

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 22, 2006, 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:

John Sanders	–	present
Carol Farner	–	present
John O’Keefe	–	present
Jake Rendleman	–	present
David Hancock	–	present
Bill Kilquist	–	present
Matthew Todd	–	present
Don Brewer	–	present

Also present were: Robert L. Mees, President; Larry Peterson, Vice-President for Administration; J. P. Barrington, Vice-President for Business Services; Julia Schroeder, Vice-President for Instruction; John Huffman, College Legal Counsel; Steve O’Keefe, Director for Communications and Marketing; Donna Glodjo, Recording Secretary to the Board of Trustees; other College personnel, citizens, and media representatives.

JULY BOARD MINUTES

The minutes of the regular and continued meetings of July 25, 2006, were previously distributed.

Jake Rendleman and Carol Farner moved and seconded the approval of the minutes of the regular and continued meetings of July 25, 2006.

A voice vote showed all in favor. Motion carried.
(Resolution #16-1939)

FINANCIAL REPORT (No Action)

The financial report for the period ending June 30, 2006, will be available in September as a year-end audited statement in conjunction with the annual financial audit of the College.

ACCOUNTS PAYABLE (Appendix I)

The list of accounts payable for the period ending July 31, 2006, was previously mailed.

John O’Keefe and Bill Kilquist moved and seconded the approval of the list of accounts payable for the period ending July 31, 2006.

Upon roll call, all members voted yes. Motion carried.
(Resolution #16-1940)

OPPORTUNITY FOR PUBLIC COMMENTS/QUESTIONS

Tim Baker addressed the Board, noting that he is speaking for himself and not the Faculty Association. Mr. Baker stated that he and the Conflict of Interest committee have worked hard to keep all efforts at a professional, non-personal level. He added that he feels they have been fairly successful. Mr. Baker said he feels the *Southern Illinoisan* was irresponsible in allowing the anonymous blog which allowed anyone to get on and claim to be anyone they wanted to be and say anything they wanted to say. He said that some people were treated very unfairly in that exchange. Mr. Baker said that the Hiring Committee has worked very hard, and he knows they have been very serious. He said that, while the Hiring Committee listened, he isn't sure they heard what was really being said, adding that it is possible the Conflict of Interest of Committee did not do a good job articulating what they really wanted to say. Mr. Baker stated that it seems the anti-nepotism issue has been approached as if the true issue is nepotism. He said that isn't the issue – it's a symptom of a much broader issue. He noted that the true issue appears to him to be the issue of abuse of power – of which hiring is the most visible example, causing this to come to the forefront. Mr. Baker remarked that it appears that a bomb may be being dropped just simply to swat a knat. Mr. Baker said he feels many of these issues and problems could be eliminated by addressing a couple of things. He suggested keeping the Board policies simple, noting that the Board does have the right to hire and fire. Mr. Baker addressed the issue of courtesy interviews, stating that this has not been addressed and has even been protected. He said that the Board clearly intends to continue this practice, adding that in the committee meetings a major part of the discussion was how to do this in such a way that this could be continued. Mr. Baker said that when a hiring committee is put together and agrees to interview the top ten candidates, and someone tells them they must interview a particular candidate (who may have been rated #25), what happens with candidates 11-24 who are being treated most unfairly? He also noted that candidate #25 will come to an interview expecting to have a reasonable chance of being hired. He noted that in reality, they *do* have a chance – thus meaning that there is no such thing as a courtesy interview. Mr. Baker made the point that once a candidate is interviewed, he/she is part of the hiring pool. He said that there have been cases where candidates that have been given courtesy interviews have showed up at Board meetings with their family, fully expecting to get a job, when in reality they did not. Baker suggested that it would be a courtesy to such a candidate to inform them that they have no real chance of getting a job because they did not meet the prescribed standards as defined by the hiring committee. Mr. Baker said that he has been told that when influential people ask us to interview someone, what do we say? He suggested that we simply say, "Read the policy." Mr. Baker said that Board Policy and Administrative Procedures are the out – if those are cited, they (the influential persons) have to go back to their constituent and say, "John A. Logan College has a policy and procedure in place." He said that if our policies and procedures are followed and articulated effectively, they will take care of any issues with improprieties. Mr. Baker said that rather than develop an overly-complicated Board policy, the rule should be less complicated – to follow our fair and open policies and procedures. Mr. Baker said that he feels this would result in a good outcome. He said that if a candidate rises to the top because of his/her qualifications, their relationships with anyone here should be irrelevant.

Board Chair Don Brewer thanked Mr. Baker for his remarks. He reminded the audience that public comments should be kept under five minutes.

Former Executive Director for College Relations Herb Russell stated that at the last Board meeting there was a concerned voice that a thorough anti-nepotism policy would restrict the pool of candidates by removing some of the best-qualified people. He reminded the Board that the Association of Community College Trustees offers clear, expert guidance on this – when this happens, the Board of Trustees member should resign, and let his/her relative apply for the job. He noted that this is for the good of the College and the good of the community. Dr. Russell said that after looking at the *Southern Illinois* issue of that day, he feels the paper is doing a service to the taxpayers by bringing these matters to the public's attention. Dr. Russell added that he agrees the real problem is abuse of power. He asked if those present

were aware that since approximately 1997, people on the Board have contacted the Office of the Vice-President for Administration and let them know who they want hired. He said that the Office of the Vice-President for Administration then tells subordinates who should be hired. Russell said that notwithstanding, interviews still take place, with people sometimes coming long distances to sit in a conference room thinking they have a chance, when, in fact, they don't. He noted that who is going to be hired has already been arranged, adding that it is fixed, and it is rigged. Dr. Russell stated that this happened beginning with Don Middleton's son and Dr. O'Keefe's son. He stated that the best-qualified person then was a young lady with a Ph.D., straight A's, and personality-plus. Dr. Russell said that he interviewed this person and she was head and shoulders above either of these gentleman, but she didn't get the job. He stated that a variation on that same theme – where friendship and bloodlines have been more important than talent – have been occurring through coercion and occasional threats communicated from the Office of the Vice-President for Administration through three vice-presidents and to the president.

BOARD OF TRUSTEES REPORTS

A. Illinois Community College Trustees Association (ICCTA)

Trustee John O'Keefe reported that the next meeting of the ICCTA will be in Springfield on September 29 and 30. He said the big issue at this meeting will be the lawsuit on the interpretation of the Ethics Law as it pertains to community colleges.

Trustee Jake Rendleman drew the Board's attention to a recent ICCTA Action Alert pertaining to Senate Bill 2778 – Emergency Worker Attendance in College Classes. He noted that this has been signed into law as Public Act 940957 which means that if a volunteer emergency worker misses class because he/she is involved in assisting with an emergency situation, he/she cannot be counted absent from class. Mr. Rendleman said that he feels this is very important legislation.

B. Southeast Region Trustees (SERT)

Trustee John O'Keefe reported that the Southeast Region Trustees is in the process of setting up an October meeting.

C. John A. Logan College Foundation

No report.

D. Association of Community College Trustees (ACCT)

Trustee Jake Rendleman reported that the ACCT convention will be in Orlando in October and noted that those planning to attend have made arrangements.

E. Hiring Committee

Hiring Committee Chair David Hancock pointed out that the committee has been meeting since March, noting that he has been somewhat disappointed and a little disillusioned with the overall number of responses – less than 50 out of approximately 800. Mr. Hancock stated that a great deal of time has been spent on this issue. He noted that he is pleased with what the committee has accomplished and realizes that everyone cannot be pleased. Mr. Hancock stated that he appreciated Tim Baker's comments, but noted that this group has not been heard from since they first brought

their concerns to a Board meeting, adding that he feels it is a little late to hear from them at this point when the Board is ready to vote on the policy.

Hiring Committee member John Sanders stated that the Hiring Committee had met again since the last Board meeting. He said that they had addressed the policy as it was presented at the last Board meeting, considered some input from the few responses received and from the committee, and made some changes that resulted in the policy being presented for a vote tonight. Mr. Sanders said that he, like Mr. Hancock, was somewhat perplexed with the small amount of input received regarding the proposed policy. He said that this policy is on the agenda for action later in the meeting.

F. Student Trustee

Student Trustee Matt Todd reported that the Student Senate is having a meeting August 29, and asked faculty and staff to encourage students to participate. He also reported that the American Red Cross will be holding a blood drive on August 30.

GROUP/ASSOCIATION REPORTS

A. Faculty Association

Faculty Association Representative Tim Baker stated that fall semester is off and rolling, and that he is not aware of any problems.

B. Term Faculty Association

No report.

C. Operational Staff Association Report

No report.

OFFICERS REPORTS

A. Special Events

Vice-President for Business Services J. P. Barrington reported that Hunting and Fishing Days will be held at the College September 23 and 24. He stated that the committee has met regularly on the first Wednesday of each month, and reported that plans for the event are moving along very well. He stated that a record crowd is expected this year. Mr. Barrington said that the committee is searching for benefactors to sponsor the event, and stated that prime sponsors have been secured including Marion Toyota, McDonalds, and Crab Orchard Wildlife Refuge. He said the committee is looking forward to the event, and added that the committee will bring back report back to the Board no later than the November Board meeting.

B. Fall Semester Enrollment

Vice-President for Administration Larry Peterson reported that last fall, a record enrollment was set with 5,764 students enrolled. He said that, while tenth day figures for this fall are not yet available, enrollment figures have already surpassed what they were on this date last fall by 31 students and 68 credit hours. He said this is particularly significant in the face of declining enrollments reported from other community colleges around the state. He remarked that Dr. Schroeder's efforts in block

scheduling have had a positive impact, and also stated that the staff in student services has contributed with their prompt handling of students.

C. ASE/GED

Vice-President Peterson reported that he had the opportunity this year to attend an Adult Secondary Education awards night and a GED graduation. He spoke of how moving these experiences were – giving him an opportunity to see how much the events mean to these students and their families, and also how much work and compassion the staff puts into these efforts. Dr. Peterson introduced Kay Fleming to speak about these programs.

Ms. Fleming noted that their program really consists of three programs – Adult Basic Education (GED), Adult Secondary Education (High School), and Literacy. She stated that these programs also include many other grants that are used to provide services to the population they serve. This population consists of any adult age 16 and over who needs secondary completion or basic literacy skills tutoring. Ms. Fleming distributed a copy of their newsletter highlighting major events. She said that this year's graduation was very special due to the fact that Dr. Peterson provided caps and gowns for the students to wear. Ms. Fleming spoke of the diversity of the group the ABE, ASE, and Literacy programs serve and discussed some of the barriers they face. She played a DVD for the Board that the high school students in the program had put together themselves. Ms. Fleming introduced her staff members to the Board and commented on the excellent job they do. She invited the Board to come and visit their program.

D. On-Line Courses

Vice-President for Instruction Julia Schroeder reported that the enrollment numbers in on-line courses are steadily increasing, stating that there are 739 slots in on-line courses this semester – a 33 percent increase over last fall and a 64 percent increase over two years ago. She stated that of those 739 slots, two of the students were enrolled in five on-line courses, five students were enrolled in four on-line courses, and the numbers vary from there.

E. Maytag Closing

Dr. Schroeder distributed a flyer designed by Man-Tra-Con giving updated information on efforts to assist those employees affected by the Maytag closing. Dr. Schroeder stated that the first wave of layoffs is expected by the end of October, noting that it is very important to these people to be able to participate in different types of education. She stated that she has assured them that the College will have things in place to accommodate them, adding that some programs may start as early as November 1. Dr. Schroeder said the transition team has been working and meeting regularly. She reported that the College's main contact for these students will be Lauralyn Cima in Student Services. Dr. Schroeder reported that she is co-chairing an education work team to assist with making this a smooth transition for these people.

F. The Write Place

Dr. Schroeder introduced Anita Petersen, chair of the English Department, and Harry Mosley, English faculty member and overseer of The Write Place.

Ms. Petersen thanked the Board, administration, and Dr. Schroeder for all the efforts that have gone into The Write Place. She explained the function of The Write Place which is basically giving the students a place to talk about their writing. She stressed that it is the College's response to the need

for writers to talk about writing. Ms. Petersen said that faculty and staff have been placed in the center who know about writing and know how to listen to the students and give feedback. She stated that the goal is to work with the student and the assignment the teacher has given them, and ultimately enable that student to work with their own writing to the extent they won't need help. She remarked that the center is in its fourth year and the evolution has been wonderful. Ms. Peterson said that Harry Mosely has been the core person, with both full and part-time faculty volunteering hours to the center. She said the writing lab hours have increased along with attendance. Ms. Peterson stated that the lab was open this summer and also was open in the evenings for the first time. She added that Barbara James is heading up the effort to obtain a grant that would provide funding to get staff into the center on a paid basis and provide a means for assessment.

Harry Mosley stated that he is very honored to be able to speak before the Board about such an important topic as The Write Place. He said that the center is beginning its fourth year. Mr. Mosley drew the Board's attention to a report on the writing center that was included in the packets. He discussed the statistics showing how the writing center is growing, noting that in spring of 2006, 219 students used the center – the highest number to date. He said that 88 students used the center this summer, adding that this was very good figure considering this was the first summer the center has been open. Mr. Mosely distributed some of the advertising tools used for The Write Place, and noted that the highest number of students heard about the center through their teachers, showing the level of faculty support. He noted that most of the students who have visited the center needed help with things such as format, organization, writer's block, modes, etc. He stressed that the center gives in-depth help to the students, not just editorial advice. Mr. Mosley also drew the Board's attention to the results of a student evaluation in which no student marked "fair" or "poor" to any question about the center. He noted that 50 students rated the center "excellent" and 4 said it was "good." He also shared some of the student comments. Mr. Mosley stressed that the center is there to compliment what the instructors do and guide the students toward what their teacher wants. He reported that he and Matt Garrison will appear in a Midwest Writing Center Conference in St. Louis on a panel discussing problems facing writing centers from a community college standpoint. Mr. Mosley thanked the Board, Dr. Schroeder, Barb James, and Anita Petersen for all their support.

Dr. Schroeder complimented Mr. Mosley, stating that he has made The Write Place a very pleasing center for students.

Dr. Mees thanked Barb James, Anita Petersen, and Harry Mosley for the great job they have done with The Write Place, stating that it is an example to other institutions.

He also thanked Kay Fleming and her staff for the great job they do with the adult programs.

G. Opening of Fall Semester

President Bob Mees reported that fall semester is off to a good start, and stated that we hope to top the 5,764 enrollment for last fall.

H. Illinois Community College Board Meeting at JALC

President Mees reported that the Illinois Community College Board will be meeting on the John A. Logan College campus on September 15 at 9:30 a.m. in the Conference Center. He remarked that this is a rare opportunity to see the ICCB in action. Dr. Mees reported that the College will host a dinner for the ICCB and staff the night before the meeting.

I. Upcoming Events

President Mees reminded the Board of other upcoming events at the College including the Community Leaders Breakfast on August 30, Safety Committee Meeting on August 30, Women's Health Conference on September 16, Hunting and Fishing Days on September 23 and 24, Community Leaders Breakfast and Business Expo on October 27, and the tentative date for the Board Christmas Dinner on December 5.

OLD BUSINESS

A. Revision of Board Policy #5110 – General Hiring Policy (Appendix II)

President Mees stated that included as Appendix II is a second revised copy of Board Policy #5110 – General Hiring Policy for consideration and possible action by the Board. He said these changes are recommendations from the Board Hiring Committee based on input received since the last Board meeting. Dr. Mees said that input was solicited throughout the campus and the Board Hiring Committee met for the ninth time since its formation. He expressed that he was a little disappointed with the number of responses received on the proposed policy since the last Board meeting, noting that the responses that were received did result in some changes being made to the policy as included in Appendix II. He stressed the importance of the policy and urged all the trustees to speak their feelings.

Hiring Committee Chair David Hancock stated that after the last Board meeting, Student Trustee Matt Todd had met with him and expressed his feeling that the policy should be changed to exclude student workers from the policy. He reported that the major change was made in Paragraph #9 in dropping off some of the relatives that were excluded from employment in the first draft of the policy. He said this was done as a result of concerns expressed that the first policy was too extreme. Mr. Hancock said that the committee set out to do what was best for the College and its employees, and added that it is unfortunate that they cannot please everybody.

Hiring Committee member John Sanders stated that, as Mr. Hancock pointed out, the committee had reduced the breadth of family members who would be prohibited from employment under the anti-nepotism provisions. He said he believes the policy will be beneficial to the College. Mr. Sanders stated that the committee didn't just listen to the Conflict of Interest Committee, but considered input from other groups and individuals as well. He said that if the Board feels like it is ready to take a vote, he is comfortable with this policy. He said that if the Board feels like the committee needs to work on this further, they will do that. Sanders said that the committee needs direction from the Board.

Trustee Bill Kilquist stated that he appreciates the hard work the Hiring Committee and staff has put into this effort. He said that some faculty and staff have been perpetuating false rumors about who is related and who is not. Kilquist said there is no fact to support or sustain some of the false allegations, and that it is indeed vicious and unworthy of this institution and the good people who work here. He said the policy being considered tonight will not make this College an equal opportunity institution – the College should be committed to hiring the most qualified candidate and should be committed to only hiring individuals solely on the basis of their qualifications and suitability for the job – not who they know or who they are related to. He said there should be total disclosure of all employees, whether they be personally or professionally acquainted, or a blood relative of any board or staff member. He stated that all hiring and promotion should be brought completely out into the open and be subject to the highest possible standards. He added that he feels no employee should be directly supervised by a relative. Kilquist said there has been some pressure from the newspaper, adding that the *Southern Illinoisan* has no corner on the market of morals and

ethics. He said that in his opinion, a blog is yellow journalism at its finest, and the sound-off page is highly irresponsible. He stated that his vote would be not to approve this policy, noting that we are venturing out 180 degrees – from no policy to one of the most restrictive in the nation.

Trustee Carol Farner thanked the Hiring Committee for the amount of time that has been put in on this issue. She said that she had some reservations in the beginning about the policy, stating that we had a good hiring policy in place. Ms. Farner said that she particularly likes the full disclosure statement in the proposed policy. She spoke of a particular occasion when she didn't know until after a Board meeting about relations. She expressed some problems she has with the way the *Southern Illinoisan* went about their investigation. Ms. Farner said that she likes the revisions to Paragraph 9 in the proposed revision to the hiring policy. She voiced concerns about specialized services and areas, and whether or not this policy would limit the qualified applicants. Ms. Farner said she can live with the way this is written. She suggested looking at the policy over a six to nine month period to assess how well it is working, adding that if concerns arise, the policy could be tweaked. Ms. Farner shared that she had gone to five different restaurants in the Marion area and asked if they have family working in their establishments. She said that five very prominent places did have family working, but they did not have a spouse, brother, or sister evaluating that family member. Ms. Farner said that she will vote yes for this policy if a vote is taken tonight.

Trustee Jake Rendleman stated that he has given feedback to the administration and some members of the committee. He said that this has been a very time-consuming, gut-wrenching, soul-searching ordeal for him. He compared it to how he felt when he was president of the Illinois Community College Trustees Association and led the Illinois trustees in overriding the Governor to restore \$3.5 million to the community colleges of Illinois. He said he has discussed the matter with many of his constituents, including many faculty and staff of this great institution. Mr. Rendleman stated that after much deliberation, he feels the College should hire the most qualified persons for any and all jobs at John A. Logan College. By not giving an individual an opportunity to apply for a position at the College, he feels their civil rights may be violated whether it be legally or ethically. He also expressed that there may be many faculty, staff, and board members that have very close relatives that may have special skills that could be utilized at this College. Mr. Rendleman said that he does agree that Paragraph 10 on full disclosure should be adopted as revised. He said that, as far as developing the policy and only keeping it for 6 or 12 months, he feels it would be very difficult to go back after something has been established. He stated that it is a very big deal to him that some outstanding person might not be given the opportunity of employment here just because of who he/she is. He said that Paragraph 10 is the most important part of this policy.

Trustee John O'Keefe said that he feels that he has been the brunt of a lot of this discussion – starting in the last election and continuing now, but he has tried to let it roll off and go with it. Dr. O'Keefe said that this is a very important decision, and that he has no reservations in approving the policy, other than the fact that we might miss out on outstanding individuals. He said that the College has a great number of very important things on the burner right now, and this issue has been totally captivating for the last year and a half, adding that a policy must be made and we have to move on. He stated that he is ready to vote yes and move on toward getting our energy focused in other directions.

Board Chair Don Brewer said that he has the longest tenure on the Board and that Boards through the years have had some very tough decisions, but have made those decisions and moved the institution forward with cooperation of the administration, faculty and staff. He stated that in spite of all that is accomplished, the hiring issue comes up over and over again. Brewer remarked that the College has great benefits, competitive salaries, very few classes on Friday, and is a great place to work with many people competing for jobs. He stated that in recent months, the Board has been attacked by a faculty Conflict of Interest Committee, a few disgruntled former employees, and some

on-campus employees (adding that he likes to feel those are in the minority). Before being officially contacted by that (Conflict of Interest) committee, Brewer said that, as Board chair, he appointed a committee to look once again at the College's hiring policies. He stated that the Hiring Committee has worked countless hours interviewing any campus group or any individual that wanted to provide input. Mr. Brewer said that it has always been intriguing to him that some of the highest critics have been oblivious to the number of Logan employees that have friends and relatives working on this campus. Brewer said that most of these candidates have been hired through internal interviews or through small screening committees, and are often just admittedly rubber-stamped by the Board of Trustees. He said that sometimes the Board knows of a connection and sometimes they don't, but they do not ever knowingly employ a candidate that is not a quality candidate. He stated that the Board tries, but does not always succeed, to employ the best person for the job. Mr. Brewer said he finds it interesting (and that he had hoped to see this in the *Southern Illinoisan*) that not many other community colleges have an anti-nepotism policy. He noted that he likes the policies that say an employee can't be supervised by a relative. Brewer suggested that some members of the faculty and the Conflict of Interest Committee should seek introspection. He said that trustees and administrators are often contacted by elected officials to ask that a certain individual be considered for employment. He stated that some of these individuals have been great candidates and some were ultimately employed. Brewer said that it is not uncommon for faculty and staff to have a son or daughter on College student employment, noting that the Board of Trustees is not involved in this process of student worker hires. He said that this hiring issue is a problem that keeps coming back and, while he feels it may be overkill, he feels that the Board should approve this policy tonight, and a decision made to review it by June 30 of next year to determine if it is working or if it is interfering with the operation of the College.

John Sanders said that he appreciates everyone's comments, stating that it is obvious a great deal of thought has been given to the issue. He stated that this is not a policy he was looking forward to presenting, nor is it a policy that he ever thought was actually needed. Sanders said that, while he is not totally in favor of this policy, if the perception is out there that the College does not hire the best candidate, why not eliminate that perception for all hires. He said that is why the committee went ahead and presented this policy to the Board – he expressed his feeling that if it is approved, it will be a bold step saying that the trustees will keep the College one of the top in the state, and that they do listen to the employees and the community. Sanders expressed his respect for all the opinions offered.

Chairman Brewer stated that if the policy is approved, his position would be that this would be reviewed throughout the coming school year; he would also like to see a representative from each of the bargaining units and a representative from the non-teaching professionals on the Hiring Committee; and a recommendation from that committee no later than June 30 as to whether or not the policy is working and whether or not it should be continued.

John Sanders said that if the policy is approved, he would recommend having a definite date set to have the policy reviewed. Trustee O'Keefe asked if they are suggesting the committee meet monthly, bi-monthly, or how often – and suggested that a time frame be set for meeting and review. After some further discussion it was the general consensus that the policy should be reviewed at least every three months.

Vice-President Peterson asked the Board how to handle current pending hires that, if the policy is approved this evening, would not be in compliance with this policy. Trustee Rendleman expressed his feeling that if the Board passes the policy, there can be no exceptions made and it should be effective immediately. The Board chair asked College legal counsel John Huffman for his opinion.

Attorney John Huffman urged the Board to just pass the policy. He stated that this policy is a maiden voyage for the College. He noted that the chairman has suggested that the Hiring Committee be expanded to include additional staff, which he feels is an excellent suggestion. He said that the policy will probably have to be tweaked in the future, but this is at least a start and will allow for moving forward. He urged the Board to do this. Mr. Huffman said not to make exceptions for those family members who might already be in a current hiring process – just make it a policy and operate from it.

Board Chair Don Brewer directed that a representative from each of the College's collective bargaining units and one additional non-teaching professional staff member be added to the membership of the existing Board Hiring Committee.

John Sanders and David Hancock moved and seconded that the Board of Trustees approve the second revision of Board Policy #5110 – General Hiring Policy as presented by the Board Hiring Committee in Appendix II; and that the Board Hiring Committee review said policy a minimum of once every three months; and that said policy be considered for any possible changes by the June Board meeting in 2007.

Upon roll call, the members of the Board of Trustees voted as follows: John Sanders - yes; Carol Farner - yes; John O'Keefe - yes; Jake Rendleman - no; David Hancock - yes; Bill Kilquist - no; Matthew Todd - yes; and Don Brewer - yes. Motion carried.
(Resolution #16-1941)

B. Revision to Board Policy #8540 – Program Transfer Policy (Appendix III)

President Mees noted that a proposed revision to Board Policy #8540 – Program Transfer Policy was recommended at the July 25 Board meeting for the Board's consideration. He stated that the only revision is to change the administrator that a student must notify of his/her intent to transfer from the vice-president for instructional services to the dean for student services.

President Mees recommended and John O'Keefe and Carol Farner moved and seconded that the Board of Trustees approve revised Board Policy #8540 – Program Transfer Policy as presented at the July 25 Board meeting and as contained in Appendix III to these minutes.

A voice vote showed all in favor. Motion carried.
(Resolution #16-1942)

CONSENT AGENDA

A. Payment for Verizon Directory Advertising

President Mees recommended that the Board of Trustees authorize the administration to make payment of \$10,176 (plus any applicable taxes) to Verizon for the College's directory advertising for one year.

B. Payment of Food Cost for Meth Conference

President Mees recommended that the Board of Trustees approve the payment of \$10,677.00 to Chartwells for food cost for the 400 participants in the Meth Conference held July 18-19, 2006, from funds furnished by conference registration fees.

C. Bid–Tent Rental for Hunting and Fishing Days (Appendix IV)

President Mees recommended that the Board of Trustees approve the low bid meeting specifications from Bauers' Tents and Party Rentals, Inc. of Evansville, Indiana, in the amount of \$10,250, for rental of tents for Hunting and Fishing Days, and that the administration be authorized to accept this bid.

D. Bid–Athletic Team Transportation (Appendix V)

President Mees recommended that the Board of Trustees approve the low bid meeting specifications from Beck Bus Transportation of Carbondale, Illinois, for athletic team transportation for the 2006-2007 fiscal year as contained in Appendix V, and that the administration be authorized to accept this bid.

E. Bid–Adult and Baby SimMan Patient Simulators (Appendix VI)

President Mees recommended that the Board of Trustees approve the low bid meeting specifications from Laerdal Medical Corporation, Wappingers Falls, New York, in the amount of \$64,922.45, for the purchase of adult and baby SimMan patient simulators for the Nursing Department, and that the administration be authorized to make this purchase with the understanding that the College will be reimbursed for this expenditure by the Foundation with funds raised during the last Capital Campaign.

F. Protection, Health, and Safety Project (Appendix VII)

President Mees recommended that the Board of Trustees authorize the administration to proceed with the necessary planning for the Protection, Health, and Safety projects described below, including submitting the required applications to the Illinois Community College Board and the employment of Image Architects, Inc., for further preparation of plans and specifications:

Project 1: Plumbing Upgrades - Grease Traps, Lift Stations & Piping	\$167,779
Project 2: Asbestos Abatement & Replacement - Cafeteria, Lounge & Corridor	\$111,548
Project 3: Replace Air Handler - Administration Bldg.	\$145,200

Dr. Mees stated that it is estimated the cost of these improvements will total approximately \$424,527 and will be funded by past and future tax levies for Protection, Health, and Safety work. (See Appendix VII.)

Jake Rendleman and John O'Keefe moved and seconded that all items on the Consent Agenda be approved as recommended.

A voice vote showed all in favor. Motion carried.
(Resolution #16-1943)

NEW BUSINESS

A. Tentative Budget for 2006-07 (FY07) (Appendix VIII)

President Mees stated that in accordance with state law and normal operating procedures at John A. Logan College, the administration and the Finance Committee of the Board of Trustees have met and discussed the tentative budget for the 2006-07 fiscal year. The budget has been prepared in tentative

form and will be effective July 1, 2006, through June 30, 2007. President Mees complimented J. P. Barrington, Kim Dixon, and their staff for the excellent job they have done. Vice-President Barrington thanked the Board Finance Committee for their assistance in this process. He stated that this is a budget that will enable the College to continue to increase its services to the community and will be good for the College. Trustee and Board Finance Committee member Carol Farner complimented Mr. Barrington and Ms. Dixon on their work. In order to comply with statutory requirements mandating a 30-day notice of public hearings and availability for public inspection, Dr. Mees recommended that the following resolution be adopted:

RESOLUTION

BE IT RESOLVED that the Board of Trustees of John A. Logan College, Community College District No. 530, in the counties of Franklin, Jackson, Perry, Randolph and Williamson, and State of Illinois hereby adopt the period from July 1 through June 30 as the official fiscal year of the College for the purposes of budgeting and fiscal reporting, and

BE IT FURTHER RESOLVED that the Board of Trustees of John A. Logan College, Community College District No. 530, hereby authorize and instruct Robert L. Mees, President, to prepare in tentative form a budget for the fiscal year beginning July 1, 2006, and ending June 30, 2007.

BE IT ALSO RESOLVED that the Board of Trustees of John A. Logan College, Community College District No. 530 authorize and instruct the Secretary of the Board to publish a notice that the tentative budget is available for public inspection on the College campus during the time and on the date therein specified in the following newspaper in the district:

Southern Illinoisan
710 North Illinois
Carbondale, IL 62901

AND BE IT FURTHER RESOLVED by the Board of Trustees of John A. Logan College, Community College District No. 530, that such notice be in the following form:

NOTICE OF PUBLIC HEARING

Notice is hereby given by the Board of Trustees of John A. Logan College, Community College District No. 530, in the counties of Franklin, Jackson, Perry, Randolph and Williamson, and State of Illinois, that the tentative budget for said community college district for the fiscal year beginning July 1, 2006, will be on file and conveniently available for public inspection at the office of the Secretary of the Board of Trustees, Administration Building, on the John A. Logan College campus, Carterville, Illinois, in this community college district, from and after 8:00 a.m. on the 23rd day of August 2006, through 6:30 p.m. on the 26th day of September, 2006. Notice is further given that a public hearing on said budget will be held between the hours of 6:30 p.m. and 7:00 p.m. on the 26th day of September, 2006, in the Board of Trustees Conference Room, Administration Building, on the John A. Logan College campus, Carterville, Illinois, in Community College District No. 530.

Dated this 22nd day of August, 2006, by the Board of Trustees of Community College District No. 530 in the counties of Franklin, Jackson, Perry, Randolph and Williamson, and State of Illinois.

By: _____
Bill Kilquist, Secretary

President Mees recommended and Jake Rendleman and Bill Kilquist moved and seconded that the Board of Trustees approve the tentative 2006-07 (FY-07) budget to be made available for public inspection; that the Resolution and Notice of Public Hearing be approved by the Board; and that the administration be authorized to meet all legal requirements concerning the adoption of the tentative budget.

Upon roll call, all members voted yes. Motion carried.
(Resolution #16-1944)

CLOSED SESSION

Board Chair Don Brewer stated that it is desirable to hold a closed session at this time to discuss 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.

David Hancock and John O'Keefe 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 #16-1945)

The meeting was declared in closed session at 8:40 p.m.

The meeting was declared back in regular session at 9:40 p.m.

CLOSED SESSION MINUTES

Carol Farner and David Hancock moved and seconded that the Board of Trustees approve the content of the closed session minutes of July 25, 2006, but that these minutes not be made available for public inspection at this time.

A voice vote showed all in favor. Motion carried.
(Resolution #16-1946)

PERSONNEL

Operational Staff

President Mees recommended that Beth Hanner be employed as a full-time, grade II, copy machine operator/stockroom clerk II at John A. Logan College effective September 11, 2006.

President Mees recommended that Brenda Humphreys be employed as a full-time grade III, assessment clerk III at John A. Logan College effective August 25, 2006.

President Mees recommended that Laura Osmon be employed as a part-time, grade I, switchboard operator I at John A. Logan College effective August 28, 2006.

President Mees recommended that Bekki Edmonds be employed as a part-time, grade I, learning lab clerk I effective August 23, 2006.

Full-Time Faculty

President Mees recommended the academic rank of professor for English Instructor Anita Petersen.

President Mees recommended the Board of Trustees approve the retirement request of Renee Mavigliano effective January 1, 2008, with the exception of the retirement enhancement bonus, which she is not eligible for because she does not have 15 years full-time service with the College.

Term Faculty

President Mees recommended that Jerry Bechtel be ratified as a part-time physical education instructor at John A. Logan College effective August 17, 2006.

President Mees recommended that Teresa Brandon be ratified as a part-time instructor of CNA at John A. Logan College effective August 17, 2006.

President Mees recommended that Bryan Carnithan be ratified as a part-time instructor of EMT at John A. Logan College effective August 17, 2006.

President Mees recommended that Linda Curtis be ratified as a part-time instructor of social science at John A. Logan College effective August 17, 2006.

President Mees recommended that Gaila Dziadus be ratified as a part-time instructor of English at John A. Logan College effective August 17, 2006.

President Mees recommended that Kevin Dunaway be ratified as a part-time instructor of welding at John A. Logan College effective August 17, 2006.

President Mees recommended that Heather Hampson be ratified as a part-time instructor of nursing at John A. Logan College effective August 17, 2006.

President Mees recommended that Barbara Hampton be ratified as a part-time instructor of English at John A. Logan College effective August 17, 2006.

President Mees recommended that Ami Lilley be ratified as a part-time instructor of tourism management at John A. Logan College effective August 17, 2006.

President Mees recommended that Toni Shafer be ratified as a part-time instructor of accounting at John A. Logan College effective August 17, 2006.

President Mees recommended that Ginger Stokich be ratified as a part-time instructor of cardiac diagnostic medical sonography at John A. Logan College effective August 17, 2006.

President Mees recommended that Michael Stroud be ratified as a part-time instructor of health at John A. Logan College effective August 17, 2006.

President Mees recommended that Jason Tanner be ratified as a part-time instructor of business at John A. Logan College effective August 17, 2006.

President Mees recommended that Tad Thompson be ratified as a part-time instructor of EMT at John A. Logan College effective August 17, 2006.

Continuing Education Staff

President Mees recommended that Karen Brown be employed as a part-time instructor of scholarship dollars for college at John A. Logan College effective September 20, 2006.

President Mees recommended that Eileen Doman be employed as a part-time instructor of acrylic folk art at John A. Logan College effective September 11, 2006.

President Mees recommended that Gloria Estrada be employed as a part-time instructor of Spanish for kids at John A. Logan College effective September 12, 2006.

President Mees recommended that Branden McCollough be employed as a part-time instructor of Africa and Europe--history of conflicts at John A. Logan College effective September 21, 2006.

President Mees recommended that John Yeo be employed as a part-time instructor of English hand bell ringing at John A. Logan College effective September 11, 2006.

Grant Personnel

President Mees recommended that Lori Zeman be employed as a full-time, grade V, staff accountant effective September 11, 2006.

John Sanders and Bill Kilquist moved and seconded that all personnel items be approved as recommended.

A voice vote showed all in favor. Motion carried.
(Resolution #16-1947)

ANNOUNCEMENTS

Trustee Jake Rendleman reminded the Board of the dinner on September 14 with the ICCB prior to the ICCB meeting at the College on the 15th. Dr. Mees said there will be hors d'oeuvres at 7:00 p.m. and dinner at 7:30 p.m.

Board Chair Don Brewer again thanked the Board Hiring Committee and Attorney John Huffman for the many hours they have put in. He thanked them for being willing to continue on the committee.

ADJOURNMENT

John O’Keefe and David 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 #16-1948)

The meeting was duly adjourned.

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

Don Brewer, Chair

Bill Kilquist, Secretary