

JOHN A. LOGAN COLLEGE
Board of Trustees
Carterville, Illinois

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 Tuesday, November 25, 2025, commencing at 6:00 p.m. The meeting was open to the public and streamed on the College's YouTube channel.

Chairman Aaron R. Smith called the meeting to order and directed the recording secretary to call the roll.

Rebecca Borgsmiller	-- present
Brent Clark	-- not present
Bill Kilquist	-- not present
Mandy Little	-- present
Glenn Poshard	-- present
Jake Rendleman	-- present
Aaron R. Smith	-- present
Zoren Anako Mohamad Ali	-- present

Also in attendance were President Dr. Kirk Overstreet, Legal Counsel Rhett Barke, Provost Dr. Stephanie Chaney Hartford, Vice President of Business Services and CFO Dr. Susan LaPanne, Recording Secretary Pixie Vaughn, and other College personnel.

Chairman Smith led the Board in the Pledge of Allegiance.

OPPORTUNITY FOR PUBLIC COMMENT

None

Presentations

Program Development – Dr. Stephanie Hartford, Provost, Dr. Nathan Arnett, Assistant Provost of Academic Affairs & Emily Monti, Director of Academic Programs and Accreditation.

BOARD OF TRUSTEES REPORTS

A. Chairman's Report

Chairman Smith announced the Board Retreat will be on Monday, January 5, 2025, at 5:00 p.m., in the Administrative Board Room. Jim Reed will be sending out Evaluation forms to the board. Chair Aaron R. Smith reported attending the Campus Forum with Dr. Overstreet and Jordan Mays. They went over survey results with the faculty and staff. It was a good event and a good turnout. Chairman Smith stated that the board was concerned about the transparency number and would focus on it. On behalf of the board, Trustee Little will start working with Jordan Mays and Dr. Overstreet on survey items and ensure they gather what they need. He expressed that the board was committed to ensuring that the campus views the board and administration in a way that makes them feel the board is trying to represent them.

B. Athletics Advisory Committee

No Report, but Co-Chairman Jake Rendleman reported that the First Pitch Dinner will be on January 10, 2026, at 6:00 p.m. in the Conference Center.

C. Building, Grounds, and Safety Committee

Co-Chair Jake Rendleman reported that the Glass Elevator (CDB) installation of the new elevator is complete. Painting is nearing completion, and commissioning is scheduled for next week. The CTC Renovation/Construction (EDA GRANT) – H Building (HVAC program). The wall installation and HVAC ductwork are in progress. Welding/CNC Manufacturing Building: The foundation is complete; electrical and plumbing work is underway in the floor. Vocational Building (Automotive Programs): The electrical and plumbing installation is ongoing. This project is on schedule. West Lobby Expansion (Logan Hall) (CDB) Construction began last week. The lobby will close on December 15th for demolition.

D. Board Policy Committee

Trustee Borgsmiller reported that the Board Policy Committee has completed the majority of its comprehensive review of the JALC Board Policy Manual. To date, the Board has reviewed, modified, created, or repealed more than 110 policies. Starting in 2026, a new review schedule will take effect, focused on regular maintenance and updating policies as needed. **Tonight's Policy Votes - Student Trustee (Policy 2380):** Updated language to ensure compliance with Illinois law and ICCB rules. **Permanent Closure (Policy 3250.A – NEW):** Introduces a framework for addressing accreditation requirements and academic continuity. **Copyright Protection (Policy 3361 – REPEAL):** Eliminates outdated provisions; relevant guidelines will move to administrative procedures. **Fraud Prevention and Whistleblower Protection (Policy 3375 – REPEAL):** Consolidates protections into administrative procedures for clarity and efficiency. **Electronic Use (Policy 3610):** Clarifies acceptable use standards and references detailed procedures. **Identity Theft Protection (Policy 3615):** Strengthens safeguards and compliance measures. **Change of Position & Promotion (Policy 5224):** Updates to align with current HR practices and state regulations. **Requirement for English Oral Proficiency (Policy 5311):** Ensures compliance with state and federal standards for instructional staff. **Policies Beginning Consideration (Final Vote in January 2026)** **Chronic Infectious Disease & Personal Hygiene (Policy 4311):** Updates health and safety protocols for campus environments. **Policy Prohibiting Sex Discrimination, Sexual Misconduct, and Hazing (Policy 4320 – Formerly Title IX):** Strengthens protections and compliance with federal mandates. **Vacation Time (Policy 5260):** Clarifies accrual and usage guidelines for staff.

E. Budget and Finance Committee

Trustee Glenn Poshard said they have not met since the last meeting, when they reviewed the Bond issues with the CFO.

F. Enrollment Committee

Chairman Smith reported that they will meet in February.

G. Integrated Technology Committee

No Report

I. Illinois Community College Trustees Association (ICCTA)

Trustee Mandy Little reported that she and Dr. Overstreet went to Chicago to attend the Governance Leadership program offered by ACCT/ICCTA. She stated that they did GLI in the first half, and then on Friday and Saturday, it was ICCTA. It was a very interesting presentation by ACCT. She did bring back some materials that she will share. She would highly recommend attending this event. They now have the Excel program online, and it will be more robust as it expands. It is a way to engage Trustees in Professional Development, and to help them become better Trustees. They can do it on their timeline and from the comfort of their home. They recognize that not all trustees are capable of or comfortable with traveling. In that effort, they have created an online portal for the trustees to complete their training, and still have access to those training credentials. They started with two questions, and Trustee Little shared those. What is your why? Why did you want to be a trustee? And, why do you continue to serve? And, what gives you the most satisfaction from your role as a trustee? Those are things to consider in your current capacity. To keep your focus on where it should be. For the ICCTA part, they are encouraging all colleges to bring their students to the March meeting. She did ask Dr. Overstreet to share it with the President's Council. She said that, as the chair of the Student Trustee Engagement Committee, they are bringing Legislators to that meeting, and that Legislators will speak to the Student Trustees and Trustees. The president of ICCTA will be in the Chicago area. The goal is for them to understand why their stories matter and how to engage with Legislators before ICCTA Lobby Day at the State Capitol. One of the things ACCT stated was that colleges don't have issues and don't have asks. Students have issues and asks. Students must be the ones doing that, and their voice carries more weight than any of us will ever carry when walking into a Legislative office. They did discuss Dual Credit during the meeting and approved their Legislative priorities. They heard from Jarrell David, who is a Student Trustee at Triton. He is the youngest Superintendent of a Township Supervisor Board in Proviso. He works for the Speaker of the House and is a very interesting student to listen to. He was very well spoken and will do very well in the future. He was the first-ever Student Trustee who was simultaneously a high school and college student. They also discussed Workforce Pell and its benefits. They want to ensure that the Student Trustees are at the next meeting in March, and that the next meetings for ICCTA and ACCT will be in February for the National Legislative Summit.

J. John A. Logan College Foundation

No Report, but Trustee Jake Rendleman reported that the Foundation has received additional funds for Scholarships. The plans for the Promise Program's future, and the Director has been working with Dr. Overstreet on that.

K. Student Trustee

Student Trustee Zoren Anako Mohamad Ali reported that as the semester is coming to an end, students are busy studying for final exams, working on final papers and projects, and completing the process of transferring and/or graduating. In her last report, she mentioned that part of her role as Student Trustee has been communicating with the Student Body, through email or in person, about concerns and issues they're dealing with and helping them resolve them. She had noticed an increase in student voice feedback from her own interactions and from the Student Senate's online and physical comment boxes. She is hoping to foster an environment in which students feel more comfortable expressing their voices.

Within the Student Senate, she serves on the Student Voice Committee, which is specifically responsible for addressing student concerns. Each year, they develop Student Voice Projects based on the issues highlighted in the prior year's Student Voice Survey. One of their projects this year was the "Student Senate Food Access Proposal," which has now been finalized. They will soon begin working with the Student Success Department to implement improvements related to food access on campus. This proposal has been in development for the past month, and they are excited to move into the planning and implementation phase.

Their second Voice Project focuses on revitalizing campus maps and improving navigation throughout the college. They have developed an initial outline for this project and will continue to add to and refine it as they move forward. She will share updates on their progress in future Student Trustee reports.

She would also like to highlight a few recent Student Senate initiatives: They held a very successful Thanksgiving Food Drive and Food Sorting Day, thanks to the participation and generosity of their campus and community. As they transition into the holiday season, they will begin preparing for their annual Angel Tree Project. Collection and shopping efforts will begin the week after they return from break.

That concludes her report for today's Board meeting. Thank you for your time and continuous support, and she hopes everyone has an amazing Thanksgiving break!

ASSOCIATION REPORTS

No Report

EXECUTIVE LEADERSHIP REPORTS

President Kirk Overstreet reported on the fall enrollment. They reached 3,363 students this year, an increase of 13.8% since 2021, with a 4.3% increase over last year. Non-high school student enrollment rose 9.1% in the last four years. High school dual credit and dual enrollment surged 26.8%. Full-time students now comprise 40% of enrollment, and part-time numbers are up. Retention for first-time freshmen improved 68% for the 2024 cohort, reflecting the impact of enhanced revision support services. Dr. Overstreet mentioned that the college is in the running for the Aspen Award, a highly prestigious award. They are in the top 200, and 21 other community colleges are on that list. The numbers are up for Spring. It is preliminary, but the numbers are up from last year. Dr. Overstreet thanked the board for attending the groundbreaking ceremony for the Front Entrance that is under construction. He reported that the CTE Buildings are moving forward and looking excellent. The H Building is getting ready to be the new HVAC Building. Dr. Overstreet reported that he attended the GLI Conference with Trustee Mandy Little. He was able to work on a couple of exercises with other board members, hear some of their perspectives, and have conversations with the Trustees and CEO's. Once he returned from the conference, he attended the Foreigner and enjoyed that production, and then attended AutumnFest. He thanked Chris Naegele and his team for all of their work. It is not official, but the Graduation Committee is working on the graduation location. They had an opportunity to go to Rent One Park and to the Oasis. He reported that they had quite a few people attend the ICCTA (Illinois Community College Administrators Association) Conference. Other presidents attended and interacted with community colleges and what they are doing. He joined a panel with other presidents to discuss their experiences becoming leaders and working with staff in the past. They also discussed succession planning, which weighs heavily on all presidents. They are looking at the next level of creating more leadership in higher education and in the community college. The Council of Presidents has invested in the Aspiring Leadership Program, and, from their dues and other funds, has contributed \$50,000

to a new national program. Dr. Overstreet reported that he had met with several other presidents regarding CBE. They talked about Competency-Based Education. The CBE is one Workforce group, and the other is the Manufacturers Workforce group. Two groups from the President's Council are coming together to form one inclusive group focused on Workforce Education across Illinois. It is a very exciting time in Illinois. He reported that SIU has worked with 28 schools in the region to offer free dual enrollment. One class per semester from Junior year on. He did have a conversation with the Chancellor and Vice-Chancellor about it. They are still working on their partnership with SIU as they move forward. He wanted to report on HB 1312. This is a bill that was introduced up north. It was a bill to safeguard students' information and safeguard them from inappropriate interactions on campuses with members of law enforcement or the Department of Homeland Security. They wanted the community colleges to create a policy that would prevent federal and state police from entering the campus and obtaining information about the students. The college already has a policy, and they are working on creating a procedure to ensure that no one can walk on campus and harass students or employees. He will work with the Chief of Police and the general council. He wanted to let everyone know about it, but they have addressed it. He wished everyone a Happy Thanksgiving and thanked them for their continued support.

PROVOST

Dr. Stephanie Hartford reported:

Arts & Sciences

- JALC hosted STEM Day on October 30. There was a record-breaking number of local high school students present, with more collaboration across campus than ever before! There were 205 high school students this year; last year, there were around 120.
- Herrin Elementary School hosted its own STEM Day, and Rebecca Corbit and Andrew Carr represented JALC there, with a variety of STEM activities for the children in attendance.

CTE/Workforce Education/Community Education

- HVAC finished a home for Jackson County Habitat for Humanity on Pine Street in Murphysboro. The CMG program built the house, and HVAC finished the installation.
- HVAC installed donated equipment in the temporary ACT building.
- HVAC repaired refrigeration equipment in the F Wing Conference Center.
- CMG created catapults for the Pumpkin Chunkin' contest at STEM Day.
- CMG continued work at Giant City Stables. Students completed fencing and hung all the gates.
- Applied Tech Day was held on campus on Nov. 13th. Roughly 300 in-district high school students attended informational sessions and toured labs in the applied tech area. All applied tech faculty participated along with CIS/Cyber and CRJ faculty.
- On Nov. 12th and 13th, Workforce, in conjunction with Rev Up EV Grant, hosted a training course for area first responders to deal with fires on electric vehicles. The training was provided by AFV Educate out of Indianapolis.
- On Nov. 14th, HCCTP held its graduation ceremony for seven students. This is the 32nd class of graduates from IDOT's program.
- WEL worked five days for the Carbondale Fire Department:
 - Cutting a new opening in the second-floor deck
 - Modifying an existing stair set and installing it in the new location
 - Installing a handrail around the stairway opening
 - Installing new metal flooring on the second-floor Conex (both interior and exterior)

- Welding steel plates over the rusted sections of the Conex roof

Student Affairs

- The College was recently awarded an ICCB grant to strengthen mental health support at JALC. We will receive \$91,595.50 to fund our campaign, Mind Matters @ JALC. The grant period runs from July 1, 2025, through December 30, 2026.
 - The four objectives for our campaign are:
 - Raise awareness about mental health
 - Increase Campus-Wide Message about mental health
 - Increase local partnerships to support mental health
 - Improve the evaluation of our mental health supportive services.
 - Thank you to Gretchen Cudworth, Colby Chamness, Rachel Sveda-Webb, Nikki Brooks, Nathan Arnett, and Donnie Winget.
- The Southern Illinois Food Summit awarded JALC a mini-grant to purchase a freezer for the snack locker.
- We rebranded the previously existing Student Information Desk to be the Welcome Center. It will be temporarily housed in E-Wing beginning in January, while construction is ongoing in Logan Hall. For now, staff are temporarily relocated to Admissions and Records.
- We are hosting an 8th Grade Career Fair on December 4th and 5th.
- On January 10th, we will host a Saturday Sign-up event and a Coffee and College for Parents and Families event.

Vice-President of Business Services and CFO

Vice-President of Business Services and CFO reported that the first part of her report will be a presentation by their Bond Consultant, Tammie Schallmo. She is a Senior Vice President and Managing Director at PMA Securities, LLC. She will tell them how they are beginning the process for the sale of the upcoming 20 million dollars in debt certificates, which will later be translated into bonds, and how this plan is a continuation of the 7.3 million in bonds they just sold directly, and the final component. Dr. LaPanne presented slides on the 2025 Tax Levy to the Board of Trustees.

PRESIDENT'S CABINET

No Report

INFORMATIONAL ITEMS

A. Personnel

President Overstreet accepted the resignations of Reba Ourun, Transfer Specialist/Advisor, effective November 21, 2025, and Martin Merrill, Coordinator of HCCTP, effective October 24, 2025.

B. Funding from the Illinois Department of Commerce & Economic Opportunity (DCEO)

Funding from the Illinois Department of Commerce and Economic Opportunity (DCEO) Energy Transition Community Grant requires that stakeholders be given the opportunity to provide public comment during a public meeting regarding the proposed use of allocated funds.

John A. Logan College has received \$126,471.25 in Energy Transition Community Grant funding.

CONSENT AGENDA

Chairman Smith asked if there were any Consent Agenda items the Board would like to pull for further discussion or a separate vote. Hearing none, Chairman Smith presented Consent Agenda items A–M for approval.

A. Approval of the HVAC Instructional Equipment and Supplies

Approved the purchase of HVAC Instructional Equipment & Supplies for a total cost of \$78,541.86.

B. Approval of the Forklift Purchase

Approved the purchase of a Forklift not to exceed \$40,000.

C. Approved the Ford F-150 Pickup Truck purchase

Approved the purchase of the 2026 Ford F-150 Pickup Truck for a total cost of \$46,332.00.

D. Approved the D-Wing Roof Replacement

Approved the D-Wing roof replacement project for a total cost of \$405,567 plus \$75 per sheet of plywood decking as needed.

E. Approved the F-Wing Building Envelope & Insulation Project

Approved the F-Wing Building Envelope & Insulation project for a total cost of \$39,709.00.

F. Approved Softbots Etrieve Forms & Flow

Approved the purchase and implementation of Softdocs Etrieve Forms & Flow for a total cost of \$166,241.

G. Approved Mimecast Email Security

Approved the renewal of the Mimecast order for a one-year-term at a total cost of \$37,371.57.

H. Approved PHS Projects

Approved the PHS projects for the B-Wing Cooling Tower replacement and the G-Wing Chiller replacement.

I. Approved 2025 Tax Levy

Approved to adopt the 2025 resolution certifying the tax levy for the Community College District No. 530, and that certificates of the tax levy be properly filed.

J. Personnel Action Items (Appendix A)

Approved the employment and ratification of personnel as recommended by President Overstreet.

K. Expenditure Report for the period ending October 31, 2025

Approved the monthly Expenditure Report for the period ending October 31, 2025.

L. Treasurer's and Financial Report for period ending September 30, 2025.

Approved the Treasurer's and Financial Report for the period ending September 30, 2025.

M. Minutes of the October 28, 2025, Regular Meeting

Approved the minutes of the October 28, 2025, Regular Meeting

Jake Rendleman and Dr. Glenn Poshard moved and seconded that the Board of Trustees approve Consent Agenda Items A–M, as presented.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4423)

OLD BUSINESS (Roll Call Vote)

A. Board Policy Revisions for Final Action

Becky Borgsmiller and Mandy Little moved and seconded that the Board of Trustees approve the Board Policy Revisions as presented for Final Action.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4424)

B. Resolution abating the working cash fund of Community College District No. 530, Counties of Williamson, Jackson, Franklin, Perry, and Randolph, and the State of Illinois.

Dr. Glenn Poshard and Mandy Little moved and seconded that the Board of Trustees approve the Resolution abating the working cash fund as presented.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4425)

NEW BUSINESS (No Action)

A. Board Policy Revisions for First Reading

B. Resolution authorizing and providing for an Installment Purchase Agreement for the purpose of paying the cost of improving District facilities and for the issue of not to exceed \$20,300,000 General Obligation Debt Certificates (Limited Tax) evidencing the rights to payment under said Agreement, providing for the security for and means of payment under said Agreement of said Certificates, and authorizing the sale of said Certificates to the purchaser thereof.

EXECUTIVE SESSION

Chairman Aaron R. Smith said it was desirable to go into closed session in accordance with 5 ILCS 120/2(c), Item 1, and 5 ILCS 120/2(c), Item 11. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, and pending litigation.

ANNOUNCEMENTS

Dr. Glenn Poshard announced that on December 11 & 12, the Poshard Foundation will host its big toy giveaway. They will be giving out over 2,500 brand-new toys. Everything from board games to bicycles. The Foundation is an appendage of John A. Logan College as a community service organization. These are brand new toys that only go to identified, abused, and neglected children in the Southern 20 counties of Illinois, as identified by 30 Social Service Agencies. He is encouraging the board and everyone at the college to come by. It is an incredible thing for these children.

Dr. Overstreet announced the Christmas Stroll will be on December 7, 2025. The Holiday Brunch is on December 11, 2025, at 11:00 a.m. in the Conference Center.

ADJOURNMENT

Mandy Little and Becky Borgsmiller moved and seconded that the regular meeting of the Board of Trustees be adjourned.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4426)

The meeting was duly adjourned at 9:26 p.m.

Respectfully submitted by Pixie Vaughn, Recording Secretary to the Board of Trustees.



Aaron R. Smith, Chairman



Rebecca Borgsmiller, Secretary