Minutes of the Regular Meeting of the Board of Trustees of Community College District No. 532, County of Lake and State of Illinois, held at the Administration Office of the College of Lake County, 19351 W. Washington Street, Grayslake, Illinois on August 27, 2013 at 6:00 P.M.

Call to Order:
6:00 P.M.
The meeting was called to order at 6:00 P.M. by Chairman Howland.

Roll Call:
Present: Mr. Anderson, Dr. Carrigan, Ms. Goshgarian, Dr. Griffin, Ms. Howland, Mrs. Oilschlager, Ms. Paul and Ms. Welton, Student Trustee
Others Present: Dr. Weber, President; Mr. Agazzi, Vice President for Administrative Affairs; Dr. Haney, Vice President for Educational Affairs; Ms. Mason, Executive Administrative Assistant to the President/Recording Secretary; Ms. Daniels, Training Coordinator for Judicial Services; Mr. Harden, Chief of Staff; Ms. Hlavin, Associate Vice President for Student Development; Mr. Holman, Dean of Biological and Health Sciences Division; Ms. Hoy, Faculty Senate Chair; Mr. Johnson, Director of Construction Management; Mr. Kallieris, Director of Resource Development and Legislative Affairs; Mr. Kyriakos, Media Technology Specialist; Dr. Mearns, Dean of Adult Basic Education, GED, and ESL; Mr. Nieto, Academic Operations Manager, Biological and Health Sciences Division; Dr. O’Brien, Assistant Vice President for Educational Affairs; Ms. Rarick, Senior Marketing/Communications Analyst; Dr. Santos-George, Assistant Director of Educational Affairs Operations; Ms. Schiele, Executive Director of Public Relations and Marketing; Ms. Shakir, Counselor; Mr. Smith, Adjunct Faculty, Communications Arts, Humanities, and Fine Arts Division; Mr. Williams, Controller; Ms. Yasecko, Executive Director of Human Resources; Mr. Riley, Legal Counsel, Robbins, Schwartz, Nicholas, Lifton & Taylor, Ltd.; Mr. Sronkoski, Legat Architects, Inc; and other guests.

Approval of the Agenda:
The Agenda was presented to the Board for approval.

It was moved by Carrigan, seconded by Goshgarian, that the Agenda be approved as presented and made a part of the official minutes.

Under the Human Resources Recommendations section in the Board Book, Trustee Oilschlager commented that Agenda Items 11.1.1, 11.1.2 and 11.1.4 are included, but she did not see an Agenda Item 11.1.3. Mr. Agazzi, Vice President for Administrative Affairs, stated that Agenda Item 11.1.3 was pulled.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.
Minutes of the Regular Meeting of August 27, 2013

The Minutes of the Regular Meeting of July 23, 2013 were presented to the Board for approval.

*It was moved* by Carrigan, seconded by Goshgarian, that the Minutes of the Regular Meeting of July 23, 2013 be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Howland, Oilschlager, Paul
Nays: None
Abstain: Griffin

The vote being (6) Ayes, (0) Nays, and (1) Abstention, the Chairman declared the motion carried.

The Minutes of the Closed Meeting of July 23, 2013 were presented to the Board for approval.

*It was moved* by Carrigan, seconded by Goshgarian, that the Minutes of the Closed Meeting of July 23, 2013 be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Howland, Oilschlager, Paul
Nays: None
Abstain: Griffin

The vote being (6) Ayes, (0) Nays, and (1) Abstention, the Chairman declared the motion carried.

Chairman Howland announced that this was the point in the meeting reserved for those in the audience who wished to address the Board. There were no comments from the audience.

Chairman Howland announced that the Board would like to honor Mr. Lawson Pride, Business Instructor, upon his retirement. Chairman Howland requested that the Board unanimously accept the Resolution as presented and made a part of the official minutes to honor Mr. Pride who is unable to attend this evening’s meeting.
WHEREAS, Lawson Pride has devoted five years of his professional life to teaching and learning at the College of Lake County as a full-time instructor in the Business Division, following a successful career in the corporate sector; and

WHEREAS, he contributed significantly to the development and growth of the Business Administration program; and

WHEREAS, he taught more than 1,500 business students, who recognized him as an energetic, encouraging, and supportive instructor, providing them with real-world examples of the business environment; and

WHEREAS, he served on the Academic Standards Committee for four years and participated in the Men of Vision organization; and

WHEREAS, he is highly respected by his colleagues, the administration, and his students as an engaging and knowledgeable instructor and business practitioner; and

WHEREAS, he has elected to retire from the College of Lake County;

THEREFORE, BE IT RESOLVED that the Board of Trustees expresses its gratitude to Lawson Pride for his tireless contributions to the Business Administration program, the College of Lake County, and the community in general; and

BE IT FURTHER RESOLVED that the Board of Trustees extends to Lawson Pride its best wishes for a long, healthy, joyful, and well-deserved retirement.

It was moved by Paul, seconded by Carrigan, and unanimously carried, that the Resolution honoring Mr. Lawson Pride be adopted as presented and made a part of the official minutes.

Chairman Howland circulated a note of appreciation from Ms. Julie Shroka, Director of Alumni Relations and Special Events, for honoring the memory of her husband, Ken Shroka.

Chairman Howland announced that she has asked Attorney Robert Riley to address the Board at the September 10 Board Retreat on updates regarding the technology impacts on the Open Meetings Act and FOIA. She commented that recent court rulings related to both the Open Meetings Act and FOIA have implications on the use of technology by Trustees, including iPads.
Chairman’s Report: (Cont.)

In addition, Chairman Howland noted that she and Dr. Weber have discussed a preliminary agenda for the September 10 Board Retreat, including a review of strategic goals and objectives, the 2014 budget in relation to the strategic goals, student success initiatives, the potential of moving to a Board consent agenda, and Board policies and actions to promote transparency. She requested that the Trustees contact her or Dr. Weber, if they have any other agenda ideas or suggestions that they would like placed on the agenda.

As a follow-up to her comments at the June 25, 2013 meeting regarding videotaping of Board Meetings, Chairman Howland stated that the administration has conducted research resulting from the CLC PAC’s request. Of our peer institutions – College of DuPage, Elgin Community College, Joliet Junior College, Oakton Community College, Waubonsee Community College, Triton College – she indicated that three institutions videotape their meetings – College of DuPage, Joliet Junior College, Oakton Community College. Chairman Howland further noted that those who videotape their meetings indicated that this was done to promote greater transparency. She also commented that the administration has determined the initial needs and estimated costs and invited Dr. Weber to comment on that topic.

Dr. Weber stated that the initial cost for videotaping Board Meetings was estimated to be approximately $15-16,000, including the purchase of two ceiling mounted video cameras, video recorder, hard drive, and installation fees. However, he stated that additional costs would also include extra staff time for editing the video, the addition of text (Board member names, agenda item, etc.), and the creation of On-Demand files for online viewing may require 6-8 hours of dedicated staff time per meeting. Dr. Weber indicated that this could be a topic for the September 10 Board Retreat to receive the Trustees’ feedback.

Trustee Anderson commented that individuals could come to Board Meetings, if they wanted to see how a meeting was run and to interact with the Trustees. In addition, he mentioned that he would rather see these funds spent elsewhere.

Chairman Howland stated that this discussion would continue at the September 10 Board Retreat.

Commenting on the Board Agenda, Chairman Howland stated that Agenda Items 11.1.1, Retirements, and 11.1.3, Terminations, have been pulled. In regard to Agenda Item 11.1.1, she noted that the employee has rescinded her retirement until a later date. In addition, Chairman Howland stated that Agenda Items 11.1.4, Terminations, and 11.7.1, FY 2014 Salary Ranges: Salary and Title Recommendations, would be discussed in Closed Meeting with action taken after the Closed Meeting.
Chairman’s Report: Chairman Howland requested a Closed Meeting following the Regular Meeting under Chapter 5 of the Illinois Compiled Statues (ILCS) 120 (Open Meetings Act)/Sections 2c(1) to discuss the “appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body;” 2c(2) to discuss “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees;” 2c(5) to discuss “the purchase or lease of real property for the use of the public body;” and 2c(11) to discuss “litigation when an action against, affecting or on behalf of the particular body has been filed and is pending before a court and when the public body finds that an action is probable or imminent” with action to be taken after the Closed Meeting.

Report of the President: Dr. Weber announced that overall enrollment was slightly up from last fall with total headcount at 16,800 or an increase of 0.9%, but FTE (full-time equivalent) decreased (1.0%). He also noted that college level headcount was at 14,133 or a decrease of (2.1%) and college level credit hours decreased (2.7%). In addition, Dr. Weber commented that there was one enrollment bright spot in many of the College’s STEM courses where the institution was about even in Biology with increases in seats taken in Chemistry, Computer Networking, Earth Science, and Mathematics. In Adult Education, he indicated that enrollment was up in headcount by 21.4% and FTE increased 12.7%. After Labor Day, Dr. Weber stated that the College would be submitting its official tenth day enrollment report to ICCB (Illinois Community College Board) and that information would be shared with the Board.

Moving forward starting tonight, Dr. Weber announced that the Board Book would contain continuous sequential page numbering starting with the first page following the minutes.

Dr. Weber stated that the Compensation Study appeals have been reviewed and finalized and would be discussed in this evening’s Closed Meeting.

Commenting on the Legislative Dinner, Dr. Weber mentioned that Mr. Nick Kallieris, Director of Resource Development and Legislative Affairs, has contacted CLC’s legislators and asked them to “save the date” of October 8, 2013 for the Legislative Dinner. He noted that the reception would be held at 6:00 p.m. in the Prairie Restaurant with dinner following at 7:00 p.m. Dr. Weber also indicated that a formal invitation would be sent within the next couple of weeks.

As mentioned in a recent Update, Dr. Weber stated that the administration has prepared a list of alternate Commencement speakers for the Board’s review. He also commented that the Board previously gave the administration direction to move forward with contacting Jill Biden, and the Board will be informed of any progress after being contacted by her office. In addition, Dr. Weber stated that Ms. Evelyn Schiele, Executive Director of Public Relations and Marketing, was
Report of the President:  (Cont.)

asked to provide information on the media appeal of the speakers to give the Trustees another way to evaluate the speakers. In the meantime, if the Trustees have any additional suggestions for alternate speakers, Dr. Weber asked that they contact Mr. Derrick Harden, Chief of Staff, to let him know their recommendations and rankings.

Dr. Weber announced that the College will be hosting a “Buy Local” vendor fair on Thursday, November 7, from 9:00 a.m. to 12:00 noon in the Atrium at the Grayslake Campus. He indicated that this event would connect Lake County businesses, including women and minority owned businesses with college procurement opportunities.

Dr. Weber stated that this year’s co-chairs of the Diversity Commission were Ms. Cindu Thomas-George, representing the faculty, and Mr. Jorge Nieto, representing the administration. He noted that Dr. Al Baldwin served as the administration’s representative last year.

Dr. Weber presented a brief update on the Diversity Commission. Highlights of his presentation included an overview of CLC’s Strategic Plan goals of student success, opportunity, stewardship, engagement, innovation, and reputation; goal four to promote diversity, sustainability, and global engagement; Dr. Carlos E. Cortes, Professor Emeritus of History at the University of California/Riverside, providing a lecture on “Diversity and Higher Education” and an interactive workshop on “Opportunities and Challenges of Diversity in a Changing America” at the Grayslake Campus on September 13, 2013; and fall 2013 diversity initiatives related to the Diversity Commission and the Engagement Commission, including an Engagement Commission training session titled “Practical Tips for Incorporating Engagement and Multiculturalism into the Classroom.” Dr. Weber also presented a diversity video titled “Diversity at CLC: Fostering an Inclusive, Welcoming Community” that is posted on the CLC website. At the conclusion of his presentation, Dr. Weber stated that the administration would be keeping the Board informed on the Diversity Commission through the weekly Update report.

Dr. Weber invited Mr. David Agazzi, Vice President for Administrative Affairs, to provide a presentation on the Sustainable Master Plan “Building the Future CLC.” Prior to presenting his report, Mr. Agazzi distributed a copy of his report for the Trustees. Highlights of his presentation included an overview of how the approved master plan would work, including the specific areas of programming, design, construction, and close out; Master Plan Implementation Committee; Program Committees related to Lakeshore, Cafeteria, Student Center, Site, Standards, Classrooms, A & B Mechanical, Auto Shop, Bookstore, Advanced Manufacturing, Southlake Chem Lab, and Library/Tutoring; decision making through the Governance Coordinating Council and Master Plan Implementation Committee to the Board of Trustees; communication; illustration of completion of Science Building programming in first/second quarters 2013; illustration of beginning of programming for campus center and automotive lab, parking lots, and geothermal fields in third quarter 2013; illustration of parking lot 7 design in
Report of the President: (Cont.)

fourth quarter 2013; illustration of Science Building construction in late spring and design for automotive lab, parking lots, and geothermal fields in first quarter 2014; illustration of construction of automotive lab and parking lots beginning late spring and design of campus center moving forward in second quarter 2014; illustration of beginning of construction on campus center and programming of Student Center, CNC lab, Sustainable Ag farm and space and A & B HVAC and beginning of construction on parking lot 7 in third quarter 2014; illustration of completion of automotive lab and parking lots and beginning of preparation of swing space in fourth quarter 2014; illustration of completion of geothermal fields and design of CNC lab and Sustainable Ag in first quarter 2015; illustration of CNC lab construction and Sustainable Ag lab in second quarter 2015; illustration of gym façade construction and campus center close out in third quarter 2015; illustration of completion of campus center and beginning of A & B construction in fourth quarter 2015; illustration of completion of Science Building and beginning of wind turbine programming in first/second quarters 2016; illustration of beginning of Library programming in third/fourth quarters 2016; illustration of Library design in first quarter 2017; illustration of Library construction and wind turbine in second quarter 2017; illustration of completion of campus in third/fourth quarters 2017; schedule for new Southlake Chemistry lab, including programming in fall 2013, design in spring 2014, construction in summer 2014, and completion in spring 2015; schedule for Lakeshore dependent on state funding, including programming in fall 2013, design in 2014, construction 2015-2016, and opening in 2017; and next steps, including completion of bond sales, architect’s contract for consideration at September 2013 Board Meeting, programming of nine areas, Construction Manager contract presented at October 2013 Board Meeting, and updates to the Board as each Programming Committee finishes. Following a brief question and answer period, the Board thanked Mr. Agazzi for his presentation.

Board Objectives and Policy:

Policy 402 – Residency – Revision – Second Reading was presented to the Board for approval.

It was moved Carrigan, seconded by Goshgarian, the Policy 402 – Residency – Revision – Second Reading be approved as presented and made a part of the official minutes.

Trustee Oilschlager requested clarification of the language in paragraph one stating that “students are classified at the time of admission to the college for purposes of tuition assessment and enrollment reporting according to resident status…” and the language in Section 01 stating that “students who are 18 years of age or older who have occupied a dwelling within Community College District #532 for at least 30 days prior to enrolling at the College of Lake County, are considered “in-district.” She noted that this language seemed inconsistent to her. Ms. Karen Hlavin, Associate Vice President for Student Development, explained the process and indicated that the language in the policy reflected the language used by the State of Illinois. Dr. Rich Haney, Vice President for Educational Affairs, stated that the administration would check the language and provide that information in the weekly Update.
Board Objectives and Policy: (Cont.)

Financial:

Trustee Carrigan changed his motion, seconded by Trustee Goshgarian, that Policy 402 – Residency – Revision – Second Reading be tabled and brought back for approval at the September 2013 Board Meeting after the language as requested by Trustee Oilschlager is clarified by the administration.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Purchasing:

Resolution Authorizing Budget Transfers and Accepting Monthly Financial Report was presented to the Board for approval.

*It was moved* by Anderson, seconded by Carrigan, that the Resolution Authorizing Budget Transfers and Accepting Monthly Financial Report be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Trustee Anderson commented that the bid was awarded to a Gurnee contractor and asked why CLC did not develop its own Traffic Safety System and obtain the proprietary rights. Dr. Haney replied that the Traffic Safety System for the Driver Safety Program, Family Parenting Program, and Live Victim Impact Panel started about eight years ago. After checking on the issues involved in interfacing with the courts and the cost of the original contract, Dr. Haney indicated that he would report back to the Board on whether any other options are available to the College.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.
Authorization to Purchase Non-Biddable Items was presented to the Board for approval.

**It was moved** by Paul, seconded by Carrigan, that Authorization to Purchase Non-Biddable Items, Agenda Item 8.2.2, Data Warehouse Program Updates; Agenda Item 8.2.3, Software Modules; and Agenda Item 8.2.4, Language Laboratory Upgrade, be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Authorization to Purchase Non-Biddable Items was presented to the Board for approval.

**It was moved** by Carrigan, seconded by Anderson, that Authorization to Purchase Non-Biddable Items, Agenda Item 8.2.5, Computer Operated Mannequins, be approved as presented and made a part of the official minutes.

Trustee Goshgarian questioned whether these computer operated mannequins were used only by students in the Nursing program. Mr. Steve Holman, Dean of the Biological and Health Sciences Division, explained that the College was working with the Cancer Treatment Centers of America in training Nursing students and mentioned that the Medical Assisting or Phlebotomy Technician programs did not involve the use of entire body mannequins.

Chairman Howland asked where the funds for this under budgeted in the amount of $288.78 would come from for this Agenda Item. Dr. Haney replied that the under budgeted amount would come from another equipment fund.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Acceptance of the Illinois Community College Board’s Adult Education and Family Literacy Grant was presented to the Board for approval.

**It was moved** by Carrigan, seconded by Paul, that the Illinois Community College Board’s Adult Education and Family Literacy Grant be accepted as presented and made a part of the official minutes.
Contracts and Grants: (Cont.)

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Acceptance of the United States Department of Health and Human Services’ Health Profession Opportunity Grant (College of Lake County Portion) was presented to the Board for approval.

It was moved by Carrigan, seconded by Paul, that the United States Department of Health and Human Services’ Health Profession Opportunity Grant (College of Lake County Portion) be approved as presented and made a part of the official minutes.

In regard to Agenda Item 9.2.1 and the partnership with the Workforce Investment Board of Will County, Trustee Oilschlager commented that she was surprised that the Workforce Investment Board of Lake County was not identified and asked who was conducting the screening eligibility certifications. Dr. Haney replied that the Workforce Investment Board of Lake County was involved in the certification of participants. Dr. Ali O’Brien, Assistant Vice President for Educational Affairs, stated that the Workforce Investment Board of Lake County would be confirming eligibility of participants in the grant program coming through Lake County.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Retirements, Terminations, and Resignation Agreements were presented to the Board for approval.

It was moved by Anderson, seconded by Paul, that Agenda Item 11.1.2, Revised Retirement Date, be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.
Leaves of Absence were presented to the Board for approval.

**It was moved** by Anderson, seconded by Carrigan, that Leaves of Absence be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:

- **Student Advisory Vote:** Aye – Welton
  - **Ayes:** Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
  - **Nays:** None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Position Additions, Reclassifications, Reorganizations, Deletions, and Vacant Positions were presented to the Board for approval.

**It was moved** by Carrigan, seconded by Paul, that Position Additions, Reclassifications, Reorganizations, Deletions, and Vacant Positions be approved as presented and made a part of the official minutes.

In regard to Agenda Items 11.3.2 and 11.3.3, Trustee Oilschlager commented that Position Number 1177, Sustainability Coordinator, was a grant-funded position. Since the grant funding for this position has ended, she stated that the position was eliminated. Trustee Oilschlager noted that there has been no discussion on changing the funding for this position. Dr. Weber replied that he spoke to the previous Board Chair, Trustee Anderson, and the current Board Chair, Trustee Howland, about changing the funding for this position through the Operations and Maintenance Fund. With the anticipation of future energy savings, he noted that it was the administration’s thought to move forward with the change. Trustee Oilschlager stated that the course of action as explained by Dr. Weber was not appropriate without a discussion by the Board. Dr. Weber mentioned that the Sustainability Coordinator position originally reported to Drs. Haney and O’Brien. With the issues related to the Sustainable Master Plan, he noted that the administration thought it appropriate for the position to report to Administrative Affairs rather than Educational Affairs. Trustee Oilschlager commented that the same argument could be made for any grant-funded position being eliminated, and it was contrary to how the College has operated over the last twenty years. She asked what justified singling out this one particular position and noted that it was totally inappropriate to seek the approval of this one position with no Board discussion.

Trustee Paul asked whether there was any written procedure regarding grant-funded positions once the grant funding ceased or whether the position was eliminated because that was the way it has always been done. Without grant funding for a position, Chairman Howland stated that the position was eliminated. Dr. Weber noted that the grant-funded position was being deleted and a new position with different technical skills was being brought forward for approval. Trustee Howland stated that the issue was that the Board was not asked if it was amenable to a new position, once the grant funds ended.
Trustee Griffin suggested that the positions reflected on Agenda Items 11.3.1 through 11.3.3 be taken separately.

Trustee Carrigan changed his motion, seconded by Trustee Paul, that Agenda Items 11.3.1 and 11.3.2, Position Additions, Reclassifications, Reorganizations, Deletions, and Vacant Positions for Position Number 0299, Student Receivables/Account Representative; Position Number 1401, Campus Services Clerk; and Position Number 0249, Clerk for the Lakeshore Campus, be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Position Additions, Reclassifications, Reorganizations, Deletions, and Vacant Positions were presented to the Board for approval.

It was moved by Griffin, seconded by Anderson, that Agenda Items 11.3.2 and 11.3.3, Position Additions, Reclassifications, Reorganizations, Deletions, and Vacant Positions for Position Number 1177, Sustainability Coordinator, be tabled and discussed at the September 10, 2013 Board Retreat.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

In addition to discussing grant-funded positions at the upcoming Board Retreat, Trustee Oilschlager suggested that travel insurance be added to the agenda.

New Full-Time Employment was presented to the Board for approval.

It was moved by Carrigan, seconded by Anderson, that New Full-Time Employment be approved as presented and made a part of the official minutes.

In regard to Agenda Items 11.4.1 and 11.4.2, Trustee Oilschlager made the observation that new employees with higher salary grades were being hired at the midpoint of their salary ranges while others were being hired at the minimum of their salary ranges. She noted that there was still a huge disparity in this area that needed to be looked at by the administration. Mr. Agazzi replied that he has discussed this issue with the Executive Staff. With the completion of the Compensation Study, he indicated that the administration would need to review this issue. Mr. Agazzi further noted that a new procedure would be drafted and addressed through the governance structure and brought back to the Board.
Human Resources Recommendations: (Cont.)

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

New Part-Time Employment was presented to the Board for approval.

**It was moved** by Paul, seconded by Goshgarian, that New Part-Time Employment be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Promotions, Transfers, and Compensation Adjustments were presented to the Board for approval.

**It was moved** by Carrigan, seconded by Goshgarian, that Promotions, Transfers, and Compensation Adjustments be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Closed Meeting: 7:26 P.M.

**It was moved** by Carrigan, seconded by Paul, that the regular order of business be interrupted under Chapter 5 of the Illinois Compiled Statutes (ILCS) 120 (Open Meetings Act)/Sections 2(c1) to discuss “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body;” 2c(2) to discuss “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees;” 2c(5) to discuss “the purchase or lease of real property for the use of the public body;” and 2c(11) to discuss “litigation when an action against, affecting or on behalf of the particular body has been filed and is pending before a court and when the public body finds that an action is probable or imminent” with action to be taken after the Closed Meeting.
Closed Meeting: 7:26 P.M. (Cont.)
Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Chairman Howland announced that the Board would officially go into Closed Meeting following a brief recess.

Regular Meeting: 8:44 P.M.
The meeting reconvened in Regular Meeting at 8:44 P.M.

Human Resources Recommendations:
Retirements, Terminations, and Resignation Agreements were presented to the Board for approval.

*It was moved* by Anderson, seconded by Paul, that Walk-On Agenda Item 11.1.4, Termination, be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Welton
Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager, Paul
Nays: None

The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

FY 2014 Salary Ranges: Salary and Title Recommendations for Non-Bargaining Unit Classified, Specialist, Professional and Administrative Personnel were presented to the Board for approval.

*It was moved* by Carrigan, seconded by Paul that Agenda Item 11.7.1, FY 2014 Salary Ranges: Salary and Title Recommendations for Non-Bargaining Unit Classified, Specialist, Professional and Administrative Personnel, be approved as presented and made a part of the official minutes.

Trustee Oilschlager reiterated her comments from earlier this evening related to new employees with higher salary grades were being hired at the midpoint of their salary ranges while others were being hired at the minimum of their salary ranges. She also noted that Agenda Item 11.7.1 indicated that there was an attachment included. Dr. Weber mentioned that the Agenda Item should have stated that the attachment was sent to the Board under separate rather than being included with the Board Book. Looking at the Compensation Study recommendations, Trustee Oilschlager commented some employees with an annual salary of $100,000 to $140,000 were being recommended for a longevity bonus and that action does not reflect her fiduciary responsibility.
Human Resources
Recommendations: (Cont.)

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Welton

Ayes: Anderson, Carrigan, Goshgarian, Griffin, Howland, Paul

Nays: Oilschlager

The vote being (6) Ayes and (1) Nay, the Chairman declared the motion carried.

Adjournment: 8:47 P.M.

It was moved by Goshgarian, seconded by Paul, and unanimously carried, that the meeting be adjourned at 8:47 P.M.

_____________________________                  ____________________________
Amanda D. Howland, Chairman       Philip J. Carrigan, Secretary