



BOARD OF TRUSTEES
Community College District No. 522
Marsh Conference Room
Belleville Campus
October 20, 2021
(Amended and resubmitted March 16, 2022)

CALL TO ORDER

A meeting of the Board of Trustees of Community College District #522 was held Wednesday, October 20, 2021 in the Marsh Conference Room at the Belleville Campus, 2500 Carlyle Avenue, Belleville, Illinois. Chairman Nick Raftopoulos called the meeting to order at 5:15 p.m.

ROLL CALL

Trustees present:

John S. Blomenkamp
Steve Campo (remote)
Charles Hannon
Robert G. Morton
Nick Raftopoulos
Richard Roehrkasse
Sara Soehlke

Trustees absent:

Mya Gill, Student Trustee

PUBLIC COMMENTS

Anna Moyer, former Chief Human Resources and Operations Officer of Southwestern Illinois College, addressed the Board of Trustees concerning feedback regarding a Board of Trustees' action. Her comments appear in totality at the conclusion of these minutes.

Michael McClure, president of the SWIC Faculty Union, addressed the Board of Trustees concerning a proposed resolution from the Arts & Sciences Division. His comments appear in totality at the conclusion of these minutes.

Chairman Raftopoulos thanked Ms. Moyer and Mr. McClure for their comments.

CONSENT AGENDA

Chairman Raftopoulos referred to the consent agenda and asked if any trustees wished to remove any items. Item X.D.5. Appointment of Director of Payroll was pulled from the consent agenda.

MOTION 10-20-21:01

Mr. Roehrkasse moved, seconded by Ms. Soehlke, to:

- approve the minutes from the September 22, 2021 Public Hearing and the regular Board meeting of September 22, 2021;
- approve first reading of proposed amendment to Board Policy 2001: Board of Trustees Bylaws;
- award the lowest responsible bid for a fire alarm upgrade system for the Belleville Campus to JF Electric, Edwardsville, IL in the amount of \$393,932.00 utilizing PHS funds;
- purchase seven Hampden H-ACTK-10 room air conditioner trainer kits from Hampden Engineering Corporation, East Longmeadow, MA in the amount of \$27,671.00 utilizing approved funds from the Workforce Equity Initiative grant;
- purchase licensing Microsoft Campus agreement from Dell, Round Rock, TX in the amount of \$96,329.75 utilizing budgeted department funds;
- dispose of the following college property in accordance with Board Policy 6008 and Administrative Procedure 6008AP, Disposal of College Property:

Intrusion Detection Appliance
Server Terminal IBM NET8500R
Dell Server PE 2950
Server Dell PE R710
Server Dell PE 6650;

- accept continuation of AgeSmart Community Resources Caregiver Counseling grant in the amount of \$36,000 for the period October 1, 2021 through September 30, 2022 to assist in providing individual counseling, group support, and information/referral, targeting caregivers of seniors age 60 and older;
- accept continuation of the St. Clement Foundation grant for the Senior Comp[anion Program in the amount of \$1,500 for the period July 1, 2021 through June 30, 2022 to provide funding for program volunteers in support of their travel to and from their clients' homes;

- accept continuation of the Illinois Department on Aging grant for the Senior Companion Program in the amount of \$22,050 for the period July 1, 2021 through June 30, 2022 to provide volunteer services by income eligible adults age 55 and older to those at risk of institutionalization;
- accept continuation of the St. Clement Foundation grant for the Foster Grandparent Program in the amount of \$1,000 for the period July 1, 2021 through June 30, 2022 to provide funding for program volunteers while traveling to and from volunteer sites, in-service meetings and recognition programs during fiscal year July 1, 2021 through June 30, 2022;
- accept renewal of the Illinois Board of Higher Education grant for the Illinois Cooperative Work Study in the amount of \$17,209 for the period July 1, 2021 through August 31, 2022 to support student cooperative work study programs in higher education;
- accept new Illinois Network of Child Care Resource and Referral Agencies grant for the Early Childhood Education program in the amount of \$45,000 for the period July 1, 2021 through December 31, 2021 to create and support Early Childhood Education competency-based education programs and projects in the community college system;
- approve renewal agreement between Creative Beginnings Child Development Center, Maryville, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve renewal agreement between Creative Children’s Learning Center, Inc., Smithton, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve renewal agreement between Giggles and Grins, Inc., Highland, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve renewal agreement between Immaculate Conception School, Columbia, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve renewal agreement between Just Us Kids Child Care Center, Inc., St. Libory, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;

- approve renewal agreement between Kool Kids Day Care, Troy, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve renewal agreement between O’Fallon District #90, O’Fallon, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve renewal agreement between Toddler House, Belleville, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve renewal agreement between Troy Early Childhood, Too, Troy, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Early Childhood Education instructional program at SWIC;
- approve new affiliation agreement between Genoa Health Care, Belleville, IL and Southwestern Illinois College, District #522 to allow students in the Pharmacy Technician program to participate in clinical experience;
- approve new affiliation agreement between St. Louis, Zoo, St. Louis, MO and Southwestern Illinois College, District #522 to allow students in the Health Information Technology program to participate in clinical experience;
- approve new transitional Math Partnership Agreement between Mascoutah School District 19 and Southwestern Illinois College, District #522 as part of the Postsecondary & Workforce Readiness Act which requires placement collaborations between high schools and community colleges;
- approve new transitional Math Partnership Agreement between Sparta Unit District 140 and Southwestern Illinois College, District #522 as part of the Postsecondary & Workforce Readiness Act which requires placement collaborations between high schools and community colleges;
- accept the resignation of Carmen Potter, Practical Nursing Coordinator/Instructor, effective close of business October 12, 2021;
- appoint Johnathan Cassity to the full-time administrative position of Accountant I effective November 1, 2021 at an annual salary of \$48,000 at salary grade 2 and subject to the provisions of the Personnel Procedures for Administrators;

- appoint Sarah Pollard to the full-time administrative position of Accountant I effective October 21, 2021 at an annual salary of \$44,675 at salary grade 2 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Adela McColpin to the full-time administrative position of Accountant II effective October 21, 2021 at an annual salary of \$59,000 at salary grade 4 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Emma Smith to the full-time administrative position of Accountant II effective November 1, 2021 at an annual salary of \$59,000 at salary grade 4 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Raquel Wieser to the full-time administrative position of Payroll Specialist effective November 16, 2021 at an annual salary of \$58,000 at salary grade 3 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Megan Hemann to the full-time administrative position of Human Resources Generalist effective November 16, 2021 at an annual salary of \$56,000 at salary grade 3 and subject to the provisions of the Personnel Procedures for Administrators;
- hire Juanita Bergman to the part-time SWIC EE position of Library Services Assistant effective November 1, 2021 at an hourly rate of \$11.00 for up to 28 hours per week in accordance with the current SWIC Educational Employees IFT-AFT Local 6600 salary schedule;
- hire Mary Kaye Tonnie Graves to the part-time 12-month grant-funded SWIC EE position of Special Projects Coordinator/Online Intake and Marketing effective November 1, 2021 at an hourly rate of \$27.56 for up to 28 hours per week in accordance with the current SWIC Educational Employees IFT-AFT Local 6600 salary schedule and the continued receipt of external funding;
- hire Darrell Chapman to the part-time grant-funded SWIC EE position of ATS Driver effective November 1, 2021 at an hourly rate of \$15.00 for up to 28 hours per week in accordance with the current SWIC-ATS IFT-AFT Local 6600 salary schedule and upon a clear background, DOT physical and the continued receipt of external funding;
- hire Odell Smith to the part-time grant-funded SWIC EE position of ATS Dispatcher effective November 1, 2021 at an hourly rate of \$15.00 for up to 28 hours per week in accordance with the current SWIC-ATS IFT-AFT Local 6600 salary schedule and upon a clear background, DOT physical and the continued receipt of external funding;
- hire the following part-time instructors in the Aviation Pilot Training-Fixed Wing Program effective September 16, 2021 with salary based on Exhibit B of the Flight Training Services Agreement between Southwestern Illinois College and Ideal Aviation Illinois LLC and determined by instructor credentials and assignment:

Matthew Cabrera
Christina Connell
James Lovinggood
Raegan McLaren
Rebecca Sewell
Steven Solloway
Brian Vanhorn;

- hire part-time instructors at a salary based on education attainment and number of credit hours assigned and continuing in accordance with the terms and conditions of the current collective bargaining agreement with the adjunct faculty:

Steve Rudolph, EET (effective 10/25/21)
Rebecca Huebner, Medical Laboratory Technology (effective 1/10/22);

- hire part-time faculty under emergency hire conditions at a salary based on education attainment and number of credit hours assigned and continuing in accordance with the terms and conditions of the current collective bargaining agreement with the adjunct faculty:

Kaitlyn Tayler, Communication Arts (effective 10/10/21)
Angela Nelson, Nursing Education (effective 10/19/21);

- hire three part-time SWIC EE positions of Physical Fitness Assistant effective November 1, 2021 at an hourly rate of \$16.50 each in accordance with the SWIC EE Collective Bargaining Agreement:

Christina Belsom
Johnathon Denney
Jodi Luechtefeld;

- approve the part-time coaching contract of Brad Dietrich, eSports Head Coach, effective November 1, 2021 at an annualized rate of \$6,000 subject to proration;
- approve Independent Contractor Agreement with Sarah Gruenwald for a sum of \$1500 to train Adult Education staff the requirements of grant administration for the various governmental and ICCB grants supporting the Adult Education Program;
- renew medical insurance plan, administered by BlueCross BlueShield of Illinois, for the period January 1, 2022 through December 31, 2022;

SWIC Full-Time Employee (averaging 37.5-40 hours per week)			
PPO I / HDHP (HSA)			
Total Monthly Cost	Employee Share	Employer Share	Option
\$817.07	\$130.16	\$686.90	Single
\$2,532.92	\$403.55	\$2,129.37	Family
PPO II			
Total Monthly Cost	Employee Share	Employer Share	Option
\$915.87	\$228.97	\$686.90	Single
\$2,839.17	\$709.79	\$2,129.37	Family
PPO III / Bronze Plan			
Total Monthly Cost	Employee Share	Employer Share	Option
\$753.26	\$103.14	\$650.12	Single
\$2,335.08	\$583.77	\$1,751.31	Family

SWIC Part-Time Employee (working an average of 30 hours per week)			
PPO I / HDHP			
Total Monthly Cost	Employee Share	Employer Share	Option
\$817.07	\$817.07	\$0	Single
\$2,532.92	\$2,532.92	\$0	Family
PPO II			
Total Monthly Cost	Employee Share	Employer Share	Option
\$915.87	\$915.87	\$0	Single
\$2,839.17	\$2,839.17	\$0	Family
PPO III / Bronze Plan			
Total Monthly Cost	Employee Share	Employer Share	Option
\$753.26	\$103.14	\$650.12	Single
\$2,335.08	\$1,684.97	\$650.12	Family

- renew the dental insurance plan, administered by BlueCross BlueShield of Illinois, for the period January 1, 2022 through December 31, 2022;

SWIC Full-Time Employee (averaging 37.5-40 hours per week)			
Dental			
Total Monthly Cost	Employee Share	Employer Share	Option
\$27.95	\$6.99	\$20.96	Single
\$55.51	\$13.88	\$41.63	Employee Plus One
\$102.16	\$25.54	\$76.62	Family

- switch the voluntary vision insurance plan to be administered by BlueCross BlueShield of Illinois for the period January 1, 2022 through December 31, 2022;

Vision			
Total Monthly Cost	Employee Share	Employer Share	Option
\$8.66	\$8.66	\$0	Single
\$16.47	\$16.47	\$0	Employee + Spouse
\$17.34	\$17.34	\$0	Employee + Child(ren)
\$25.48	\$25.48	\$0	Family

- offer additional value-added benefits to include an Employee Assistance Program (Perspectives), Critical Illness (BCBS) and Accident Insurance (BCBS) throughout the institution as a way to broaden SWIC’s value-added benefit offerings to all employee groups;
- renew agreement with Benefit Resource, Inc. for administration of the FSA, HSA and COBRA; and
- ratify the September 2021 part-time and temporary faculty and staff actions according to Board Policy #3005, Recruitment, Selection and Appointment of Faculty and Staff.

Upon a roll call vote, those trustees voting aye were Mr. Blomenkamp, Mr. Campo (remote), Mr. Hannon, Mr. Morton, Mr. Roehrkasse, Ms. Soehlke and Mr. Raftopoulos. Nays: None. Absent: Ms. Gill (opinion). **PASSED**

APPROVAL OF BILLS

MOTION 10-20-21:02

Mr. Hannon moved, seconded by Mr. Roehrkasse, to approve the bills:

Education Fund	\$3,742,578.08
Operations & Maintenance Fund	281,614.99
Restricted Purposes Fund	213,702.06
Trust & Agency Fund	7,617.84
Liability, Prot & Settlement Fund	105,538.41
 Grand Total All Funds:	 \$4,351,051.38

Upon a roll call vote, those trustees voting aye were Mr. Blomenkamp, Mr. Campo (remote), Mr. Hannon, Mr. Morton, Mr. Roehrkasse, Ms. Soehlke and Mr. Raftopoulos. Nays: None. Absent: Ms. Gill (opinion). **PASSED**

PLANNING AND POLICY COMMITTEE REPORT

The committee had no additional items.

FACILITIES AND FINANCE COMMITTEE REPORT

The committee had no additional items.

PERSONNEL, PROGRAMS AND SERVICES COMMITTEE REPORT

The committee had no additional items.

EXECUTIVE SESSION

*Mr. Hannon moved, seconded by Ms. Soehlke, to move into Executive Session at 5:40 p.m. to discuss personnel (5 ILCS 120/2(c)(1)). Upon a roll call vote those members voting aye were Mr. Campo (remote), Mr. Hannon, Mr. Roehrkasse, Ms. Soehlke, and Mr. Raftopoulos. Nays: Mr. Blomenkamp and Mr. Morton. Absent: Ms. Gill (opinion). **PASSED***

Chief Academic Officer Gina Segobiano was requested to remain for the Executive Session.

There was consensus to return to regular session at 6:09 p.m.

ACTION TAKEN AS A RESULT OF EXECUTIVE SESSION

There was no action taken as a result of Executive Session.

REPORTS

President's Report

President Mance had no report.

ICCTA Report

Trustee Roehrkasse reported the next meeting of the ICCTA Board of Representatives will be held November 12-13, 2021 at the Chicago Marriott Schaumburg. He is unable to attend but will remotely join the meeting as he must report on the amendments to the ICCTA Operations Manual. Trustee Hannon will attend the meeting as the ICCTA Alternate.

Attorney's Report

Mr. Hoerner had no report.

MISCELLANEOUS

Board Chairman Raftopoulos changed the meeting time for all regular committee and Board meetings to 5:30 p.m. beginning with the November 8, 2021 committee meetings.

Board Chairman Raftopoulos named the following trustees to the Board of Trustees committees effective immediately:

Personnel, Programs and Services Committee

Steve Campo, Chair

Nick Raftopoulos

Sara Soehlke

Planning and Policy Committee

Charles Hannon, Chair

John Blomenkamp

Sara Soehlke

Facilities and Finance Committee

Richard Roehrkasse, Chair

Steve Campo

Charles Hannon

Board Chairman Raftopoulos appointed Trustee Richard Roehrkasse to serve as the college's ICCTA Representative and Trustee Charles Hannon to serve as the Alternate.

ADJOURNMENT

Ms. Soehlke moved, seconded by Mr. Hannon, to adjourn the meeting at 6:15 p.m. Upon a voice vote the motion carried.

Approved: **03.16.22**

Respectfully submitted,

Nick Raftopoulos
Chairman, Board of Trustees

Beverly J. Fiss
Secretary to the Board of Trustees

**October 20, 2021 Board Meeting Public Comment
presented by Anna Moyer**

Over the last several weeks there have been times I am at a loss of words and constructive feedback. However, I have reflected and stand in front of the Board this evening to share words of encouragement, disappointment and heartfelt criticism with you as elected officials. The contention, bitterness and spite among some individuals on the Board should bring tears to those who have dedicated their time, professional careers and life to this institution.

Unless the plan is to self-implode, I stand here and beg you to RESPECT one another and lead this institution by example. I left September 22, 2021's meeting being disappointed, but yet worried what SWIC was going to become. Let's be honest, this institution has gone through some challenging times to include reductions-in-force that impacted livelihoods' so the greater mission of the College could ensue despite budget challenges.

I recognize my name was attached to these past reductions of 2017 and 2018, as you just recently read from those very minutes in late September, but the perturbing element is the underlying reality that several of you are likely on the Board to carry-out a mission dynamically different from the College Mission. Serving for the purpose of getting "Anna" and potentially others who have made a stand for innovation and change is disturbing.

Even knowing I was a target, I still came in everyday and did my job and have said to so many of my colleagues who worry from time to time, "It's okay. I need my integrity more than I need my job and so do you. Just do the best job you can, and you'll be at peace!"

I know there were differences of opinion from time to time with the faculty over the long union negotiation during the pandemic. I would hope with the long-term contract finalized and so much institutional potential at our fingertips, that faculty would also be willing to work with administration and continue dialog for growth versus lobbying the Board to take additional actions. At least on the surface, it seemed as if there were many good things happening and under Union President McClure's leadership a greatened opportunity for continued dialog and collaboration.

You may think this will be all about me, but this is not and rather about something far more important. The College! The College is much bigger than any one person, which is the very reason why the Board is in place to ensure the institution as whole is operating in a fashion that upholds the mission and values of SWIC. The governing body was not formed to promote individual agendas, but rather to ensure policy is set and followed so the College operates in accordance with local, state, and federal statute and has strategic goals to meet the district's needs.

Some members of the Board intentionally, willfully and maliciously violated College policy and committed other serious violations that could have implications for the College. However, in my opinion the MOST serious and lasting violation is MUCH bigger. The four members who planned this move, most likely outside of seeking legal advice, violated the trust of the entire administrative group.

This group of over 120 administrators may not have a collective bargaining agreement, but they do have a contract. Of course, faculty and instruction are at our CORE, which must be protected, as it was during past budgetary reductions. With that said, Administrators may not be in the classroom, but they do work day-in and day-out with and advising our students, awarding aid, building programs and resources to support instruction and classroom activities to ensure SWIC stays operational. This group, along with many others, continued coming into work through COVID-19, has not received a salary increase in two years and NOW no longer has a reason to even believe the Board will comply with their fiduciary duty and honor annual contracts.

We are NOT in a time of reduction. We are not in a time of cutting for cost saving purposes. We are not in a time of deficit. We are not in a time where the State is not paying their bills. We are in a time of GROWTH and need to continue creating programs, meeting workforce needs, getting competitive grants and expanding our faculty, support and administrative staff to carry just this out! People, there is a WAR on talent going on around us. Many people don't want to work, and businesses are closing as they cannot attract nor retain staff.

If any of you know me, you know I love Coffee and folks "it's time for you to WAKE up and smell the coffee....because it is BREWING!

It takes a TEAM! Just like this Board has dynamic differences, such as a car wash business owner, previous tenured faculty member, county file clerk, assistant principle, facilities manager, former mayor and a retired IT professional, I beg you to realize the teams that are built at the College are critical.

I hope you work tirelessly to not only support our faculty, but also this administration and other employee groups, starting from the top, with President Mance and his Team, many of whom are sitting here tonight. They can do great things...together, but in order to do so the Board must prioritize attracting and retaining talent and creating an environment free from hostility and discrimination.

As part of my closing remarks, I would like to share the words of Sheryl Sandberg, "In the future, there will be no female leaders, there will be just leaders."

I hope you as Board members decide not to react or move your mouths so fast no one even knows what just came out, but rather sit back and reflect. Reflection may prove to be important before action! **You, too, should need your "integrity" more than your role on the Board!**

Just like some individuals decide to renew their vows, I would ask the entire Board to re-take the OATH of office as a ceremonial reminder of your purpose and responsibilities.

Comments from Michael McClure

I'd like to thank you for the opportunity to address the board this evening. As president of the SWIC Faculty Union, I am here tonight to speak to the fact that the members of the Arts and Sciences Division, with the support of the union Executive Committee, have passed a resolution of no confidence in the leadership of Dean Mary Ruetters. In the resolution you received today via email, you will find a summary of Dean Ruetters's inability to fulfill the basic and required functions as Dean of the Arts and Sciences division. Her actions demonstrate a lack of equitable and efficient leadership that makes it difficult for faculty to serve the needs of students. The incidents cited in the document are by no means exhaustive, and more evidence can be provided if necessary. And any mention of specific faculty members has been withheld, primarily due to faculty concern for retaliation from Dean Ruetters.

We understand this resolution is unprecedented in the recent history of SWIC. The Union has endorsed this resolution only after careful consideration, and with nearly 90% of the Arts & Sciences division having cast a vote, it passed unanimously. The SWIC Faculty Union respectfully suggests that new leadership is needed in the Arts and Sciences division that will provide clear communication about divisional policies and procedures, that will be willing to seriously consider ideas from more experienced Arts and Science faculty, that will be responsive to questions from faculty, that will complete administrative tasks in a timely manner, and that will oversee a smooth, equitable and streamlined course scheduling process. The result of such a change would be in the best interest of the students of Southwestern Illinois College. I thank you again for your time and consideration in this matter.