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 Administrative Offices of the College of Lake County, 19351 West Washington Street, Grayslake, Illinois on January 27, 2015 at 6:00 p.m.

<table>
<thead>
<tr>
<th>1. Board Convenes the Regular Meeting</th>
<th>1.1 Call to Order and Roll Call</th>
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<tr>
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<td>The meeting was called to order at 6:00 p.m. by Chairman Howland.</td>
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<tr>
<td>Trustees Present: Mr. Anderson, Dr. Carrigan, Ms. Goshgarian, Dr. Griffin, Ms. Howland, Mrs. Oilschlager, Ms. Paul and Ms. Tidei-Student Trustee</td>
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<tr>
<td>Others Present: Dr. Weber, President; Mr. Agazzi, Vice President for Administrative Affairs; Dr. Haney, Vice President for Educational Affairs; Ms. Hlavin, Associate Vice President for Student Development; Ms. Evelyn Schiele, Executive Director for Public Relations and Marketing; Ms. Guiney, Executive Director of Human Resources; Mr. Harden, Chief of Staff; Mr. Nick Kallieris, Director for Resource Development/Legislative Affairs; Ms. Senase, Executive Assistant to the President/Recording Secretary; Mr. Riley, Legal Counsel at Robbins, Schwartz, Nicholas, Lifton &amp; Taylor, Ltd.; Officer Martinez; and other guests.</td>
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<tr>
<th>1.2 Approval of the Agenda</th>
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<tr>
<td>The Agenda was presented to the Board for approval.</td>
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**It was moved** by Carrigan and seconded by Griffin that the Agenda be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:

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

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

<table>
<thead>
<tr>
<th>2. Approval of Minutes</th>
<th>2.1 Regular Board Meeting on December 16, 2014</th>
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<tbody>
<tr>
<td></td>
<td><strong>It was moved</strong> by Anderson and seconded by Griffin that the Minutes of the Regular Board Meeting on December 16, 2014 be approved as presented and made a part of the official minutes.</td>
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</table>

Trustee Oilschlager requested that the roll call portion of the minutes reflect the time that Trustee Carrigan entered the meeting, and remove Dr. Carrigan’s name as present. Trustee Oilschlager also requested that the minutes be amended to include discussions that were not included in these minutes, specifically her recommendations that future legislative dinners be planned when the culinary students are available to cater the dinner; and that all printed materials for events should go through the PR Department to ensure accuracy.

The above motion was withdrawn and **it was moved** by Anderson and seconded by Griffin that the **Amended** Minutes of the Regular Board Meeting of December 16, 2014 be approved and made a part of the official minutes.
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 Administrative Offices of the College of Lake County, 19351 West Washington Street, Grayslake, Illinois on January 27, 2015 at 6:00 p.m.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Griffin
Nays: None
Abstained: Goshgarian
The vote being (6) Ayes, (0) Nays and (1) Abstention, the Chairman declared the motion carried.

2.2 Closed Meeting on December 16, 2014

Dr. Weber noted that there was a spelling error in a name that was on page one under Discussion Topics. The spelling has been corrected in the final version of these minutes that will be signed by the Chairman and Secretary.

It was moved by Anderson and seconded by Carrigan that the Closed Meeting Minutes of December 16, 2014 be approved and made a part of the official minutes.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Griffin
Nays: None
Abstained: Goshgarian
The vote being (6) Ayes, (0) Nays and (1) Abstention, the Chairman declared the motion carried.

2.3 Action on Closed Meeting Minutes

It was moved by Anderson and seconded by Carrigan that the Closed Meeting Minutes listed in Agenda Item 2.3.1 be released from their confidential status as presented.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

2.4 Action on Closed Meeting Recordings

It was moved by Anderson and seconded by Carrigan that the Closed Meeting Recordings listed in Agenda Item 2.4.1 be destroyed as presented.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

<table>
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<tr>
<th>3. Receipt of Notices, Communications, Hearings, and Petitions</th>
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<tbody>
<tr>
<td>Chairman Howland announced that this was the point in the meeting reserved for those in the audience who wished to address the Board.</td>
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<tr>
<td>There were no comments from the audience.</td>
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<tr>
<td>Chairman Howland shared notes of appreciation and gratitude received this month from the following:</td>
</tr>
<tr>
<td>- Lisa Daniels, CLC Senior Program Coordinator, Judicial Services, for the donation to the CLC veterans' memorial in honor of her father-in-law, Joseph H. Daniels.</td>
</tr>
<tr>
<td>- Karen Senase for the lovely set of glasses. Ms. Senase thanks the Board for thinking of her.</td>
</tr>
<tr>
<td>- Sue Oelkers for the beautiful plant in honor of her mother's (Patricia Ramig) memory.</td>
</tr>
<tr>
<td>- Gwethalyn Bronner for the generous donation made to the American Cancer Society in memory of her mother Ruby L. Bronner.</td>
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<tr>
<th>4. Chairman's Report</th>
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<tr>
<td>Chairman Howland reported that a majority of Trustees and President Weber will attend the 2015 Association of Community Colleges (ACCT) National Legislative Summit, which will be held February 9 to 12 in Washington, D.C. Chairman Howland stated that the Summit is an important opportunity for Community College leaders and Trustees to advocate with members of the Congress and administration. Trustees and College of Lake County (CLC) staff will meet with state and federal legislators to express needs and goals for CLC and community colleges in general.</td>
</tr>
<tr>
<td>Chairman Howland reported that the Board has been notified that the date for the Illinois Community College Trustee Association (ICCTA) Lobby Day and Student Lobby Day begins the morning of April 29. In the past, Trustees met with legislators in the evening before Lobby Day for a reception at the Sangamo Club. Unfortunately, a board meeting is scheduled for April 28. Dr. Weber stated that the President’s Office will poll Board members on their availability in April for a board meeting.</td>
</tr>
<tr>
<td>Trustees discussed the upcoming National Legislative Summit and topics that would be addressed at this event. Dr. Weber explained that Mr. Kallieris will prepare a set of two to three positions that the college will focus on. Trustees will receive position papers on Friday.</td>
</tr>
<tr>
<td>Chairman Howland stated that Trustees have received a copy of the revised board policies at this meeting. Legal counsel has reviewed the policies and policies have been revised with the context of the following:</td>
</tr>
<tr>
<td>- Compliance with current statutory provisions in the Community College Act as well as with the Open Meetings Act.</td>
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<td>- Revisions that reflect current board practices.</td>
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<td>- Removing sections that were procedural in nature.</td>
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Some of the policies have not been updated since the 1970s. The next step for Trustees is to review the revised policies and provide feedback to Mr. Harden by February 13, 2015. Mr. Harden will send an electronic copy to Trustees also.

4.2 Student Trustee Report

Chairman Howland invited Ms. Tidei to provide a report on the Student Government Association (SGA) and campus events. Ms. Tidei highlighted the following:
- SGA hosted the Faculty Continental Breakfast for the spring semester.
- SGA continues to recruit senators and will continue class visits for the spring semester to bring awareness to leadership opportunities and involvement on campus.
- Campus and Student Life hosted Welcome Week for returning students.
- Full-time and part-time faculty award nominations forms are now available online.
- Success at CLC Conference will feature motivational speakers, workshops and faculty panels for students to attend.

Ms. Tidei also attended the January Illinois Community College Board (ICCB) Student Advisory Committee (SAC) in Springfield, IL and provided the following report from this meeting:
- The focus of roundtable discussion was on veterans coming back to college. Six speakers talked about the efforts made on behalf of veterans within the college system, including scholarship and support for army spouses.
- SAC voted in favor of advocating the resolution focusing on making Community Colleges more affordable.

Trustee Oilschlager recommended that the Student Advisory Committee consider advocating for the state to pay for veterans scholarships.

Chairman Howland concluded her report by stating agenda item 11.1.2 – Terminations will be removed as this position has changed to a resignation and will be presented at the February meeting; and agenda item 11.1.6 – Settlement Agreement will be held for closed session discussion.

Chairman Howland requested a Closed Meeting session and reported that there will be action after this meeting.

5. President’s Report

Dr. Weber’s report highlighted the following topics:
- The Governor had put a hold on capital projects and the college has confirmed that the science building project has been released to the CDB. Dr. Weber thanked Senator Link, Aaron Lawler and the lobbyist for their assistance.
- Spring enrollment is a negative 1% overall. College credit is approximately a negative 4%. The 10th day census report will be ready soon.
- The County Green Committee met with Grainger, ComEd, NRG, Abbott, Siemens
and others regarding economic resiliency.

- All meetings for the National Legislative Summit have been confirmed.
- CLC was named a finalist in the AACC Advancing Diversity Award. The winner will be announced at the annual AACC convention in April in San Antonio, Texas.
- The 31st Annual Salute to Gospel is scheduled for February 28th. Last year Trustee Carrigan offered the welcome. Please let Ms. Senase know if any Trustee is interested in offering the welcome remarks this year.

Mr. Agazzi presented the Mid-Year Fiscal Accountability/Investment Report and provided Trustees with a handout. Mr. Agazzi reported that Governor Rauner has not released all of the ICCB Credit Hour Grant owed to the college as of this date. CLC has been receiving approximately $690,000 per month and has received all scheduled payments in the last two years.

Trustees discussed enrollment and the new drop policy. Trustee Griffin stated that he would like more information on the re-enrollment process at CLC. Trustees also discussed the option of a student survey to get students' feedback on the enrollment process. Ms. Tidei will work on getting more student feedback.

Mr. Agazzi provided a slide show with the Master Plan Project Update. The only revision to this update is the location of the Bookstore has been moved. The construction on the new café space and the migration plan will begin in June 2015. The migration plan will be broken into four phases.

The Southlake Campus Chemistry Building is scheduled to break ground in March 2015 and the Lakeshore Campus schematic design is on schedule for February 2015.

Dr. Haney provided a Student Success updated highlighting the following:

Coaching for Academic Success – Fall 2014
- Of the nearly 3,000 developmental education students enrolled across 153 sections, the Academic Coaches worked one on one with 890 students (30% of the total).
  - 224 of these students voluntarily worked with a coach without any faculty alert.
  - 666 of these students were alerted by their faculty through the early alert system.
- Successful element of launching the program was the faculty support – 78% of all Dev. Ed faculty participated by issuing alerts on their students.

Student Academic Support/Tutoring – Fall 2014
- 16% increase in tutoring session over Fall 2013 – almost 15,000 tutoring sessions in total.
  - 80% of the sessions were in the math center, 20% in the writing center.
- Total of 2,654 students were served, a 10% increase over Fall 2013.
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Dr. Haney stated that he is very proud of the good work of the coaches, faculty, and tutors in making these types of gains.

This concludes the President’s Report.

### 6. Approval of Board Policies and Objectives

<table>
<thead>
<tr>
<th>6.1 Policy 401 – Admission – Revised – Second Reading</th>
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<tbody>
<tr>
<td><strong>It was moved</strong> by Anderson and seconded by Carrigan that Policy 401 – Admission be approved as presented.</td>
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Upon roll call, the vote was as follows:
- Student Advisory Vote: Aye – Tidei
- Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
- Nays: None

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

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<tr>
<td><strong>It was moved</strong> by Anderson and seconded by Carrigan that Policy 502 – Employment Practices and Procedures be approved as presented.</td>
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</table>

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

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

<table>
<thead>
<tr>
<th>6.3 Policy 611 – Appointment and Status of Employment – Revised – Second Reading</th>
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<tr>
<td><strong>It was moved</strong> by Anderson and seconded by Carrigan that Policy 611 – Appointment and Status of Employment be approved as presented.</td>
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Upon roll call, the vote was as follows:
- Student Advisory Vote: Aye – Tidei
- Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
- Nays: None

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

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<tr>
<td><strong>It was moved</strong> by Anderson and seconded by Carrigan that Policy 705 – Debt Management be approved as presented.</td>
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</table>
Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

6.5 Policy 938 – Family Medical Leave – Revised – Second Reading

It was moved by Anderson and seconded by Carrigan that Policy 938 – Family Medical Leave be approved as presented.

Trustee Oilschlager referenced the elimination of the “Board of Trustees” on page 19 under paragraph 938.1. Trustee Oilschlager stated that the revised version diminishes the Board’s authority, and she would like to have “At the discretion of the Board of Trustees” added back to the policy. Trustees discussed this revised policy language and received recommendations from legal counsel. Trustee Anderson recommended using the same language in paragraph 938.1 as was under section B. Employee Eligibility of this policy - “such leave shall be administered by the Human Resources Department in accordance with Federal and State statutes.” Trustees expressed agreement that the above motion be withdrawn, and the approval of Policy 938 be tabled to the next meeting to incorporate the revisions that were discussed.

6.6 Policy 954 – Clean Air Smoke-Free Campus – Revised – Second Reading

It was moved by Anderson and seconded by Carrigan that Policy 954 – Clean Air Smoke-Free Campus be approved as presented.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

6.7 Policy 525 – Post Retirement Service Award – Non Bargaining Unit Classified – Revised – First Reading

There was no discussion regarding Policy 525.

6.8 Policy 625 – Post Retirement Service Award – Specialists – Revised – First Reading

There was no discussion regarding Policy 625.
6.9 Policy 713 – Invoices – Revised – First Reading

Trustee Oilschlager stated that the policy language does not address bid stringing and requests that bid stringing language be added to the revised policy. Mr. Agazzi informed Trustees that all paid bills will be posted on the college’s website within 10 days, and that there are internal controls in place on procurement processes. Trustee Goshgarian requested language in this policy to address bills that are paid under the $5,000 threshold.

6.10 Policy 932 – SURS Annuity Return to Work and Employment Policy – New – First Reading

Dr. Weber informed Trustees that there were typos found in this policy and these will be corrected for the Second Reading.

7. Approval of Financials

7.1 Resolution Approving Bills, Authorizing Budget Transfers and Accepting Monthly Financial Report

It was moved by Anderson and seconded by Goshgarian that the Resolution Authorizing Bills, Authorizing Budget Transfers and Accepting Monthly Financial Report be approved as presented.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Goshgarian, Griffin
Nays: None
Abstained: Carrigan
The vote being (6) Ayes, (0) Nays, and (1) Abstention the Chairman declared the motion carried.

8. Approval of Purchasing

8.1 Approval of Bids

There were no items presented for Approval of Bids.

8.2 Non-Biddable Items

It was moved by Anderson and seconded by Carrigan for approval of Non-Biddable Items as presented.

Trustee Paul inquired about the Vendor Fair event on February 26th and requested that information be shared with all Lake County Chambers regarding this event.

Mr. Agazzi informed Trustees that a 5-year bid calendar has been generated for the college, which will hopefully generate more competition for bids.

Trustee Goshgarian inquired about how long call boxes last. Mr. Agazzi stated that typically call boxes last for 5 years and come with a 1 year warranty.
Upon roll call, the vote was as follows:  
Student Advisory Vote: Aye – Tidei  
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin  
Nays: None  
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

### 9. Approval of Contracts and Grants

There were no Approval of Contract and Grants presented.

### 10. Approval of Programs

There were no Approval of Programs presented.

### 11. Approval of Human Resources Recommendations

#### 11.1 Resignations and Retirements

It was moved by Carrigan and seconded by Anderson for the approval of agenda items 11.1.1, 11.1.3, 11.1.4 and 11.1.5 - Resignations and Retirements as presented.

Agenda item 11.1.2 – Termination was removed from the agenda.

Agenda item 11.1.6 – Settlement Agreement will be held for Closed Session discussion.

Upon roll call, the vote was as follows:  
Student Advisory Vote: Aye – Tidei  
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin  
Nays: None  
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

#### 11.2 Leaves of Absence

It was moved by Carrigan and seconded by Anderson for the approval of Leaves of Absence as presented.

Upon roll call, the vote was as follows:  
Student Advisory Vote: Aye – Tidei  
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin  
Nays: None  
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

#### 11.3 Position Additions, Reclassifications, Deletions, and Vacant Positions

It was moved by Carrigan and seconded by Anderson for the approval of Position Additions, Reclassifications, Deletions, and Vacant Positions as presented.
Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

11.4 New Full-Time Employment

**It was moved** by Anderson and seconded by Carrigan for the approval of agenda item 11.4.1 New Full-Time Employment - Probationary.

Trustee Oilschlager stated that the C41 position has a salary over the mid-point of the salary ban; therefore, she cannot support the approval of this position.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: Oilschlager
The vote being (6) Ayes and (1) Nay, the Chairman declared the motion carried.

**It was moved** by Carrigan and seconded by Anderson for the approval of agenda item 11.4.2 New Full-Time Employment - Probationary.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

11.5 New Part-Time Employment

**It was moved** by Carrigan and seconded by Anderson for the approval of New Part-Time Employment.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

11.6 Promotions and Transfers

**It was moved** by Anderson and seconded by Carrigan for the approval of Promotions and Transfers as presented.
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 Administrative Offices of the College of Lake County, 19351 West Washington Street, Grayslake, Illinois on January 27, 2015 at 6:00 p.m.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

11.7 Staff Benefits

There were no Staff Benefits presented.

12. Closed Meeting

It was moved by Paul and seconded by Anderson to enter into a Closed Meeting at 7:58 p.m. under the Illinois Compiled Statutes 5ILCS 120: Section 2c(1) “The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body......”; Section 2c(2) “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; and Section 2c(11) “Litigation when an action against, affecting or on behalf of the particular public body......finds that an action is probable or imminent......”.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

The minutes for the closed meeting portion will be presented to the Trustees separately.

A brief recess was taken before the Closed Meeting began.

11. Approval of Human Resources Recommendations

11.1.6 Settlement Agreement

It was moved by Anderson and seconded by Carrigan for the approval of the Settlement Agreement as presented.

Upon roll call, the vote was as follows:
Student Advisory Vote: Aye – Tidei
Ayes: Howland, Oilschlager, Paul, Anderson, Carrigan, Goshgarian, Griffin
Nays: None
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

13. Other Matters for Information, Discussion or Action

Trustee Oilschlager mentioned President Obama’s free community college tuition proposal and expressed concern on how this will affect CLC’s Foundation. Trustees briefly discussed this topic, and Dr. Weber stated that he has talked to the Executive Director of the Foundation regarding this topic and believes students will still have financial needs in the future.

14. Adjournment

It was moved by Carrigan, seconded by Griffin, and unanimously carried that the meeting be adjourned at 9:30 p.m.
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 Administrative Offices of the College of Lake County, 19351 West Washington Street, Grayslake, Illinois on January 27, 2015 at 6:00 p.m.

Amanda D. Howland, Chairman

Philip J. Carrigan, Secretary
Minutes of the Closed Meeting of the Board of Trustees of Community College District No. 532, County of Lake and State of Illinois, held at the Administrative Offices, College of Lake County, 19351 West Washington Street, Grayslake, Illinois on January 27, 2015 at 7:58 p.m.

| Call to Order, Roll Call, and Purpose | The closed meeting was called to order at 8:15 p.m. by Chairman Howland.  
Trustees Present: Mr. Anderson, Dr. Carrigan, Ms. Goshgarian, Dr. Griffin, Ms. Howland, Mrs. Oilschlager, Ms. Paul, and Ms. Tidei-Student Trustee.  
Others Present: Dr. Weber, President; Mr. Agazzi, Vice President for Administrative Affairs; Dr. Haney, Vice President for Educational Affairs; Ms. Hlavin, Associate Vice President for Student Development, Ms. Schiele, Executive Director of Public Relations and Marketing; Ms. Guiney, Executive Director of Human Resources; Mr. Harden, Chief of Staff; Ms. Senase, Executive Assistant to the President/Recording Secretary; and Mr. Riley, Legal Counsel with Robbins, Schwartz, Nicholas, Lifton & Taylor, Ltd.  
Purpose of meeting under the Illinois Compiled Statutes 5ILCS 120 Section 2c(1): “The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body....”; Section 2c(2) “Collective negotiating matters between the public body and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employee”; and Section 2c(11) “Litigation when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court....and when the public body finds that an action is probable or imminent....”. |
| Discussion Topics | 11.1.6 – Settlement Agreement  
Mr. Riley verified that he had reviewed the details of the Settlement Agreement. There was Board consensus to move forward with this agreement.  

**Benefit Standardization**  
Mr. Agazzi explained that the reason for the Benefit Standardization was non-union employee groups had different requests than union employee groups. Administration promised to harmonize benefits and the Board thought it would be a great idea. Administration is at a point of a pretty good understanding of where the Benefit Standardization should be. Ms. Guiney highlighted the proposed changes as follows:  
- Vacation days equalized across all employee groups including carried over vacation amounts that can be applied to SURS.  
- Health Leave for Administrators is front loaded. The cost of equalizing this will be assessed.  
- Life Insurance amounts are different across employee groups. This would change to be the same amount for all.  
- Long Term Disability is different for faculty from all other employee groups. This would change to be the same amount for all.  
- Summer Schedule is still a big topic.  
- Eliminate Discretionary and Emergency Days and combine as Personal Days.  
- Standardize comp time rules across all employee groups. |
- The Education Career Plan Rewards are causing issues. Employee groups are willing to give up Career Plan Rewards. This program is causing dissention among employees.
- The Post Retirement Reward is still being discussed. There needs to be clarification with the current language as it is being misinterpreted.

Mr. Agazzi explained that the next step is to present a proposal next month to the Board for feedback. Costs for the Benefit Standardization will be provided as well. Trustee Oilschlager asked if the harmonization will take place all in one year or spread over multiple years. Mr. Agazzi stated that it will most likely happen over multiple years, and additional benefits may need to be traded off for future salary increases. Employee groups have been very surprised at the cost of some of the benefits. Ms. Guiney also explained that the discretionary allowance for insurance has been removed from the Benefit Standardization package. There will be more information on this topic at the February meeting.

**Adjournment**  
At 9:24 p.m. the meeting was completed, and it was unanimously determined to return to the Regular Meeting.

[Signatures on file in President’s Office]

Amanda D. Howland, Chairman

Philip J. Carrigan, Secretary