

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 June 24, 2014 at 6:00 P.M.

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

Roll Call:           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. Mason, Assistant to the President; Ms. Senase Executive Assistant to the President/Recording Secretary; Ms. Daniels, Senior Program Coordinator, Judicial Services; Mr. Evans, Director of Facilities; Mr. Harden, Chief of Staff; Ms. Hoy, Faculty Senate Chair; Dr. O'Brien, Assistant Vice President for Educational Affairs; Ms. Rarick, Senior Marketing and Communications Analyst; Ms. Reynolds, Director of Business and Auxiliary Services; Dr. Santos-George, Assistant Director of Educational Affairs Operations; Ms. Schiele, Executive Director of Public Relations and Marketing; Ms. Schmidt, Executive Director of CLC Foundation; Mr. Williams, Controller; Mr. Rob Twardock, Interim Dean Engineering, Mathematics & Physical Science Division; Teresa Aguinaldo, Interim Executive Director Student Life; Brian Smith, Faculty Comm Arts/Humanities/Fine Arts Div; Mr. Riley, Legal Counsel, Robbins, Schwartz, Nicholas, Lifton & Taylor, Ltd.; Mr. Wenceslao; Mr. Joe Legat, Legat Architects; Mr. Scot Parker, Legat Architects; Mr. Jeff Sronkowski, Legat Architects; Charles Clency, Retiree; Nina Kilarski, Retiree and family; Marylyn Varitek, Retiree and husband; Kendall Welton, Student; Chris Kyriakos, Media Technology Specialist; Nick Kallieris, Director of Resource Development & Legislative Affairs; Roland Miller, Dean Comm Arts/Humanities/Fine Arts Div; Doug Shimizu, Office Assistant Student Life; Maneesh Kumar, IT Support Coordinator; Octavio Cavazos, Auto Collision Repair Instructor; Dawn Byrne, Office Assistant Student Activities; and other guests.

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

**It was moved** by Carrigan and seconded by Anderson 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

Chairman Howland welcomed Ms. Senase and acknowledged Ms. Mason's retirement.

Public Hearing to Review the Fiscal Year 2015 Budget

In the May 22, 2014 editions of the Daily Herald and Lake County News Sun newspapers, a public notice was published indicating that CLC's tentative budget for July 1, 2014 through June 30, 2015 will be available for public review and inspection in the Finance Department. It further indicated that a public hearing would be held on the budget at 6:00 p.m. at today's meeting. The Hearing was opened for questions from the audience regarding the proposed Fiscal Year 2015 Budget. Hearing none, Chairman Howland declared the public hearing closed.

Committee of the Whole Meeting

The minutes of the Committee of the Whole Meeting on May 20, 2014 were presented to the Board for approval.

Minutes of May 20, 2014:

**It was moved** by Carrigan and seconded by Goshgarian that the Minutes of the Committee of the Whole Meeting of May 20, 2014 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

Regular Meeting

The minutes of the Regular Meeting on May 20, 2014 were presented to the Board for approval.

Minutes of May 20, 2014:

**It was moved** by Carrigan and seconded by Goshgarian that the Minutes of the Regular Meeting of May 20, 2014 be approved as presented and made a part of the official minutes.

Trustee Oilschlager requested a correction on page 16, second paragraph of the May 20, 2014 minutes. The seconded sentence of this paragraph will be amended to read "Trustee Oilschlager mentioned that she serves on the ICCTA Executive Committee and has a liaison role as State Coordinator with ACCT (Association of Community College Trustees) and would like to continue as the ICCTA representative".

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Tidei

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

Nays: None

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

Closed Meeting

The minutes of the Closed Meeting on May 20, 2014 were presented to the Board for approval.

Minutes of May 20, 2014:

**It was moved** by Carrigan and seconded by Goshgarian that the Minutes of the Closed Meeting of May 20, 2014 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

The vote being (7) Ayes and (0) Nays, 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.

Receipt of  
Notices, Com-  
munications,  
Hearings, and  
Petitions:

Dawn Byrne, a 10-year employee in Student Life expressed her disappointment that her position was being eliminated. She also addressed the Board referencing working conditions and disappointment with Administration's action during her time of employment.

Doug Schimizu, part-time employee in the Multicultural Student Center read a statement to the Board referencing how disappointed he is in CLC regarding the decision to eliminate his job and the way it was carried out. He also expressed disappointment with the decisions that have been made over the past few months in regard to the master plan.

Chairman's  
Report:

Chairman Howland announced that the Board would like to honor Ms. Edwina Kilarski, Office Assistant in Education Affairs; Marylyn Varitek, Administrative Assistant in Education Affairs; Charles Clency, Music Instructor and Choir Director in the Communication Arts/Humanities/Fine Arts Division; and Mary Beth Mason, Assistant to the President. The Resolutions presented to the retirees are attached to these minutes in their entirety. Retirees in attendance at this meeting made the following comments:

**It was moved** by Howland, seconded by Anderson, and unanimously carried, that the Resolution honoring Ms. Edwina Kilarski be adopted as presented and made a part of the official minutes.

Ms. Kilarski graciously accepted the Resolution presented by Trustee Oilschlager who has known the retiree for over 30 years. Ms. Kilarski thanked the Board of Trustees, Rich Haney and all her coworkers and family. She introduced her family members who were also present.

**It was moved** by Howland, seconded by Paul, and unanimously carried, that the Resolution honoring Ms. Marylyn Varitek be adopted as presented and made a part of the official minutes.

Ms. Varitek graciously accepted the Resolution presented by Trustee Goshgarian. Ms. Varitek stated that she appreciated being a member of the college. Her husband, Vince, has been behind her all the way. She is truly honored to work with everyone and go Michigan! Thank you to Arlene, Ali and Rich.

Chairman's  
Report:  
(Cont.)

**It was moved** by Carrigan, seconded by Anderson, and unanimously carried, that the Resolution honoring Mr. Charles Clency be adopted as presented and made a part of the official minutes.

Mr. Clency graciously accepted the Resolution presented by Trustee Griffin. Trustee Griffin confirmed that he was the teacher who took students to Carnegie Hall. Mr. Clency thanked the Board. He stated that these 10 years have been wonderful and his students were great. He is going to miss time with his students.

**It was moved** by Paul, seconded by Howland, and unanimously carried, that the Resolution honoring Ms. Mary Beth Mason be adopted as presented and made a part of the official minutes.

Ms. Mason graciously accepted the Resolution presented by Trustee Anderson. Ms. Mason stated that this was the best meeting she has had, because it was her last! She has worked with five Presidents and would like to thank two of them, Dr. Gretchen Naff for hiring her, and Dr. Weber for their great working relationship. Ms. Mason stated that Dr. Weber has been the best boss to work for. Trustees Oilschlager, Griffin and Anderson have served on the Board of Trustees longer than she has worked here and she thanked them for their service. She has great expectations for retirement and will not miss being at Board meetings! She plans to watch her granddaughter and drive her husband, Arthur, crazy. Thank you to all and her last day will be Friday.

Chairman Howland also announced that the Board would like to honor eight additional employees upon their retirement, who are unable to attend this meeting: Sonia Crosier, Director of Professional Development Center; Jane Ellefson, Art Gallery Preparator; Jean Froese, Office Associate in Human Resources; Steven Jones, Art Gallery Curator; Marjorie Matthews, Learning Assistance Center Senior Secretary; Alice Moy, Food Services Assistant; Nadine Pabich, Custodian; and Sharon Steiger, Laboratory Specialist. She requested that the Board unanimously accept the Resolutions as presented and made a part of the official minutes to honor these employees who are unable to attend this evening's meeting.

Both Jane Ellefson and Steven Jones will have a farewell exhibit in the CLC Wright Gallery June 27 through July 25. The exhibit will feature both artists' "still-life" paintings.

**It was moved** by Anderson, seconded by Paul, and unanimously carried, that the Resolutions honoring Ms. Sonia Crosier, Ms. Jane Ellefson, Ms. Jean Froese, Mr. Steven Jones, Ms. Marjorie Matthews, Ms. Alice Moy, Ms. Nadine Pabich and Ms. Sharon Steiger be adopted as presented and made a part of the official minutes. The Resolutions prepared for these retirees are attached to these minutes in their entirety.

Chairman's  
Report:  
(Cont.)

Commenting on the activities of the Illinois Community College Trustees Association (ICCTA), Chairman Howland stated that although the ICCTA Annual Convention for the Governance Institute for Student Success (GISS) has passed, she encouraged Trustees to complete the Board Assessment survey if you have not done so. This survey is paid for by the Gates Foundation and provides interesting feedback. Derrick Harden will send an email reminder with a link to the survey.

Commenting on the activities of the Illinois Community College Trustees Association Annual Convention June 5-7 in Springfield, Illinois, Chairman Howland shared that the following Trustees participated: Ms. Goshgarian, Mr. Anderson, Mrs. Oilschlager, Mr. Griffin, and herself, as well as Dr. Weber. Also, Student Trustee, Ms. Tidei attended the ICCB Student Leadership Institute, which ran concurrently with the ICCTA Annual Convention. This was an all-day event with lots of data on what the State thinks colleges need to implement. Chairman Howland invited Trustees to share their comments.

- Trustee Goshgarian shared that this comes at a good time and is helpful for the Board. At the end there was a part that included 25 practices that lead to measurable data of student success. It was good to see these practices. She suggested that there be a Committee of the Whole meeting to see how to implement some of the measures at CLC.
- Trustee Oilschlager shared that a big value from these conventions is to steal what other colleges are doing to be successful across the State. Many of these things do not cost anything and are as simple as opening a Welcome Center.
- Chairman Howland shared that there were good ideas from other Community Colleges and it was interesting to see statistical data and how we compare with other colleges. A lot of colleges are struggling with student success. It was good to bounce ideas off each other.
- Dr. Weber attended sessions and picked up new ideas he brought back to the Executive Staff about student success.

Chairman Howland asked Student Trustee Tidei to report on CLC student activities, conferences, and issues. Student Trustee Tidei read the following report.

“The Multicultural Student Center welcomes Summer Session with Bollywood Groove, a cultural dance celebration, this Thursday. Students also will have an opportunity to learn about Student Activities and other student services at this event.

Program Board's Summer Movie Nights kicks off June 27<sup>th</sup> with *The Lego Movie* at 8:00 p.m. in the PE Center. As this is a big draw for children and families, games and activities will be provided.

Chairman's  
Report:  
(Cont.)

Men of Vision began a summer boating, training, and leadership development class. The training is held on land and teaches skills such as team-building, accountability, and problem-solving. Sister 2 Sister members also took the class.

The Women's Center is holding its 10<sup>th</sup> Annual School Supplies Drive through July 18<sup>th</sup>. All donations will go to the school-aged children of low-income students. About 150 children benefit from this effort each year.

The Environmental Club, Multicultural Student Center and Women's Center are co-sponsoring the Enkare Fashion Show fundraiser on June 28<sup>th</sup>. Enkare is an African word that means WATER, and all proceeds will go toward providing clean drinking water and sanitation training for the Maasai Tribe in Kenya."

Chairman Howland asked if Trustee Liaisons who attended the University Center Quarterly Meeting on June 11<sup>th</sup> had any comments. Trustee Carrigan stated that he had none. Trustee Anderson shared that they reviewed the budget and alternatives that would take about \$200,000 out of the cash fund. They are having trouble with the Board of Higher Education listening to them. The amount last year will be the amount in the budget this year. Lobbyist for Northern Illinois University (NIU) will lobby for them. We need to pay attention and get it under control. Trustee Oilschlager asked what Trustee Anderson's opinion was about the changes at the University Center. Trustee Anderson said it seems very positive. The University Center talked about building in Waukegan and whether CLC would be reimbursing them. Three UCLC Board Members remembered that the City of Waukegan had a grant to fix the alley behind the building at 1 N. Genesse Street.

Commenting on the Board Agenda, Chairman Howland stated that the following Agenda Items would be held for discussion in tonight's Closed Meeting with action being taken after the Closed Meeting: 11.1.2, Terminations – Grant Funded Positions; 11.1.3, Terminations; 11.1.4, Separation Agreements; and 11.7.1, Police Contract.

Chairman Howland requested a Closed Meeting following the Regular Meeting under Chapter 5 of the Illinois Compiled Statutes (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" and 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" with action to be taken after the Closed Meeting.

This concludes the Chairman's Report.

Report of the President:

Dr. Weber acknowledged his appreciation for Mary Beth Mason's 14 years of service to the college and her support for him. She will be missed. She has been a great colleague and friend to work with.

Dr. Weber also discussed the following topics:

- News Sun newspaper article regarding student success at CLC. The issue of student success is they pull data that is old and new and talk about where students are. He is very aware that we need to work on student success. We have allocated \$1.8M in the budget for tutoring, coaching and expanding programs. These changes have not come without criticism or concern. We need to provide data to the newspapers
- Strategic Plan: As I have stated in comments regarding the News Sun article, the college will be in the process of updating our five-year strategic plan. We will revise our strategic plan to prioritize and monitor our efforts around student success. For in-service days, we are planning student success topics. The upcoming Executive Staff retreat will work and focus strongly on student success. The national research that has been brought up needs to be implemented, and we need to get the college more focused on student success. The Board also needs to be with us on this plan. Administration would like to have a retreat in August with the Board of Trustees to focus on student success.
- Minimum Wage: As a follow-up to prior board discussion and as I mentioned in last week's update, administration identified those employees (primarily student workers and seasonal/temporary employees) earning less than minimum wage. We estimate that it will cost approximately \$135,000 per year to bring these employees up to the minimum wage. After surveying some of our peers, we will be bringing a recommendation to address this issue to the board within the next several months.
- ACCT Presentations: The ACCT has selected several presentation proposals for the October ACCT Congress in Chicago that includes participation from current and former trustees. First, Chairman Howland and I will be presenting on **Sustainability: Help us Expand Trustee Leadership**. Secondly, CLC Student Trustee Ms. Tidei and former CLC Student Trustee Ms. Welton, along with a Student Trustee from South Suburban College will conduct a presentation entitled "**Student Involvement at its Best**". This presentation will focus on issues that student leaders are frequently asked by their peers to address with college administration, as well as how students who have served or are currently serving in the role of student trustees have impacted operational processes and academic services.
- Harvard Institute: I attended the Harvard Institute June 22-27 in Boston, Massachusetts. We will be applying the content of the institute to change for student success.
- Billboards and New Websites: In addition to the new CLC website that was launched this week, the next several months you will begin to see new billboards. The website is a great improvement and we need to do more marketing with social media.

Report of the  
President:  
(Cont.)

- Meeting with Grainger: Several administrators and faculty held a meeting at Grainger with a full range of discussion on how we can work more closely.
- JoAnn Osmond: State Rep JoAnn Osmond has announced her retirement effective July 1 and will invite and honor her services at the college during the July board meeting with a resolution. She has served as a lawmaker since 2002.
- Electric Vehicle Road Trip: An electric vehicle road trip, organized by IGEN and ten participating community colleges, will make its final stop at CLC in Grayslake on June 25. The event will begin at 4:30 p.m. on the lawn just east of the Physical Education Center (Building 7). Government officials planning to be in attendance include: State Senator Melinda Bush, State Representative Sam Yingling and Lake County Board Chair Aaron Lawlor, among others. Please let us know if you are interested in attending. Trustee Anderson asked what is unusual about the Electric Car? Dr. Weber shared that it's the first road trip across the state to show where electric cars can be charged. It's a demonstration of charging stations and how you can connect with charging stations.
- Trustees made the following comments as follow up to the President's Report:
  - Trustee Oilschlager referenced the billboards and using the relations with the Trustee Association, Mike Monahan, to get free billboards.
  - Trustee Griffin referenced student success and shared that the K-12 folks should be included also. We cannot do this on our own. Chairman Howland stated that part of the program is to get the Superintendents involved. Trustee Anderson said we have been meeting with the high schools and we can't give up on it. Trustee Oilschlager asked if we shared in-house data. She feels the wrong people are getting the data. The data needs to go to their Boards. As a Trustee, she would want to know how students are doing. Chairman Howland stated that we will have a discussion about going to other Boards with information and all the other options. Trustee Goshgarian stated that once we get the Board to weigh in on the survey, and we get the results, we can talk about what we do here to strengthen partnerships. We need time to debate this and come up with best thought for a plan.
  - Trustee Paul shared that she is very curious about the social media piece. Dr. Weber stated that he will keep everyone informed. In reference to the social media topic, Evelyn Schiele shared that CLC has sites on Facebook and Twitter and has approximately 7,500 followers. Trustee Paul would like to include a component on social media as she feels this is the future. Student success starts with social media. Dr. Weber said we will do a presentation at a future meeting on social media options.

At this time, Dr. Weber invited Jeff and David from Legat Architects to the podium to present on the Science Building. The presentation highlighted the following and allowed for Trustees to comment and ask questions. The project went out to bid in early spring and was \$600,000 over budget but an additional \$1.5M over on the FFE. We asked Legat to look at the project and make substantial changes to the bid and also put together some ideas with the staff.



Report of the  
President:  
(Cont.)

Jeff from Legat was here to share some of those details. There were 2 significant risks to delaying the plan: 1) inflation at the end of the year and 2) the longer we delay, we could go into 2015 with the project.

There was a lengthy discussion between Trustees, Dr. Weber, Mr. Agazzi and Legat Architects regarding the over budget bid and where the problems developed. There was concern from Trustees regarding the timing of how all Trustees were informed of the project coming in substantially over the cost of the bid. There was also time for Trustees to ask questions and receive answers. At the end of discussion, the Board Chairman was asked to poll all Trustees to determine if administration should send a letter to the Capital Development Board requesting to re-bid the Science Building project with the same specifications that were previously bid. Trustees responded as follows:

- Trustee Paul stated not for \$3.5M unless an Errors and Omissions is filed.
- Trustee Oilschlager stated no. She would like to see other options.
- Trustee Anderson stated yes.
- Trustee Griffin stated yes but would like to know the pay back of savings over time on the energy systems.
- Trustee Carrigan stated yes.
- Trustee Goshgarian stated yes to rebid.
- Chairman Howland stated yes.
- Student Trustee Tidei stated she needed more information on the process before she could answer.

Board  
Policies and  
Objectives:

There were no Board Policies and Objectives for this meeting.

Financial:

Approval of items 7.1 Resolution Authorizing Budget Transfers and Accepting Monthly Financial Report, 7.2 Approval of Resolution Adopting Fiscal Year 2015 Budget, and 7.3 Resolution Authorizing Transfer of Funds to the Operations and Maintenance Fund (Restricted) were grouped together for one vote.

**It was moved** by Anderson and seconded by Griffin, that the Resolution Authorizing Budget Transfers and Accepting Monthly Financial Report, Approval of Resolution Adopting Fiscal Year 2015 Budget and Resolution Authorizing Transfer of Funds to Operations and Maintenance Fund (Restricted) 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

Financial: Approval of 7.4 Prevailing Wage Act was presented to the Board for approval.  
(Cont.)

**It was moved** by Carrigan and seconded by Goshgarian that the Prevailing Wage Act be approved as presented and made a part of the official minutes.

Trustee Anderson asked if the minimum wage survey was received from other colleges. Dr. Weber shared that the estimated cost of minimum wages to bring it to \$10.10 would be approximately \$135,000/year mostly for student workers. CLC will research other schools to survey whether they are all moving to the \$10.10 minimum wage and bring it to the next meeting. Trustee Oilschlager asked who's responsible for ensuring we implement this correctly. Mr. Agazzi stated that this is his area.

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Tidei

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

Nays: None

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

Approval of 7.5 Resolution Providing For the Issue of Not To Exceed \$3,100,000 General Obligation Limited Refunding Bonds, Series 2014, Of Community College District No. 532, County of Lake and State of Illinois, For the Purpose of Refunding Certain Outstanding Bonds of Said Community College District, and Providing For the Levy of a Direct Annual Tax to Pay the Principal and Interest on said Bonds.

**It was moved** by Anderson and seconded by Goshgarian, that the Resolution Providing For the Issue of Not To Exceed \$3,100,000 General Obligation Limited Refunding Bonds be approved as presented and made a part of the official minutes.

Trustee Oilschlager stated that this document was very large and would like to know when the blanks in this document that was received in the Board Book get filled in. She agrees with the concept, however, would like more information given in the update.

Upon roll call, the vote was as follows:

Student Advisory Vote: Abstain – Tidei

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

Nays: None

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

Approval of 7.6 Resolution Authorizing Transfer of Auxiliary Funds to the Operations and Maintenance Fund (Restricted).

**It was moved** by Anderson and seconded by Carrigan, that the Resolution Authorizing Transfer of Auxiliary Funds to the Operations and Maintenance Fund be approved as presented and made a part of the official minutes.

Financial:  
(Cont.) Trustee Oilschlager stated that she will go along with this transfer but has absolutely no confidence with the President that communication will get better. Trustee Paul asked for clarification between this transfer and the transfers previously approved in agenda item 7.3. She felt the 7.6 transfer for future projects was vague and not specific. Mr. Agazzi shared that when the projected year end fund balance was reviewed, there was a decision to use funds for eligible projects or one-time items from the fund balance.

Upon roll call, the vote was as follows:

Student Advisory Vote: Nay – Tidei

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

Nays: Paul

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

Purchasing: Biddable Item 8.1.1 Parking Lot/Road Extension was presented to the Board for approval.

**It was moved** by Anderson and seconded by Goshgarian that Biddable Item 8.1.1 parking Lot/Road Extension 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

Biddable Item 8.1.2 Student Enrollment Management (SEM) Program was presented to the Board for approval.

**It was moved** by Anderson and seconded by Carrigan that Biddable Item 8.1.2 Student Enrollment Management (SEM) Program be approved as presented and made a part of the official minutes.

Trustee Goshgarian stated that the numbers on a separate handout did not match the numbers in the Board Book. Trustee Oilschlager questioned why we were not taking the lowest bid. The bid is approximately \$6,000 more than the lowest bid. Dr. Haney explained that they looked at the overall quality of the areas they wanted addressed. SEM works came out on top in all areas, and administration believes that SEM was the better company to go with.

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Tidei

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

Nays: Oilschlager

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

Purchasing  
(Cont.)

Biddable Items 8.1.3 Storm Sewer Improvements, 8.1.4 AV Components and 8.1.5 Auto Body Shop Renovation were presented to the Board for approval.

**It was moved** by Anderson and seconded by Carrigan that Biddable Item 8.1.3 Storm Sewer Improvements, 8.1.4 AV Components, and 8.1.5 Auto Body Shop Renovation be approved as presented and made a part of the official minutes.

Trustee Paul asked how the enrollment and completion rates for Auto Body Shop programs were and why it was necessary to make an investment in these programs. Dr. Haney explained that the Auto Body program is at the Tech Campus and has been offered for the past 10-12 years. There was strong growth in the program from 2007-2012. We are expecting to see this program grow by 5% per year. Due to the facilities we have, we have not been able to offer classes during the day and on weekends. The college receives 5-10 phone calls weekly regarding this program.

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Tidei

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

Nays: None.

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

Non-Biddable Items and Disposal of Worthless, Obsolete Equipment, Material, and Supplies were presented to the Board for approval.

**It was moved** by Anderson and seconded by Goshgarian that Non-Biddable Item 8.2, and Disposal of Worthless, Obsolete Equipment, Material and Supplies Item 8.3 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

Contracts  
and Grants:

Approval of Resolution authorizing Submission of Annexation Petition.

**It was moved** by Goshgarian and seconded by Anderson that the Resolution Authorizing Submission of Annexation Petition Item 9.1 be approved as presented and made a part of the official minutes.

Trustee Anderson shared that this is a great idea to bring properties into Grayslake. Trustee Paul asked what is the benefit? Colleges do not deal with different jurisdictions.

Contracts  
and Grants  
(Cont.):

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Tidei

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

Nays: None

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

Programs:

Approval of the Resource Allocation Management Plan.

**It was moved** by Goshgarian and seconded by Carrigan that the Resource Allocation Management Plan (RAMP) Item 10.1 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

Human  
Resources  
Recommendations:

Resignations, Retirements, and Separation Agreements were presented to the Board for approval.

**It was moved** by Anderson and seconded by Carrigan that Resignations Agenda Item 11.1.1 and Leaves of Absence Item 11.2.1 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

Position Additions, Reclassifications, Reorganizations, Deletions and Vacant Positions and New Full-Time Employee and Department chair Hours were presented to the Board for approval.

**It was moved** by Anderson and seconded by Carrigan that Item 11.3 Position Additions, Reclassifications, Deletions and Vacant Positions, and Item 11.4 New Full-Time Employment and Department Chair Hours be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:

Student Advisory Vote: Abstained– Tidei

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

Nays: Oilschlager

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

Human  
Resources  
Recommendations:  
(Cont.)

In regard to Agenda Item 11.3, Trustee Oilschlager commended that she wanted to express concerns similar to those she expressed last month. She believes the comp study was supposed to correct internal equities, and the outcome has not been what Dr. Weber originally told us it would be. She stated that explanations are not rationale. She further stated her disappointment in the actions taken and gave examples of individual action such as one employee changed from a C41 at \$77,300 to a C45 at the same salary of \$77,300. Another employee went from a C42 at \$51,202 to C45 at \$61,713 – a \$10,300 increase but \$16,000 less than the other employee who is at the same DBM. On page 11.3.2, an employee went from a C42 at \$70,000 to a C45 at the same salary of \$70,000, \$8,000 more than another employee. On page 11.3.3, an employee went from a C43 at \$55,027 to a C43 at \$61,000 – a \$6,000 increase while staying at the same DBM. Another employee went from a B23 at \$69,541 to a B32 at \$69,541 – a zero increase in salary even though it went up 11 numbers. Another employee, also a B23, however at \$36,485 to a B32 at \$44,542 – the increase in the DBM is exactly the same as another employee, however, this employee is getting \$25,000 more or approximately 60%. She noted this is a big difference at that salary level, while also staying at the same DBM. Then on page 11.3.4, an employee went from a C42 at \$83,052 to a C45 at the same salary, but it is still \$22,000 more than another employee at C45 on page 11.3.1. She believes the outcome is has not been what Dr. Weber originally told us. The evidence does not support Dr. Weber's assertions. Trustee Oilschlager recommended that Dr. Weber revisit the whole comp study and come back to the Board with some options to fix all of this.

There were no New Part-Time Employment Recommendations for Item 11.5

Promotions and Transfers were presented to the Board for approval.

**It was moved** by Anderson and seconded by Goshgarian that Promotions and Transfers Item 11.6 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

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

**It was moved** by Anderson and seconded by Griffin 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” and 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” with action to be taken after the Closed Meeting.

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Tidei

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

Nays: None

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

Closed

Meeting:  
9:12 P.M.

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

Regular

Meeting:  
9:32 P.M.

The meeting reconvened in Regular Meeting at 9:32 P.M.

Human

Resources  
Recommendations:  
(Cont.)

Resignations, Retirements, and Separation Agreements were presented to the Board for approval.

**It was moved** by Anderson and seconded by Goshgarian that Walk-On Agenda Item 11.1.2, Termination of Grand Funded Positions for Beverly Phelps, Sandra Pizano and Dorsey Thomas of the Student Life Department, be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:

Student Advisory Vote: Abstained – Tidei

Ayes: Paul, Carrigan, Goshgarian, Griffin, Howland

Nays: Anderson and Oilschlager

The vote being (5) Ayes and (2) Nays, the Chairman declared the motion carried.

**It was moved** by Goshgarian and seconded by Carrigan that Walk-On Agenda Item 11.1.3, Terminations of Nelly Aquino, Patrice Brown, Dawn Byrne, Jean-Francois Delphonse, Maritza Dirzo-Montes, Tiffany Fresas, Jessica Rodriguez and Douglas Shimizu be approved as presented and made a part of the official minutes.

Upon roll call, the vote was as follows:

Student Advisory Vote: Abstain – Tidei

Ayes: Paul, Carrigan, Goshgarian, Griffin, Howland

Nays: Anderson and Oilschlager

The vote being (5) Ayes and (2) Nays, the Chairman declared the motion carried.

Human

Resources  
Recommendations:  
(Cont.)

**It was moved** by Goshgarian and seconded by Carrigan that Walk-On Agenda Item 11.1.4, Separation Agreements of Nelly Aquino, Patrice Brown, Dawn, Byrne, Jean-Francois Delphonse, Maritza Dirzo-Montes, Jessica Rodriguez and Douglas Shimizu, be approved as presented and made a part of the official minutes. The Separation Agreement for Tiffany Fresas was removed as she will be offered a different position at the college.

Upon roll call, the vote was as follows:

Student Advisory Vote: Aye – Tidei

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

Nays: None

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

Approval of Agreement with the College of Lake County and Illinois Fraternal Order of Police (FOP Union).

**It was moved** by Anderson and seconded by Carrigan that Walk-On Agenda Item 11.7.1, Agreement with the College of Lake County and Illinois Fraternal Order of Police (FOP Union) 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: Paul, Anderson, Carrigan, Goshgarian, Griffin, Howland, Oilschlager

Nays: None

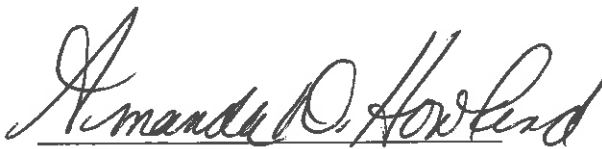
The vote being (7) Ayes and (0) Nays, the Chairman declared the motion carried.

Other Matters  
for Information,  
Discussion, or  
Action:

Trustee Paul requested that a discussion about the \$3.8M variance in the Master Plan be added to the next agenda. She would like to have a continued conversation to get a resolution for taxpayers.

Adjournment:  
9:55 P.M.

**It was moved** by Carrigan, seconded by Griffin, and unanimously carried that the meeting be adjourned at 9:55 P.M.



Amanda D. Howland, Chairman



Philip J. Carrigan, Secretary



*College of Lake County Resolution*  
**Charles Clency**

**WHEREAS**, Charles Clency has dedicated ten years to students at the College of Lake County as a full-time Music instructor and Choir director in the Communication Arts, Humanities, and Fine Arts Division; and

**WHEREAS**, Charles Clency served as a valued member of the Music Department; and

**WHEREAS**, under Dr. Clency's direction the number of choir class sections has doubled and the number of choral students has grown proportionally; and

**WHEREAS**, Dr. Clency's diverse musical expertise has allowed him to direct all four choral groups: the Chamber Choir, the CLC Gospel Choir, the CLC Singers, and the Choir of Lake County; and

**WHEREAS**, Dr. Clency led a CLC women's choir on a two-week tour of China to perform at CLC's American Culture Center at Xi'an University and at other venues, including the Great Wall of China; and

**WHEREAS**, he has twice led choir members to New York City for performances at Carnegie Hall; and

**WHEREAS**, Dr. Clency is respected by his colleagues, administrators, and staff throughout the college for his competence, work ethic, professionalism, and his outstanding teaching ability; 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 Charles Clency for his contributions to the Communication Arts, Humanities, and Fine Arts Division and the College of Lake County;

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

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees*  
*Community College District 532*

*College of Lake County Resolution*  
**Edwina Kilarski**

**WHEREAS**, Edwina Kilarski has served the College of Lake County with dedication and enthusiasm since October 1979; and

**WHEREAS**, she served in her first 25 years as a part-time clerical support staff for the College's evening and weekend classes at the Lake County High Schools Technology Campus where she assisted faculty with their classroom and instructional needs; and

**WHEREAS**, she has worked in the Office of Educational Affairs for the last 10 years as an Evening & Weekend Receptionist and more recently as an Office Assistant; and

**WHEREAS**, she has assisted in scheduling academic classes and special events, particularly by resolving room conflicts and finding available rooms during the evenings and weekends; and

**WHEREAS**, she has assisted other Educational Affairs staff in the processing of joint agreements and chargeback student applications; and

**WHEREAS**, she has provided outstanding customer service and assisted faculty, staff, and students at the college as well as the community; and

**WHEREAS**, she has eagerly pursued professional development through training classes in PeopleSoft, Resource 25/25 Live, Microsoft Word, Excel, and PowerPoint; and

**WHEREAS**, she won the Staff Outstanding Achievement Recognition (SOAR) group award in 2002 as a member of the Educational Affairs staff for their outstanding service to the CLC community; and

**WHEREAS**, she has earned the deepest respect and admiration of her peers, the academic deans, her supervisor and administrators, and the entire college community; and

**WHEREAS**, she has decided to retire from the College of Lake County;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its sincere appreciation and gratitude to Edwina Kilarski for her 34 and a half years of dedication and service to the college; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Edwina Kilarski its fondest wishes for a happy, healthy and fulfilling retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees*  
*Community College District 532*

*College of Lake County  
Resolution*

**Jane Ellefson**

**WHEREAS**, Jane Ellefson has served the College of Lake County with distinction for the past fourteen years; and

**WHEREAS**, she most diligently served as the Gallery Preparator by ensuring the maintenance and care of the College of Lake County art collection; and

**WHEREAS**, she will be remembered fondly for her work on the Gallery website and the audio tour of the College of Lake County art Collection; and

**WHEREAS**, she was the recipient of the SOAR (Staff Outstanding Achievement Recognition) award; and

**WHEREAS**, she embodied College of Lake County values of teamwork and collegiality by forming and maintaining positive and supportive relationships with students, faculty, staff and the public; and

**WHEREAS**, she earned the respect of her colleagues and admiration of the Board of Trustees and the entire college community; and

**WHEREAS**, Jane Ellefson has decided to retire from the College of Lake County;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees expresses its sincere appreciation and gratitude for her many years of dedication and service to the college; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Jane Ellefson its best wishes for a long, healthy, and happy retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees  
Community College District 532*

*College of Lake County*  
*Resolution*  
**Jean Froese**

**WHEREAS**, Jean Froese has served the College of Lake County as a dedicated member of the classified staff since July 2000; and

**WHEREAS**, she has dedicated thirteen years of service to the College of Lake County as a Senior Secretary in the College Foundation Office (nine years) and an Office Associate in the Human Resources Office (four years); and

**WHEREAS**, she has been an invaluable member of the Human Resources staff and has helped hundreds of applicants navigate the online application process; and

**WHEREAS**, she has always served faculty, staff, students, and the public with understanding, performing her work with calm assurance, a healthy sense of humor and a strong sense of purpose; and

**WHEREAS**, she served on the Classified Staff Senate for more than ten years and was responsible for a number of roles including recording secretary, senator and membership on a number of other committees; and

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

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its appreciation and gratitude to Jean Froese for her many years of dedication and service to the college; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Jean Froese its best wishes for a long, healthy, and joyful retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees*  
*Community College District 532*

*College of Lake County  
Resolution*

**Marjorie Matthews**

**WHEREAS**, Marjorie (Marge) Matthews has served the College of Lake County since September 1984, as a Library Circulation Clerk, and as Learning Assistance Center Senior Secretary; and

**WHEREAS**, Marge has served College governance in numerous capacities, including the first-ever Chair of the Classified Senate under President LaVista, GCC Representative for Classified employees, and is a lifetime member of the American Association of Women in Community Colleges; and

**WHEREAS**, Marge has volunteered her services in organizing such CLC activities as the Foundation Scholarship Dinner and a recreational Golf League for CLC employees, as well as welcoming and helping orient many new CLC employees; and

**WHEREAS**, Marge received a recognition award for organizing the Toys for Tots charity drive at CLC in cooperation with the United States Marine Corps; and

**WHEREAS**, Marge has worked diligently to facilitate the smooth operations of the Library and Learning Assistance Center, and to assure responsible stewardship of College resources; and

**WHEREAS**, Marge has elected to retire from her position as a Senior Secretary at the College of Lake County;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its appreciation and gratitude to Marjorie Matthews for her dedication and service to the College of Lake County; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Marjorie Matthews its best wishes for a long, healthy and joyful retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees  
Community College District 532*

*College of Lake County Resolution*  
**Mary Beth Mason**

**WHEREAS**, Mary Beth Mason has dedicated fourteen years to students, faculty and staff at the College of Lake County as the full-time Assistant to the President for five College of Lake County Presidents and Interim Presidents, and thirteen Board of Trustee members; and

**WHEREAS**, Mary Beth has made a significant contribution to the efficient and orderly running of board meetings by calling the roll on votes and recording the minutes for nearly 200 meetings; and

**WHEREAS**, Mary Beth's attention to detail, exemplary organizational skills and dedicated professionalism have been valuable assets to presidents and board members alike; and

**WHEREAS**, presidents and board members have counted on Mary Beth for unerring exactitude and reliability in managing records, correspondence, travel arrangements, appointments, and in general, greatly simplifying their professional lives; and

**WHEREAS**, Mary Beth has been instrumental in keeping projects, large and small, on schedule through friendly, but firm, reminders to staff at all levels of the institution; and

**WHEREAS**, Mary Beth is respected by her colleagues, administrators, and staff throughout the college for her competence, work ethic, and professionalism; and

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

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its gratitude to Mary Beth Mason for her contributions to the College of Lake County and the Board of Trustees; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Mary Beth Mason best wishes for a long, healthy, joyful, and well-deserved retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees*  
*Community College District 532*

*College of Lake County Resolution*  
**Marylyn Varitek**

**WHEREAS**, Marylyn Varitek has served the College of Lake County with dedication and enthusiasm since August 1989; and

**WHEREAS**, she has served as an Administrative Assistant in the Office of Educational Affairs under five Vice-Presidents of Educational Affairs; and

**WHEREAS**, she has assisted with a variety of responsibilities including compilation of the content for the College of Lake County's Class Schedule each term, processing of student applications for joint agreements and chargebacks, and room scheduling for academic classes; and

**WHEREAS**, she has provided outstanding customer service and assisted faculty, staff, and students at the college as well as the community; and

**WHEREAS**, she has served in the Classified Senate since 1989 in various capacities as Secretary, Senator, and a member or Chair of its Salaries & Benefits Committee; and

**WHEREAS**, she has participated in setting up new technology such as PeopleSoft and Resource 25 database projects; and

**WHEREAS**, she has been involved in the last five years either as a member of the Strategic Planning Group or staff support to the Academic Standards Committee; and

**WHEREAS**, she won the Staff Outstanding Achievement Recognition (SOAR) group award in 2002 as a member of the Educational Affairs staff for their outstanding service to the CLC community; and

**WHEREAS**, she has always engaged herself with activities at the college, such as the Leadership Conference, the Anime Club, and many more, which enhanced her professional and personal development; and

**WHEREAS**, she has earned the deepest respect and admiration of her peers, the academic deans, her supervisor and administrators, and the entire college community; and

**WHEREAS**, she has decided to retire from the College of Lake County;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its sincere appreciation and gratitude to Marylyn Varitek for her 25 years of dedication and service to the college; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Marylyn Varitek its fondest wishes for a happy, healthy and fulfilling retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees*  
*Community College District 532*

*College of Lake County  
Resolution*

**Nadine Pabich**

**WHEREAS**, Nadine Pabich has served the College of Lake County with dedication and enthusiasm since March 2000; and

**WHEREAS**, she has assisted students, staff, faculty and guests at the Grayslake Campus in a friendly and cheerful manner; and

**WHEREAS**, she has made positive contributions to the college by providing quality custodial support and performing a variety of tasks in an efficient manner; and

**WHEREAS**, her efforts have aided in the preparation of the T-wing, and the new Southlake Campus building for student and staff occupancy; and

**WHEREAS**, she has elected to retire from her position as custodian at the College of Lake County;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its sincere appreciation and gratitude for her many years of dedication and service to the college; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Nadine Pabich its fondest wishes for a happy, healthy and fulfilling retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees  
Community College District 532*



*College of Lake County  
Resolution*

**Sharon Steiger**

**WHEREAS**, Sharon Steiger has served the College of Lake County with professionalism and dedication since August of 1988; and

**WHEREAS**, she has served as the Laboratory Specialist in both the Departments of Biology and Chemistry; and

**WHEREAS**, she has consistently provided a high quality of service to the Chemistry Department and the College; and

**WHEREAS**, she has proven time and again to be a valuable member of the College community, always willing to lend her expertise; and

**WHEREAS**, she has earned the respect and gratitude of her peers, the Chemistry Faculty, and the entire College of Lake County community; and

**WHEREAS**, she has elected to retire from her position as a Laboratory Specialist at the College of Lake County;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its appreciation and gratitude to Sharon Steiger for her 26 years of dedication and service to the College of Lake County; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Sharon Steiger its best wishes for a long, healthy and joyful retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees  
Community College District 532*

*College of Lake County*  
*Resolution*  
**Sonia Crosier**

**WHEREAS**, Sonia Crosier has served the College of Lake County for fifteen years; and

**WHEREAS**, she served as the Assistant Director of Training and Development from 1999-2006 and as the Director of Workplace Learning and Performance from 2006-2014; and

**WHEREAS**, she has gained additional expertise by earning her TESOL (Teaching English to Speakers of Other Languages) Certificate from the College of Lake County in 2007 and has applied that knowledge to her position; and

**WHEREAS**, she was part-time faculty in the ESL (English as a Second Language) department in the Adult Education program; and

**WHEREAS**, she created and developed the CLC Leadership Institute, AQIP Team Leadership Forum, Career Development Program, SOAR (Staff Outstanding Achievement Recognition) Program, Values Recognition Program, Professional Partner Program for Administrators/Professionals, Fall and Spring Faculty/Staff Development Week, New Employee Curriculum, Management Development Series, Supervisory Success Series, and PeopleSoft Training; and

**WHEREAS**, she earned the respect of her colleagues and admiration of the Board of Trustees and the entire college community; and

**WHEREAS**, Sonia Crosier has decided to retire from the College of Lake County;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees expresses its sincere appreciation and gratitude for her many years of dedication and service to the college; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Sonia Crosier its best wishes for a long, healthy, and happy retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees*  
*Community College District 532*

*College of Lake County*  
*Resolution*  
**Steven Jones**

**WHEREAS**, Steve Jones has served the College of Lake County for thirty years; and

**WHEREAS**, he served as the Art Gallery Curator and was responsible for works of art, exhibitions, catalogs and sales; and

**WHEREAS**, he was an active member of several campus committees including the Cultural Arts Committee for the past twenty-five years; and

**WHEREAS**, he published two articles on the College of Lake County Wright Gallery in the *Journal of the Print World*; and

**WHEREAS**, he provided excellent service to students, faculty, staff and community members; and

**WHEREAS**, he earned the respect of his colleagues and admiration of the Board of Trustees and the entire college community; and

**WHEREAS**, Steve Jones has decided to retire from the College of Lake County;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees expresses its sincere appreciation and gratitude for his many years of dedication and service to the college; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Steve Jones its best wishes for a long, healthy, and happy retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees*  
*Community College District 532*

*College of Lake County  
Resolution*

**Yim Moy**

**WHEREAS**, Yim Moy has served the College of Lake County as a Food Services Assistant since August 2001; and

**WHEREAS**, she has assisted in all kitchen functions and provided outstanding customer service; and

**WHEREAS**, her dedication, reliability and hard work earned her respect and admiration from her peers and coworkers; and

**WHEREAS**, she is best known for her welcoming smile every morning at the breakfast counter. Alice, as she is affectionately known to all her peers, will be missed by her regular customers and peers; and

**WHEREAS**, she has elected to retire from her position as a Food Services Assistant at the College of Lake County;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees expresses its appreciation and gratitude to Yim Moy for her dedication and service to the College of Lake County; and

**BE IT FURTHER RESOLVED** that the Board of Trustees extends to Yim Moy its best wishes for a long, healthy and joyful retirement.

Unanimously adopted on June 24, 2014.

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*Chairman*

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*President*

*Board of Trustees  
Community College District 532*