



**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES
SOUTHWESTERN ILLINOIS COLLEGE
DISTRICT NO. 522
Performing Arts Room
Red Bud Campus
April 20, 2022**

CALL TO ORDER

A meeting of the Board of Trustees of Southwestern Illinois College, District No. 522, was held Wednesday, April 20, 2022 in the Performing Arts Room at the Red Bud Campus, 500 W. South Fourth Street, Red Bud, Illinois. Chairman Nick Raftopoulos called the meeting to order at 5:55 p.m.

ROLL CALL

Trustees present:

John S. Blomenkamp
Steve Campo
Charles Hannon
Robert G. Morton
Nick Raftopoulos
Richard Roehrkasse

Trustees absent:

Mya Gill, Student Trustee
Sara Soehlke

SEATING OF STUDENT TRUSTEE

Mya Gill, the 2021-2022 Student Trustee, was unable to attend the meeting. Board Chair Raftopoulos thanked her for her year of service on the Board and directed the plaque of appreciation from the Board be sent to her.

Max Arbeiter, the 2022-2023 Student Trustee elect, was unable to attend the meeting. He will assume the oath of office at the May 18, 2022 meeting.

PUBLIC COMMENTS

Glenna Wiegard, Co-President of SWICEE #6600, addressed the Board of Trustees on behalf of the SWICEE #6600 Leadership Team requesting more involvement from the Board of Trustees in the negotiation process between SWICEE and the college. Ms. Wiegard's comments appear at the conclusion of these minutes.

Juan Padilla, Vice President, ATS Local #6600, addressed the Board of Trustees on behalf of the SWIC ATS Local #6600 Leadership Team requesting oversight, help and involvement from the Board of Trustees concerning ATS issues. Mr. Padilla's comments appear at the conclusion of these minutes.

Jayne Figueroa, Distance Education Recruitment Coordinator at SIU Carbondale, was a former Student Trustee at Southwestern Illinois College approximately 30 years ago (then Belleville Area College). She addressed the Board of Trustees concerning her very positive experience as a member of the Board and as a community college student, which provided a sense of belonging even long after she left. Ms. Figueroa also commended the faculty on the quality education she received.

REGULAR AND CONSENT AGENDA

Chairman Raftopoulos referred to the agenda items to be considered by the Board of Trustees and asked if any trustee desired to have any items removed in order to have them considered separately. Item VII. Fiscal Year 2021 Audit Report, was pulled from the regular agenda.

MOTION 04-20-22:01

Mr. Hannon moved, seconded by Mr. Roehrkas, to:

- approve minutes from the regular Board meeting of March 16, 2022 and the Executive Session of March 16, 2022;
- adopt proposed amendments to:
 - Board Policy 3002: Eligibility for Initial Employment;
 - Board Policy 3005: Recruitment, Selection, Appointment of Staff; and
 - Administrative Procedure 3005AP: Recruitment, Selection, Appointment of Staff;
- recommend the Omnilert Emergency Notification System from Omnilert, Gaithersburg, MD for the Belleville Campus;
- approve rental of a temporary cooling system at the Sam Wolf Granite City Campus with Murphy Company, St. Louis, MO in an amount not to exceed \$109,090.00;
- purchase three ultrasound tables and a 3-year comprehensive service agreement from Electromek Diagnostic Systems, Troy, IL in the total amount of \$45,788.00;
- purchase 19 Leica DM500 microscopes from NCI Incorporated, Brooklyn Park, MN in the amount of \$24,993.36;
- purchase security camera system for the Sam Wolf Granite City Campus from Utilitra, Edwardsville, IL in the amount of \$203,173.84;
- purchase five ER-4iA robots for the Industrial Electricity program from Aidex Educational Systems, Rossville, IN in the amount of \$150,000.00;
- renew KACE software maintenance contract for FY23 with DLT Solutions, LLC, Herndon, VA in the amount of \$33,180.68;
- purchase 57 iMac computers from Dell, Round Rock, TX in the amount of \$123,456.00;

- purchase required infrastructure to expand the Police Academy at 2300 West Main Street, Belleville, IL for a total estimate of \$847,634.92 and \$3,239.50 monthly;
- approve contract to renew radio advertising for Summer 2022 with Hubbard Radio, LLC, St. Louis, MO in the amount of \$18,150.00;
- approve contract to renew radio advertising for Fall 2022 with Hubbard Radio, LLC, St. Louis, MO in the amount of \$28,700.00;
- approve contract to renew television advertising for Summer 2022 with TEGNA/KSDK Channel 5, St. Louis, MO in the amount of \$16,250.00;
- approve contract to renew television advertising for Fall 2022 with TEGNA/KSDK Channel 5, St. Louis, MO in the amount of \$23,750.00;
- dispose of the following capital asset in accordance with Administrative Procedure 6008AP:

Tilting Electric Skillet, SWIC property tag #00000135;
- accept continuation of the AmeriCorps federal grant in the amount of \$98,560 for the period April 1, 2022 through March 31, 2023 for the Retired Senior Volunteer Program to provide volunteers for non-profit agencies in St. Clair and Madison Counties and to reimburse volunteers within certain guidelines; this is the first year of the three-year continuing federal grant;
- accept continuation of the Illinois Department of Commerce and Economic Opportunity/Community Services Block grant for the Adult Education and Vocational Training program in the amount of \$6,000 for the period January 1, 2022 through December 31, 2022 to provide income eligible St. Clair County residents assistance with obtaining short term vocational training to include Certified Nursing Assistant, Forklift Safety, or Welding or vouchers to take certified exam for the High School Equivalency Testing;
- accept continuation of the Illinois Department of Commerce and Economic Opportunity/Community Services Block grant for the Adult Education and Vocational Training program in the amount of \$21,120 for the period January 1, 2022 through December 31, 2022 to provide income eligible Madison County residents assistance with obtaining short term vocational training to include Certified Nursing Assistant, Computer Numeric Coding, Forklift Safety, Blue Printing, or Welding or vouchers to take certified exam for the Adult Education program;
- approve new facility agreement between New Oak Hill, Waterloo, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Human Services Technology instructional program at SWIC;
- approve renewal facility agreement between Illinois Department of Human Services, East Alton, IL and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Human Services Technology instructional program at SWIC;

- approve renewal facility agreement between Florissant Police Department, Florissant, MO and Southwestern Illinois College, District #522 to provide practicum opportunities to students enrolled in the Human Services Technology instructional program at SWIC;
- approve new agreement between Barnes-Jewish Hospital, St. Louis, MO and Southwestern Illinois College, District #522 to allow students in the Pharmacy Technician program to participate in clinical experience;
- approve new agreement between Cedarhurst Senior Living, various Illinois sites, and Southwestern Illinois College, District #522 to allow students in the Practical Nursing program to participate in clinical experience;
- approve new agreement between Eden Village Retirement Center, Glen Carbon, IL and Southwestern Illinois College, District #522 to allow students in the Nursing Education program to participate in clinical experience;
- accept a gift to the college;
- accept the following resignations:

Brianna Hamman, Academic Advisor
 Micah Sexton, SWIC EE Secretary, ATS

COB 04-01-22
 COB 04-15-22;

- accept the following retirement notifications:
 - Stan Hatfield, professor of Earth Science and Department Chair Physical Science, effective close of business May 31, 2024; and
 - Melissa Snelson, Highway Construction Careers Training Coordinator, effective close of business June 30, 2022;
- appoint Wendy Ingles to the full-time administrative position of Accountant II effective May 1, 2022 at an annual salary of \$59,000 at salary grade 4 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Kamil Frierson to the full-time administrative position of Academic Advisor effective May 2, 2022 at an annual salary of \$40,500 at salary grade 1 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Kristopher Matthews to the full-time administrative position of Veterans Service Coordinator effective June 1, 2022 at an annual salary of \$45,000 at salary grade 2 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Sherry Kaesberg to the full-time SWIC EE position of Financial Aid Technical Support Specialist effective May 2, 2022 at an annual salary of \$32,813 per the SWIC EE Collective Bargaining Agreement;

- appoint Robert Biebel to the full-time Shift Leader (Custodial) position at the Belleville Campus effective May 2, 2022 at an hourly rate of \$29.85 subject to the provisions of the Collective Bargaining Agreement between SWIC District 522 and Local 116 SEIU, Services Employees Union;
- appoint Justin O’Neal to the full-time Maintenance position at the Belleville Campus effective May 2, 2022 at an hourly rate of \$26.00 subject to the provisions of the Collective Bargaining Agreement between District 522 and Local 116 SEIU, Services Employees Union;
- appoint Tony Vaughn to the full-time Maintenance position at the Belleville Campus effective May 2, 2022 at an hourly rate of \$26.00 subject to the provisions of the Collective Bargaining Agreement between SWIC District 522 and Local 116 SEIU, Services Employees Union;
- appoint Marion Marquez to the full-time SWIC EE position of Student Accounts Receivable Clerk at the Belleville Campus effective May 1, 2022 at an annual salary of \$32,813 in accordance with the SWIC EE Collective Bargaining Agreement;
- appoint Andrew Craig to the full-time faculty position of Aviation Maintenance Technology Instructor at the Sam Wolf Granite City Campus effective June 1, 2022 at an annual salary of \$71,766 which is Step 1 in accordance with the Collective Bargaining Agreement between Southwestern Illinois College District #522 and Faculty Union Local 4183;
- appoint David Bohnenstiehl to the full-time faculty position of Coordinator/Instructor for the Industrial Electricity program effective June 1, 2022 at an annual salary of \$48,491 which is Step 1 in accordance with the Collective Bargaining Agreement between Southwestern Illinois College District #522 and Faculty Union Local 4183;
- appoint Dr. Amanda Lough to the full-time faculty position of Earth Science Instructor effective August 1, 2022 at an annual salary of \$59,094 which is Step 3 in accordance with the Collective Bargaining Agreement between Southwestern Illinois College District #522 and Faculty Union Local 4183;
- appoint Jessica Wampole to the full-time faculty position of Biology Instructor effective August 1, 2022 at an annual salary of \$51,461 which is Step 1 in accordance with the Collective Bargaining Agreement between Southwestern Illinois College District #522 and Faculty Union Local 4183;
- appoint Jacqueline Owens to the full-time faculty position of Coordinator/Instructor of the Diagnostic Medical Sonography program effective May 16, 2022 at an annual salary of \$52,742 which is Master Step 3 on the 2022-2023 Salary Schedule in accordance with the Collective Bargaining Agreement between Southwestern Illinois College District #522 and Faculty Union Local 4183;
- appoint Kelcey Trewin to the full-time faculty position of Agriculture Business Management Program Coordinator/Instructor effective May 16, 2022 at an annual salary of \$52,742 which is Step 3 on the 2022-2023 Salary Schedule in accordance with the Collective Bargaining Agreement between Southwestern Illinois College District #522 and Faculty Union Local 4183;

- appoint Kathryn Carlton to the full-time SWIC EE position of Administrative Assistant to the Dean effective May 1, 2022 at an annual salary of \$34,855 in accordance with the SWIC EE Collective Bargaining Agreement;
- appoint Kevin Tharp to the full-time position of Public Safety Commissioned Officer at the Belleville Campus effective April 21, 2022 at an annual salary of \$38,188 with employment subject to the provisions of the Collective Bargaining Agreement between Southwestern Illinois College and Illinois Council of Police (ICOPS) - Southwestern Illinois College Chapter, 2016-2019;
- appoint Jarae Weatherby to the full-time position of Public Safety Commissioned Officer at the Belleville Campus effective April 21, 2022 at an annual salary of \$38,188 with employment subject to the provisions of the Collective Bargaining Agreement between Southwestern Illinois College and Illinois Council of Police (ICOPS) - Southwestern Illinois College Chapter, 2016-2019;
- appoint Yvette Schultz to the full-time grant-funded administrative position of Success Coach for Early Childhood Education effective May 2, 2022 at an annual salary of \$50,000 at salary grade 2 and subject to the provisions of the Personnel Procedures for Administrators and the continued receipt of external funding;
- appoint Michelle Deverman to the full-time administrative position of Scott Air Force Base, Site Manager effective June 1, 2022 at an annual salary of \$50,000 at salary grade 2 and subject to the provisions of the Personnel Procedures for Administrators;
- appoint Dr. Kimberly Cherry-Vogt to the full-time administrative position of Dean of Math and Sciences effective June 16, 2022 at an annual salary of \$110,000 at salary grade 9 and subject to the provisions of the Personnel Procedures for Administrators;
- hire Alexandria Quimet to the part-time SWIC EE position of English Specialist at the Belleville Campus effective May 2, 2022 at an hourly rate of \$25.61 up to 28 hours per week and subject to the provisions of the Collective Bargaining Agreement between District 522 and Local 6600;
- hire Cory Gool to the part-time SWIC EE position of Computer Support Technician at an hourly rate of \$18.03 up to 28 hours per week and subject to the provisions of the Collective Bargaining Agreement between District 522 and Local 6600;
- hire the following part-time instructors effective Summer semester 2022:

Larry Granda	Mathematics
Connie Park (SURS annuitant)	Mathematics
Tim Grant (SURS annuitant)	Mathematics;
- approve additional duties (testing) for Marion Rose, Remedial Studies Instructor in Adult Education effective June 15, 2022 at a rate of \$25.00 per hour;

- approve reclassification of full-time position SSS-098 of the SWIC Educational Employees Local 6600 IFT/AFT, AFL/CIO Collective Bargaining Agreement to Administrative Assistant at Grade 5 and to adjust the salary of Bargaining Unit member Tanja Anglin to \$36,522 effective April 1, 2022;
- create and to advertise the following grant-funded positions, subject to the continued receipt of external funding:

Full-time grant-funded Commissioned Public Safety Officer;
 Part-time grant-funded Commissioned Public Safety Officer;
 Full-time grant-funded Custodian (2);
 Part-time grant-funded Custodian; and
 Full-time grant-funded Maintenance; and

- ratify the March 2022 actions concerning part-time and temporary faculty and staff according to Board Policy 3005, Recruitment, Selection and Appointment of Faculty and Staff.

Upon a roll call vote those members voting aye were Mr. Blomenkamp, Mr. Campo, Mr. Hannon, Mr. Morton, Mr. Roehrkaase, and Mr. Raftopoulos. Nays: none. Absent: Ms. Soehlke. **PASSED**

APPROVAL OF BILLS

MOTION 04-20-22:02

Mr. Hannon moved, seconded by Mr. Roehrkaase, to approve the bills as presented including travel-related expenses of members of the Board of Trustees and of employees:

Education Fund	\$1,953,967.96
Operations & Maintenance Fund	458,744.62
Operations & Maintenance Fund-Rest	666,487.96
Restricted Purposes Fund	1,583,287.98
Trust & Agency Fund	7,333.03
Audit Fund	6,500.00
Liability, Protection & Settlement Fund	1,219,801.34
Grand Total All Funds	\$5,896,122.89

Upon a roll call vote those members voting aye were Mr. Blomenkamp, Mr. Campo, Mr. Hannon, Mr. Morton, Mr. Roehrkaase, and Mr. Raftopoulos. Nays: none. Absent: Ms. Soehlke. **PASSED**

REAPPORTIONMENT OF TRUSTEE DISTRICTS

Board Attorney Hoerner provided an Alternate Plan B concerning reapportionment of the trustee districts as directed by the Board of Trustees at its March 16, 2022 meeting. The trustees decided to adopt Plan B as presented.

MOTION 04-20-22:03

Mr. Campo moved, seconded by Mr. Blomenkamp, to read by title only and to adopt A Resolution Reapportioning the Trustee Districts of Southwestern Illinois College, Community

College District #522. Upon a roll call vote those members voting aye were Mr. Blomenkamp, Mr. Campo, Mr. Hannon, Mr. Morton, Mr. Roehrkasse, and Mr. Raftopoulos. Nays: none. Absent: Ms. Soehlke. **PASSED**

As provided in the Illinois Public Community College Act (110 ILCS 805/3-7a), at the same meeting the Board of Trustees adopts the above-captioned Resolution, the Board shall publicly by lot divide the trustee districts as equally as possible into two groups. The following lots were drawn by the trustees, occurring in sub-district order:

Sub-district 1:	Group 2	4 years/6 years
Sub-district 2:	Group 1	6 years/4 years
Sub-district 3:	Group 2	4 years/6 years
Sub-district 4:	Group 2	4 years/6 years
Sub-district 5:	Group 1	6 years/4 years
Sub-district 6:	Group 1	6 years/4 years
Sub-district 7:	Group 1	6 years/4 years

EXECUTIVE SESSION

*Mr. Hannon moved, seconded by Mr. Roehrkasse, to move into Executive Session at 6:37p.m. to discuss personnel (5 ILCS 120/2(c)(1)); collective bargaining 5 ILCS 120/2(c)(5)) and litigation (5 ILCS 120/2(c)(11)). Upon a roll call vote those members voting aye were Mr. Blomenkamp, Mr. Campo, Mr. Hannon, Mr. Morton, Mr. Roehrkasse, and Mr. Raftopoulos. Nays: none. Absent: Ms. Soehlke. **PASSED***

There was consensus to return to regular session at 7:37 p.m.

ACTION TAKEN AS A RESULT OF EXECUTIVE SESSION

MOTION 04-20-22:04

Mr. Morton moved, seconded by Mr. Hannon, to approve the 2021-2025 Collective Bargaining Agreement with SEIU 116 Custodians providing for a 2% increase each year and a one-time stipend. Upon a roll call vote, those trustees voting aye were Mr. Blomenkamp, Mr. Campo, Mr. Hannon, Mr. Morton, Mr. Roehrkasse, and Mr. Raftopoulos. Nays: none. Absent: Ms. Soehlke. **PASSED**

REPORTS

President's Report

President Mance had no report.

ICCTA Report

Trustee Roehrkasse reported the next ICCTA Board of Representatives meeting is a one-day meeting April 29, 2022 in Springfield, Illinois. He will attend as he has one amendment to the ICCTA operations manual on the agenda.

The ICCTA Annual Convention will be June 10-11, 2022 at the Chicago Marriott Downtown Magnificent Mile in Chicago. Registration is due June 3, 2022; the room cutoff date is May 9.

Attorney's Report

Mr. Hoerner had no report.

ADJOURNMENT

Mr. Hannon moved, seconded by Mr. Blomenkamp, to adjourn the meeting at 7:40 p.m. The motion carried.

Approved: **05.18.22**

Respectfully submitted,

Nick Raftopoulos
Chairman of the Board of Trustees

Beverly J. Fiss
Secretary to the Board of Trustees

The SWIC Educational Employees Union Local #6600 comes before you today to request more involvement from the Board of Trustees in the negotiation process between SWICEE and the College.

The SWICEE Contract expires on August 31, 2022. The reason we come to you this early is during the last negotiations the College's Bargaining Team did not meet with us to begin bargaining until September 15, 2020, more than a year after our contract had expired.

The only College representatives present were the Human Resources Director, Anna Moyer, and the College's Attorney, Garrett Hoerner. After hearing of the issues other unions were having with the College over their bargaining, the SWICEE bargaining team chose to rollover our contract in an attempt to make sure the members we represent received a raise in a timely manner rather than prolong the bargaining for even more years as we saw happen with the faculty union and the ATS bargaining group.

As we prepare to negotiate a successor agreement, we ask that this time around that the Board of Trustees have a member designated to be part of the College's bargaining team or delegate multiple deans and/or administrators that work on a daily basis with the SWICEE employees to be active participants in the process. Bargaining with individuals that do not value or have familiarity with the work of the SWICEE employee group does not allow for negotiations to be held with a good faith effort.

We also ask the Board of Trustees to consider the type of employer you want the College to be. According to financial records received from the College, SWICEE represents approximately 90 part-time employees and 27% of those part-time employees make less than \$15.00 per hour. 19% work less than 28 hours per week and 74% of those part-time employees work less than 30 hours per week making them ineligible for health insurance benefits.

SWICEE will be presenting a proposal to increase the starting wage for our employees to at least \$15.00 per hour, and we hope you will agree this proposal would be beneficial to SWIC, as well as the community.

Thank you for your consideration in this matter, and we look forward to a better bargaining experience this year.

SWICEE #6600 Leadership Team

Glenna Wiegard, Co-President

James Eames, Co-President

Marilyn Quitmeyer, Secretary

Jennifer Ausley, Treasurer

This statement is made by the SWIC ATS Local #6600 Union Leadership.

ATS Local #6600 is asking the Board of Trustees for help with the ATS program. We are asking for oversight from the Board, as well as guidance from an outside transportation specialist, to help streamline the route pick up and drop off process. Currently, the clients we service are reporting long wait times, sometimes up to two hours, to pick up a client that just completed dialysis. We find this unacceptable and though we understand that some of the issue is due to a shortage of staff, we also believe other issues are at play as well.

The Union feels some of the lack of service comes from spreading the ATS program too thin by adding 'pilot' programs and other non-ADA routes to the workload of the ATS drivers. Routes like the Scott Air Force Base trolley and the flyer's program. By adding these types of routes, we are diluting the workforce for our ADA population which we feel should be a priority. We would ask that you review data on customer complaints or speak with clients or drivers yourself to get an accurate picture of what is occurring in the field.

The Union also feels there are management issues with scheduling and positioning of drivers to areas with little or no client service. Adjusting the way routes are set up and drivers are assigned could offer relief and provide for a more equitable amount of work per driver. We would ask you to explore the data on how drivers are dispatched, how routes are created and managed, and what is the equity of client contact from driver to driver.

ATS employees are one of SWIC's most racially diverse group of employees. We are appreciative of the Board's agreement to raise the starting wage for these employees from \$12.79 to \$15.00 per hour in our last contract. The Board also agreed to create full-time driver positions for the first time at \$18.00 per hour. This is a great opportunity to increase the number of drivers by offering competitive wages, along with a competitive benefits package.

I believe SWIC has hired only four (4) full-time drivers since the signing of the contract in May of 2021. We believe we could expand on the number of full-time drivers by creating two layers of full-time driver positions - one for CDL routes and one for non-CDL routes. It is our understanding some full-time drivers are not driving buses that require a CDL. Another issue is once a current driver becomes full-time, their hours are capped at 40 hours per week. Some of the part-time drivers are putting in hours over 40 hours per week. Cutting them to 40 hours has left a gap in some route coverage. We would ask the Board to review the hours of part-time employees compared to the hours of full-time employees to establish a more fair and balanced work week.

Again, we ask for help and involvement from the Board of Trustees. The Dispatchers are overwhelmed, the drivers are overwhelmed, and the most vulnerable of clients are not being serviced properly. As the scheduling and creation of routes and the creation of new positions is a management right per our contract, we felt it necessary to approach the Board with our concerns.

Thank you for your attention to this matter.

Mike Underwood, President ATS Local #6600

Juan Padilla, Vice President, ATS Local #6600
Corey Burries, Treasurer, ATS Local #6600
Rhonda Goldsby, Secretary, ATS Local #6600