction Julia Schroeder informed the Board of some upcoming events including the Intergenerational Conference on March 8 with David Snowden as the keynote speaker; Discussion on Election Results of the Illinois Primary by analysts from the Paul Simon Public Policy Institute on March 15; and a talk by Dr. James Lowen on *Sundown Towns and Why They Are Important in Southern Illinois* on March 15.

F. IPP Newsletter

Dr. Schroeder distributed copies of the Interpreter Prep Program's newsletter, and encouraged the trustees to read.

G. Community Health Education Complex Town Hall Meetings

Vice-President Schroeder announced that three town hall meetings were held at the Community Health Education Complex. She distributed a folder of information and noted that a form letter to send to legislators is included. Dr. Schroeder said that 338 people had also signed a petition to legislators. Over 120 people attended the town hall meetings, and Dr. Schroeder noted the testimonies heard were unbelievable. She said Vice-President McCormick has conducted a study which found it costs \$750,000 per year to run the facility and the programs in it. If the College were receiving the appropriate payments from the state, it would more than cover the cost of operating the facility. The problem, she said, is that we, of course, are not receiving our funding. She said many of the recommendations from the town hall meetings and the results of a survey will be looked at. Trustee Rendleman said the people who use the facility are very concerned. He said over 3,000 people use the facility and senior citizens are particularly concerned. He encouraged people to contact legislators and commended Deana Smith and Chris Georgantas for all their efforts.

H. On-Line Course Delivery

Vice-President Schroeder reported that on-line enrollment keeps growing. She said 120 sections of on-line classes were offered last fall representing 80 different courses. This spring, there are 135 sections of on-line classes representing 97 different courses. Dr. Schroeder said she and Dr. Payne had met with department chairs, and they are confident that even if the Communication Wing is not ready in spring of 2011, on-line courses will enable the College to do to a four-day work week which would save additional dollars.

I. Commendation of Faculty Association

Dr. Schroeder commended the IEA Full-Time Faculty Association, their President Jane Bryant, and their Executive Committee for their willingness to work with the administration.

J. Update on State Budget

President Mees stated that community colleges fight hard for additional funding every year, noting that since 2002, there has been no additional funding for community colleges. He said this year a one percent increase in state funding was appropriated, but the problem has been receiving that money. Even with the \$1.2 million payment received recently, the state still owes the College \$6.8 million. Dr.

Mees said no more payments are expected before the end of the fiscal year. He said concerns continue to grow regarding what will happen with the FY 2011 budget. Dr. Mees said the Governor is expected to cut back funding for education by ten percent. Dr. Mees said the College is being forced to look at ways to continue operating by lowering expenditures, and it is very difficult. He encouraged everyone to lobby their legislators and let them know the damage that is being done due to the lack of leadership in Springfield. Dr. Mees thanked everyone for the excellent input received as the College attempts to deal with the financial problems. Dr. O'Keefe stated that he had a conversation with ICCTA Executive Director Mike Monaghan in which Mr. Monaghan indicated the state budget situation may not start to turn around until 2014.

CONSENT AGENDA

A. Bid - Protection Health Safety Compliance - Roof Replacement C-Wing Phase I (Appendix III)

President Mees recommended that the Board of Trustees approve the low bid meeting specifications (for Protection, Health, Safety Compliance –Roof Replacement C-Wing Phase I) from Kehrer Brothers Construction of Albers, Illinois, in the amount of \$319,360 for the base bid; \$20,170 for Alternate Bid RW-1; and \$47,770 for the Alternate Bid RW-2 (\$387,300 total bids) for removal of the existing roof system on the gymnasium and north part of C-Wing and installing a new rigid insulation to comply with the current R-value requirements of BOCA National Building Code. In addition, it is recommended that the Board authorize the contractors to begin the order process as soon as they receive the Notice of Award and the administration be authorized to compensate Image Architects, Inc., for any architectural services for this project at a cost of \$38,730 plus direct costs associated with this project.

There were some questions as to the extreme difference between the low bid and the others. Vice-President McCormick said the bidder was contacted regarding the dramatic difference after the bid opening. The company recognized an error in their bid, but after sending a crew out to inspect the job site they agreed to stand behind their bid and understand the job must be done to specifications. Mr. McCormick said there is really no option but to accept their low bid and hold them accountable for it.

B. Approval of Memorandum of Understanding with Mid-Continent University (Appendix IV)

President Mees recommended that the Board of Trustees approve a Memorandum of Understanding with Mid-Continent University as contained in Attachment IV effective February 23, 2010, to provide opportunity for area residents to pursue a Bachelor of Science in Business Management, a Bachelor of Science in Psychology and Counseling, and a Master of Science in Human Resource Management on site at John A. Logan College.

Trustee Rendleman asked what the College gets from this agreement. Dr. Schroeder said Mid-Continent is only given classroom space if it is available -- they must work around our schedule. Mr. Rendleman said he feels in these tough times, the College should look at getting something toward utilities, etc. Dr. Daugherty stated that one of the benefits the College receives from having these other colleges teaching on our campus is the additional credit hours. He noted that part of our agreement with these colleges is that they will take more of our courses toward their degrees. President Mees said it is possible that in the future some type of fees could be looked into for other colleges using our facilities.

Jakc Rendleman and Bill Kilquist 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 #16-2433)

OLD BUSINESS

A. Proposed Additions/Revisions to Board Policies (Appendix V)

President Mees stated the following new or revised Board Policies were presented to the Board of Trustees for the first reading at the January 26, 2010, meeting, and are now being brought to the Board for final action.

Board Policy #3610 – Emergency Response and Declaration (New Policy)
Board Policy #5250 – Non-Teaching Professional Staff Course Work
Board Policy #5251 – Non-Union Operational Course Work
Board Policy #5332 – Release Time
Board Policy #7370 – Tuition Waivers
Board Policy #7430 – Use of College Vehicles (New Policy)
Board Policy #8430 – Release of Student Information and Access to Student Records

Dr. Mees noted that Board Policy #5225 – Dismissal or Suspension was one of the policies presented for first reading in January. However, due to some input received, this policy is being reviewed for possible further revisions, and is not being brought for final action at this time.

President Mees recommended and Bill Kilquist and John O’Keefe moved and seconded that the Board of Trustees approve the above listed new or revised Board Policies as recommended.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2434)

B. Operational Plan FY 2011 (NO ACTION)

Vice-President for Administration Tim Daugherty stated that a draft copy of the Operational Plan for FY 2011 was presented to the Board at the January 26 Board meeting. He said additional revisions have been made to the document and distributed revised copies with changes highlighted for further review by the Board. Dr. Daugherty said items that had a Number One Priority listed were left in and will become part of the FY 2011 budget. Other items totaling \$424,000 were pulled out of the plan. He stated the final version of the plan will be on the agenda for action at the March 23 Board meeting.

C. Sustainable Plan for Budget Cuts at John A. Logan College

Vice-President Daugherty stated that as a result of discussion at the special Board meeting on February 12 and subsequent meetings with employee groups on campus, further revisions have been made to the Sustainable Plan for Budget Cuts at John A. Logan College document. He noted that highlighted items are those that have been modified.

Dr. Daugherty went over modifications in the plan. In Efficiency Mode, there was only one modification which was to add O’Neil Auditorium to #4 as an area that would not be shut down when the College is on a modified schedule.

In the Critical Mode, Items #3 and 4 were modified to use the word “suspend.” In #8, the target number of 20% was included as the amount to reduce institutionally supported student work study.

Dr. Daugherty said that in response to the Board's wishes, Item #12 regarding variable tuition was moved into the Critical Mode from the Crisis Mode. He stated that #16 has been adjusted to state the recommendation to cut \$200,000 from the Athletic Department budget for both FY 2010 and FY 2011. The revised #17 now includes the number 12 for minimum class size. Dr. Daugherty said that Item #21 was originally in the Crisis Mode, but at the Board's direction has been moved into the Critical Mode. This item considers a 4-day work week during the 10-week summer semester. Dr. Daugherty said Item #22 only changes the wording to "suspend." Item #23 was also moved into Critical Mode from Crisis Mode – this modifies the operation hours of the extension centers to reflect a Monday-Thursday schedule. Dr. Daugherty said that Item #24 is a new item to develop a retirement incentive program.

Dr. Daugherty stated that in the Crisis Mode, Item #2 was revised to state that further reductions in the Athletic Department will be implemented if necessary (if the reductions made in the Critical Mode are not enough). Item #5 was added per Board discussion to state that further reduction of the institution's commitment to student work study would be necessary in the Crisis Mode. Dr. Daugherty said that Item #6 had been moved from the Critical Mode into the Crisis Mode and would call for a reduction in department operational budgets to 5% below FY 2009 level.

Trustee John O'Keefe asked what will determine when the College moves from Critical Mode into Crisis Mode. Vice-President McCormick said that if the FY 2011 state budget calls for a ten percent cut, that will put the College in Crisis Mode. He said that if the College only gets two more payments in the next fiscal year, that would also put the College there. He said the situation will have to be carefully watched every month, adding that until we know what the budget is going to be for next year it will be difficult to make the call. It was noted that all items in the Efficiency Mode are in progress and some of the items in the Critical Mode are being enacted already. President Mees stated that the quarterly reports will be very important in keeping the Board informed of the status of each item. Jim Snider suggested that the Board should go ahead and give the administration the authority to proceed with all items in the Critical Mode of the plan. Dr. Daugherty said the administration needs the Board to approve the items in the Sustainable Financial Planning For Budget Cuts at John A. Logan College and, if they concur, to declare that we are in Critical Mode. Both he and President Mees encouraged the Board to speak out if there are any items they are not in agreement with. Trustee David Hancock stated the College has an administration who has the expertise and ability to handle these problems, and he feels the Board should give them the authority to solve these problems and support their decisions.

Bill Kilquist and Jim Snider moved and seconded that the Board of Trustees approve the Sustainable Financial Planning For Budget Cuts at John A. Logan College document.

Trustee John Sanders said this doesn't mean that other cuts or adjustments can't be made if necessary. He asked about the Community Health Education Complex and if there had been any changes in recommendations since the town hall meetings. Vice-President Schroeder said that Item #1 in Critical Mode does need to be adjusted, because that item called for the CHEC building to operate on the instructional calendar. There is now a feeling that because of the credit hours lost, this would not be a viable option and raising fees should be considered instead. President Mees reiterated that this document will still be a work in progress and changes such as this can be made as needed along the way. Trustee O'Keefe asked which item in the plan addresses laying off people. Dr. Daugherty stated that Item #18 and Item #20 address the evaluation of all the College's programs and any related needed cuts (including personnel). Both Dr. O'Keefe and Mr. Snider expressed that they want to make sure all the other items in the Critical Mode are being addressed before people are laid off. Dr. Daugherty stressed that once the Board determines we are in Critical Mode, all the items will be addressed congruently and will not be piece meal. President Mees stressed that some items must be

addressed within state statutes which will affect the timing. He said many things are being looked at and carefully evaluated in Items 18 and 20 concerning programs and services. He said that, unfortunately, if faculty members are involved in reduction of staff decisions, action must be taken 60 days prior to the conclusion of the faculty member's contract. Dr. Mees said the College has no choice but to address these items now to comply with the law. He stressed that the faculty members are not the only employees being looked at for staff reductions – it's just that other groups do not have the statutory requirements. Trustee Sanders asked if we should actually receive some of the state payments, would the College be able to reinstate those employees who were cut. President Mees said that we absolutely could reinstate if the payments should be received. Vice-President McCormick said he feels that he must clarify -- if the College received every dollar it's supposed to get (for FY 2010) tomorrow, it would not eliminate the need to make substantial cuts because of the concerns over the FY 2011 budget. Trustee O'Keefe asked if the Board went ahead and raised tuition again, how much would that raise toward covered salaries of the employees potentially affected by the cuts. Vice-President McCormick said that every \$1.00 beyond where we are now in tuition would generate approximately \$72,000.

Trustee Hancock called for the question on the motion.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2435)

David Hancock and John O'Keefe moved and seconded that the Board of Trustees declare the College in the Critical Mode of the Sustainable Financial Planning for Budget Cuts at John A. Logan College .

A voice vote showed all in favor. Motion carried.
(Resolution #16-2436)

NEW BUSINESS

A. Proposed Additions/Revisions to Board Policies (Appendix VI) (NO ACTION)

The Board Policy Committee presented the following proposed Board Policy revisions to the Board of Trustees for the first reading:

- Board Policy 2380 – Student Board Member
- Board Policy 3361 – Copyright Protection
- Board Policy 5220A – Non-Teaching Professional Staff Compensation
- Board Policy 5411 – Salary Schedule for Non-Traditional Teaching Modes--
(Recommended for deletion as a Board Policy and
content will be moved into an Administrative Procedure)

It was noted that these policies will also be made available to College employees for input and suggestions, and will be brought back to the Board of Trustees for final action at the March Board meeting.

Trustee Jake Rendleman thanked Mike Hopkins, Dr. O'Keefe, and President Mees for attending a banquet at SIUC where Mr. Rendleman was named Alumnus of the Year by the SIUC College of Agricultural Science. President Mees congratulated Mr. Rendleman on this honor, noting that he was presented with a plaque and his picture will be hung in the School of Ag at SIUC. The Board applauded Mr. Rendleman.

CLOSED SESSION

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

Jake Rendleman and Bill Kilquist 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 #16-2437)

The meeting was declared in closed session at 9:05 p.m.

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

CLOSED SESSION MINUTES

Bill Kilquist and David Hancock moved and seconded that the Board of Trustees approve the content of the closed session minutes of January 26, 2010, and February 12, 2010, but that these minutes not be made available for public inspection at this time.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2438)

SPECIAL BOARD MEETING

Jim Snider and John O'Keefe moved and seconded that a special Board meeting be held on March 16, at 7:00 p.m., in the Board Room of the Administration Building, for the purpose of taking action on programs and personnel.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2439)

PERSONNEL

Operational Staff

President Mees recommended that Zachary Essex be employed as a part-time, head lifeguard at John A. Logan College.

President Mees recommended that Mike Giovanni be employed as a part-time, head lifeguard at John A. Logan College.

President Mees recommended that Eric Jones be employed as a full-time, temporary, grade III, museum assistant at John A. Logan College.

Non-Teaching Professional Staff

President Mees recommended that Jennifer Rose be ratified as a part-time, stipend, counselor at John A. Logan College effective January 19, 2010.

President Mees recommended that Donna Glodjo be ratified as the Freedom of Information Act Officer for John A. Logan College, and that the designated staff members who will assist in facilitation of Freedom of Information requests are Vice-President for Business Services and College Facilities Brad McCormick; Vice-President for Instruction Julia Schroeder; Vice-President for Administration Tim Daugherty; and Director of Human Resources Clay Brewer.

Full-Time Faculty

- (1) President Mees recommended that the following full-time, tenured faculty members be offered contracts for the 2010-2011 academic year:

<u>Employee</u>	<u>Full Time Start Date</u>
Nathan Arnett	08/15/02
Tim Baker	11/18/85
Cheryl Barrall	08/13/03
Cheryl Bernhardt	08/13/96
Jeneece Bishop	08/17/87
Carla Bradley	08/19/91
Jane Bryant	08/19/04
Kathleen Carl	08/20/90
Thomas Carroll	08/18/94
Stephanie Chaney-Hartford	08/15/01
Joanna Christopher	08/19/91
David Cochran	08/15/01
Shayne Crawshaw	08/17/94
Max Damron	08/17/06
Mike DeMattei	08/16/00
Joseph Dethrow	08/18/05
Richard Deutsch	08/13/03
Michiko Eberle	01/21/92
Eric Ebersohl	08/17/87
Charles Ellett	08/18/93
James Elliott	08/18/05
Scott Elliott	08/17/98
David England	08/21/89
Robert English	08/19/92
Brenda Erickson	08/19/91
Donna Farris	08/18/94
Janet Followell	08/17/06
Donna Ford	08/15/96
Jo Forer	08/18/94
Della Fulk	08/18/98
Matt Garrison	08/18/05
Kathy Gibson	08/18/98
Kathirave Giritharan	08/21/90
Maudie Graham	08/15/01
James Gundlach	08/18/94
Leila Jo Hart	08/19/92
Pamala Hays	08/18/94
Debra Hess	08/21/89

<u>Employee</u>	<u>Full Time Start Date</u>
Nelda Hinckley	08/22/88
Lora Hines	08/18/94
Julie Horecker	08/15/95
Denis Junge	08/21/89
Pamela Karns	02/01/00
Keith Kendrick	08/16/99
Kathi Kibler	08/16/99
Perry Knop	01/19/93
Michael Kowalewski	01/11/88
Keith Krapf	08/19/91
Cindy Minor	08/16/00
Valerie Newberry	01/03/00
Darby Ortolano	08/16/00
David Packard	09/08/69
Ronald Parks	08/21/89
Melanie Pecord	08/14/96
Gayle Pesavento	08/18/86
Anita Petersen	08/20/97
Faelene Ragan	08/22/89
Lee Rawson	08/17/98
Terri Rentfro	08/18/86
Dianna Reusch	08/18/05
James Mark Rogers	08/17/06
Mikolaj Sawicki	08/19/93
David Michael Seagle	08/14/96
Larry Spears	08/16/95
Robyn Stevens	08/19/04
Virgil Stubblefield	08/22/88
Sherry Sullivan	08/17/06
Cheryl Thomas	08/17/06
Marilyn Toliver	08/19/92
Sue Trammell	08/15/01
Mary Ann Troutman	08/19/04
Greg Walker	08/16/00
Paula Willig	08/17/94

- (2) President Mees recommended the Board of Trustees consider and take possible action to re-employ and award tenure for the 2010-2011 academic year to full-time, non-tenured instructors who have completed three years of satisfactory, full-time employment with John A. Logan College.
- (3) President recommended the Board of Trustees consider and take possible action to offer one year non-tenured contracts for the 2010-2011 academic year to full-time, non-tenured faculty members who have not completed three years of employment with John A. Logan College, but have been evaluated positively.
- (4) President Mees recommended that the following 12 month, full-time, tenured faculty members be offered contracts for the 2010-2011 academic year:

<u>Employee</u>	<u>Full-Time Start Date</u>
Sharon Jenkins	07/01/08
Adam Rubin	07/01/08
Edwina Whitler	07/01/08

- (5) President Mees recommended that, pursuant to 110ILCS 805/3 B-5 of the Illinois Community College Act, the Board of Trustees consider and take possible action to discontinue certain teaching services and programs, and to consider and take possible action to honorably dismiss certain non-tenured faculty in the affected teaching services, and/or programs.
- (6) President Mees recommended that, pursuant to 110 ILCS 805/3 B-5 of the Illinois Community College Act, the Board of Trustees consider and take possible action to decrease the number of non-tenured faculty employed by the Board and to consider and take the possible action to honorably dismiss the non-tenured faculty selected for elimination as a result of the reduction in force.
- (7) President Mees recommended the Board of Trustees consider the retirement request of faculty member Tim Baker effective May 31, 2011.

Term Faculty

President Mees recommended that Rhonda Kirkpatrick be ratified as a part-time instructor of speech effective January 19, 2010.

President Mees recommended that James Heninger be ratified as a part-time instructor of drafting effective January 25, 2010.

President Mees recommended that Harris Mosley be ratified as a part-time instructor of English effective February 1, 2010.

President Mees recommended that Rebekah Savage be ratified as a part-time instructor of speech effective January 19, 2010.

President Mees recommended that Amanda Youngblood be ratified as a part-time instructor of math effective January 19, 2010.

Continuing Education

President Mees recommended that Dan Breslin be employed as a golf instructor at John A. Logan College effective April 6, 2010.

Volunteer Personnel

President Mees recommended the appointment of volunteers Matt Baccus, Suzanne Bires, Thorna Renee Emery, Eric Lyric Ingerson, Jack McKillip, and Sumant Sumant for Literacy.

President Mees recommended and Jake Rendleman and David Hancock moved and seconded that all personnel items on the agenda be approved with the exception of Item Nos. 2, 3, 5, and 6 under Full-Time Faculty; and that Item Nos. 2, 3, 5, and 6 under Full-Time Faculty be tabled and dealt with at the special Board meeting on March 16, 2010.

A voice vote showed all in favor. Motion carried.
(Resolution #16-2440)

President Mees stated that one of the reasons the special Board meeting has been scheduled on March 16 is to allow for further discussions with the full-time faculty union, and to look at other items in the Critical Mode of the Sustainable Financial Plan.

ANNOUNCEMENTS

President Mees announced that the forum scheduled for the next day with the three vice-presidents has been cancelled and may be scheduled at a later time.

ADJOURNMENT

John Sanders and Jake Rendleman 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 #16-2441)

The meeting was duly adjourned.

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

Mike Hopkins, Acting Chair

Jim Snider, Secretary

