

JOHN A. LOGAN COLLEGE

Board of Trustees

Carterville, Illinois

Minutes of the regular meeting of the Board of Trustees of Community College District No. 530, Counties of Williamson, Jackson, Franklin, Perry, and Randolph, State of Illinois, held at Carterville, Illinois, on **Tuesday, November 26, 2024**, commencing at 6:00 p.m. The meeting was open to the public and streamed on the College's YouTube channel.

Vice-Chairman Aaron Smith called the meeting to order and directed the recording secretary to call the roll.

Rebecca Borgsmiller	-- present
Brent Clark	-- present
Bill Kilquist	-- not present
Mandy Little	-- present
Glenn Poshard	-- present
Jake Rendleman	-- present
Aaron R. Smith	-- present
Madilyn Kerrigan	-- present

Also present were President Dr. Kirk Overstreet, Legal Counsel Rhett Barke, Provost Dr. Stephanie Chaney Hartford, Vice-President of Business Services and CFO Dr. Susan LaPanne, Recording Secretary Pixie Vaughn, and other College personnel.

Vice-Chairman Smith led the Board in the Pledge of Allegiance.

OPPORTUNITY FOR PUBLIC COMMENTS

No comments.

PRESENTATIONS

Aaron Smith presented Susan May with a Plaque and Resolution for Appreciation from the Board of Trustees and the President. On behalf of the Board of Trustees, he thanked her for her 22 years of service and congratulated her on a well-deserved retirement.

BOARD OF TRUSTEES REPORTS

A. Chairman's Report

No Report

B. Athletics Advisory Committee

No Report

C. Building, Grounds, and Safety Committee

C & E Wing Renovation (CDB) – The asbestos abatement will wrap up over Christmas break. The electrical, plumbing, and carpentry trades are quickly getting the new spaces together. Construction is currently ahead of schedule.

Replace the Elevator in the West Lobby (CDB) – Steel for the landing will begin installation this week. The elevator will arrive in the next 5-6 weeks. Construction is on pace to be completed by February 2025.

Baseball/Softball Player Facility (HB Foundation) – The building frame construction is nearly complete. The roof and the walls will begin to go on in the next few weeks. The project is scheduled to be usable in January. Substantial completion is scheduled for May.

West Lobby Expansion (CDB) – This project was bid on today at 2:00 p.m.

B Wing Lower-Level Renovation (Sonography + Old SICCM programs) – Construction is complete and is currently in use. The ribbon cutting will occur on December 11, 2024.

PHS Projects for Levy in FY25 (On the Agenda tonight) – D-Wing Roof Replacement, F-Wing Roof Replacement, and B-Wing Cooling Tower Replacement.

D. Board Policy Committee

Trustee Becky Borgsmiller reported that the policies presented for the first reading in October are submitted for final action on tonight's agenda.

E. Budget and Finance Committee

Vice-Chairman Aaron Smith reported that the committee did meet on November 18. The CFO and President did provide answers to any questions they had and commended both of them on their vision.

F. Integrated Technology Committee

No Report

G. Illinois Community College Trustees Association (ICCTA)

No Report

H. John A. Logan College Foundation

The John A. Logan Foundation is collecting funds for the snack locker as part of its Thanksgiving campaign. If you would like to support the snack locker, you can donate on the Foundation's website.

Save the Date: The Italian Dinner is set for Wednesday, February 26. The men and women will host Rend Lake College on that evening.

I. Student Trustee

On November 8, Madilyn attended the ICCB/SAC meeting hosted by Richard J. Daley College in Chicago. In addition to touring the campus, she got to learn more about the community college Baccalaureate degree retention and transfer retention. Some of the biggest reasons for not transferring to a four-year institution include lack of available information, lack of support for intersectional identities, and things like imposter syndrome and transfer shock.

Some solutions were presented such as changing the language to target students instead of using strictly institution-to-institution-based language, increasing focus to “non-traditional” students, and reducing the use of AI to encourage person-to-person meetings and communication.

Lastly, for Advocacy Day they focused their attention on increasing mental health services and requesting extra funding.

The Student Senate wrapped up the annual Food Drive and counted 979 donated items, not including items that come in 6, 10, or 12 packs. If they would have counted those, they would have had well over 1000 items. The Angel Tree Ornaments were almost gone with just a few left on campus and the tree in the Logan Fitness Center. Madilyn enjoyed being the Project Leader for the Angel Tree and hoped that the children would have a wonderful holiday.

ASSOCIATION REPORTS

No Reports.

EXECUTIVE LEADERSHIP REPORTS

President Kirk Overstreet

He thanked Susan May for her spirit, honesty, and friendship, and for the work that she had done at John A. Logan College.

He attended the first meeting of the Legislative Committee of the ICCCP and will be representing the Southeast Region on behalf of JALC, SIC, Rend Lake, and Shawnee. The purpose of this is to create a structured framework for community college presidents to engage in collaborative and purposeful legislative activity, in collaboration with the contracted lobbyist, enabling the ICCCP members to remain informed on key legislative issues and proactively address legislative issues of priority to the Council. Ensure the Legislative Committee can effectively garner feedback from its members to ensure effective advocacy on behalf of the community college system with legislators.

The HR team held a successful forum on streamlining processes and gave updates on their office changes. This reflects their work on the “I” (internal process improvements) in ERIC (elimination, reduction, isolation, and control).

They had another successful Celebration of Veterans with the Quilts of Honor at Autumn Fest. Thank you to Jake Rendleman for greeting the honorees and Mandy Little for attending.

The President’s Retreat on Strategic Planning for Cabinet was on November 12. A year ago, he introduced a management and strategic thought coach to the executive team; Nick assisted the team in exercises meant to help better align the strategic goals to everyday work and gave them tools to help their teams do the same. The collective goal is to prepare for the HLC visit and to get ready to embark on the next 5-year strategic planning and facility master planning that they will be embarking on next year. There will be more to come as we begin the process, but we are laying the foundation to ensure that the plans reflect our everyday work and work to better the college and the community.

He attended the Illinois Council of CC Presidents meeting at the Chicago Marriott in Schaumburg. Many topics were discussed, including the CBE (competency-based education model, of which Dr. Overstreet is a committee member), Retention efforts across the state, a legislative update from the ICCB/ICCCP Lobbyist, and an informative presentation re: the ICCB Funding Work Group. The group is focused on “Enhancing Equity and Adequacy in Illinois Community College Funding.” Topics included: transitioning to a new funding model, equity, and adequacy in funding distribution, flexible and outcome-driven funding, addressing capital and infrastructure needs, performance-based funding, targeted investments in emerging needs, long-term stability, and simplifying and aligning state priorities. There is a lot of

discussion to come, but the working group made up of the ICCB Board members, Presidents, CFOs, and IATA members will continue to work on these ideas, and the council and ICCTA will provide information throughout the conversation to develop a funding framework that ensures fairness and stability across the Illinois community colleges.

He had three personal items he wanted to point out. The first one was that the Chief of Police, Allan Willmore, was retiring. The chief was one of his first administrative hires and was a great asset to the department and the college. He wished him the best. The second was the appointment of Jennifer Fuller to the Assistant Director of Legislative Affairs, the position which had been a part of Susan May's job, but had been expanded to assist the college in their legislative endeavors, including making JALC the hub for the Southern Community Colleges voice on legislation that affects the institution assisting him and the college, she will also be critical in helping in their report writing and compliance for HLC and ICCB Recognition. Finally, it was announced to him today that Director DEI Toyin Fox will retire on January 5, 2025. She had been a critical fixture in the DEI (Diversity, Equity, and Inclusion) program and outreach. He thanked her for her dedication to JALC.

He announced that the Head Women's Basketball Coach Charlie Jones had been selected as the recipient of the prestigious 2024 Sportsman Award from 100 Black Men of Southern Illinois, Inc. This honor recognizes his outstanding leadership, moral character, and positive impact on student-athletes and the Southern Illinois Community. The Sportsman Award celebrates coaches and sports leaders who exemplify excellence and ethical conduct. Coach Jones has played a pivotal role in fostering an environment of integrity and success, both on and off the court.

The award was presented during the 37th Annual Black-Tie Ball on Saturday, November 2, in East Alton, Illinois. The event highlights individuals who make a meaningful difference through sports and mentorship. Congratulations Coach!

Academic Affairs

Dr. Stephanie Hartford reported on HLC. In the Fall of 2024, they conducted a review of Assumed Practices. In the Spring of 2025, they will be reviewing new criteria and begin collecting evidence.

Program Review will have a kick-off in January 2025. They will continue their Comprehensive Program Review in January 2025.

They hosted an Applied Technology Showcase on November 1 with 360 in-district high school students. The students attended eleven "rapid fire" sessions in the F-Wing with 13-minute sessions. They provided lunch for the students and toured the Applied Tech Lab areas in the afternoon. The following CTE programs participated: ACT, AGR, AST, CMG, CRJ, CYBER, DMT, ELT, HAC, and WEL.

HCCTP Graduation – Intergovernmental Agreement (IGA) sponsored by IDOT was held on November 14, at the Carverville Community Center. 11 students completed the program, preparing them for union labor positions. This was the 30th graduating class of HCCTP students.

The Esthetician Program was approved by ICCB on November 6. It will prepare students to become licensed skin care professionals. The program is for two semesters (28-hour certificate). They have an evening and weekend program to accommodate working adults who are looking for a career change.

ICCCA (Illinois Council of Community College Administrators) meeting was attended by Michelle Hamlin and Joe Dethrow. They participated in the Aspiring Leaders cohort. Joe served on a round table of transfer deans for the transfer deans (ASTDEA) commission.

Catherine Hoekstra, Assistant Dean of Academic Affairs, presented her dissertation research in a session of the conference.

The Civic Leadership Academy hosted John Shaw and John Jackson from the SIU Paul Simon Public Policy Institute for a post-election analysis.

Crystal Hosselton, Director of Adult & Alternative Learning Programs, was elected to a second term to serve as the Region 5 Director for the National Alternative Education Association (NAEA) at its annual conference in Tucson, AZ.

The week before finals they will have on Monday, December 2, \$8.00 off a student lunch. On Tuesday, December 3, GloBingo Event. On Wednesday, December 4, Hot Cocoa and Cookies and on Thursday, December 5, St. Francis is bringing puppies.

Business Services Division

Dr. Susan LaPanne presented two slides that showed the tax levy proposal is up by 4.89% over last year. There are two tests with which the levy must comply. The 5% rule – anything over the prior year’s extension (or allocation) must have a public hearing and the 95% rule.

Budget to Actual review - As of 10/31/2024, we are at the 33% mark of the year with approximately 28.20% of actual spend as of that date. Areas that have spent at a higher rate involve those that are per-semester spends, such as scholarships, grants, and waivers. While other areas of expenditure are either at or below target.

AutumnFest – They had approximately 4700 visitors and over 120 vendors. The vendors surveyed were pleased with sales and most reported consistency with prior years.

The General Store was open during AutumnFest.

The JALC Choir presented Home for the Holidays in O’Neil with good attendance with Sunday being significantly up from last year, and the income this year will cover the expenses of the event.

The Upcoming events are the John A. Logan College Choral Union (and community singers) will perform Tim Rice’s “The Early American Service of Lessons and Carols” on Sunday, December 1st at 2:00 p.m. in the Historic Logan Village – Robert Mees Center.

Rehearsals will be on:

November 13, 2024 - 6:30 p.m. - 8:30 p.m.

November 20, 2024 - 6:30 p.m. - 8:30 p.m.

November 30, 2024 - 2:00 p.m. - 4:00 p.m. - Dress Rehearsal at the Mees Center

The Gingerbread Village Christmas Stroll will be on Sunday, December 8, 2024, from 1:30 p.m. - 4:30 p.m. at the Harrison-Bruce Historical Village.

INFORMATIONAL ITEMS

A. Personnel

President Overstreet accepted the retirement request of Allan Willmore, Chief of Campus Police, effective January 1, 2025, and Leslie McKenzie, Assistant Professor of EMS, effective May 16, 2025.

President Overstreet accepted resignations from the following: Heather Nolan, Specialist II, effective November 13, 2024, and Kristen Anastasi, Logan Academy Counselor/Facilitator, effective November 8, 2024.

CONSENT AGENDA

Vice-Chairman Smith asked if the Board would like to pull any Consent Agenda items for further discussion or a separate vote. Vice-Chairman Smith asked to pull Consent Agenda Item C – Lockers for Baseball/Softball Development Center from the Consent Agenda for discussion and separate vote. The remaining Consent Agenda Items were presented for approval:

A. Protection, Health, and Safety Projects (PHS)

Approved PHS projects for the D-Wing and F-Wing Roof Replacement projects, as well as the B-Wing Cooling Tower project presented in the Capital Project applications.

B. 2024 Tax Levy Resolution

Adopted the 2024 resolution certifying the tax levy for Community College District No. 530 and approved the filing of the certificates of tax levy so taxes can be extended and collected by the County clerks of Franklin, Jackson, Perry, Randolph, and Williamson.

D. Mimecast Email Security Order

Approved the renewal of the Mimecast order for a one-year term, effective December 11, 2024, through December 10, 2025, at an annual cost of \$34,350.44.

E. Replacement of Wireless Access Points

Approved the project to replace existing Wireless Access Points through campus and awarded the bid to BEST Engineered Systems Technology Group, LLC for a total cost of \$30,015.00.

F. Ford E-350 Cutaway Box Truck

Approved the purchase of a 2025 Ford E-350 Cutaway with Rockport Workport body from Sutton Ford, Inc., for a total cost of \$65,327.00, using grant funds provided by the Energy Transition Grant.

G. Appointment of the Identity Theft Prevention Officer

Approved the appointment of Scott Elliott as the Identity Theft Prevention Officer in accordance with Board Policy 3615, based on his professional background and organizational standing at John A. Logan College.

H. Agreement with Teamsters Union Local 50

Approved a three-year collective bargaining agreement with the Teamsters Union Local No. 50, effective retroactively to July 1, 2024, through June 30, 2027.

I. Personnel Action Items (Appendix A)

Approved the employment and ratification of personnel as recommended by President Kirk Overstreet.

J. Expenditure Report

Approved the monthly Expenditure Report for the period ending October 31, 2024.

K. Treasurer's Report

Approved the Treasurer's and Financial Report for the period ending September 30, 2024.

L. Board Minutes

Approved the meeting minutes of the October 29, 2024, regular meeting of the Board of Trustees.

M. Content of Closed Session Minutes

Approved the content of the closed session minutes of October 29, 2024, but that these said minutes not be made available for public inspection at this time.

N. Content of Closed Session Minutes

Approved the content of the closed session minutes of November 18, 2024, but that these said minutes not be made available for public inspection at this time.

Jake Rendleman and Mandy Little moved and seconded that the Board of Trustees approve Consent Agenda Items A – N, with the exception of Item C which was removed from the Consent Agenda for additional discussion and a separate vote.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4373)

Item C – Lockers for Baseball/Softball Player Development Facility (removed from Consent Agenda for a separate vote).

President Overstreet reported that the recommendation for this item should be corrected to state that the funds used for the purchase of the lockers are coming from personal donations and were not a part of the construction project funded by the Harrison-Bruce Foundation.

Mandy Little and Brent Clark moved and seconded that the Board of Trustees approve the purchase of the lockers through individual donations through the Foundation account and not by the Harrison-Bruce Foundation.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4374)

OLD BUSINESS

A. Board Policy Revisions for Final Action

Revisions to the following Board Policies were presented to the Board of Trustees for first reading on October 26, 2024, and were available to employees for review and comments. No comments were received.

Board Policy 8317	Title IX
Board Policy 4320	Title IX Policy Prohibiting Sex Discrimination
Board Policy 3364	Title IX for Employees
Board Policy 5113	Retiree Return to Work
Board Policy 7311	Definition of In-District Residency for Tuition & Credit Hour Claim Purposes

Becky Borgsmiller and Brent Clark moved and seconded that the Board of Trustees approve the Board Policy revisions recommended by the Board Policy Committee.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4375)

ANNOUNCEMENTS

Legal Counsel, Rhett Barke introduced his daughter, Courtlyn, who attended the meeting.

Dr. Glenn Poshard announced that the Poshard Foundation and partnership with John A. Logan would be giving away Christmas toys to over 1000 students.

ADJOURNMENT

Brent Clark and Jake Rendleman moved and seconded that the regular meeting of the Board of Trustees be adjourned.

Upon roll call, all members present voted yes. Motion carried.
(Resolution #16-4376)

The meeting was duly adjourned at **6:53 p.m.**

Respectfully submitted by Pixie Vaughn, Recording Secretary to the Board of Trustees.



William J. Kilquist, Chairman



Jacob "Jake" Rendleman, Secretary

APPENDIX A
PERSONNEL ACTION ITEMS

A. Full-Time Professional Staff			
Name	Position	Salary	Start Date
Bastien, Katie	Coordinator of Disability Support Services	\$48,000	11/18/2024
Stacy, Zachary	Accounting Manager	\$58,000	11/18/2024
Jennifer Fuller	Assistant Director of Legislative Affairs	\$79,500	12/02/2024
B. Full-Time Faculty			
Stutes, Sarah	Instructor of Nursing	\$55,255	01/13/2025
C. Full-Time Operational Staff			
Moseley, Megan	Specialist II (Logan Fitness)	\$29,952	11/01/2024
Hope, Danielle	Specialist I (Curriculum & Instruction)	\$38,500	11/01/2024
D. Full-Time Executive Support Staff			
Skouby, Carolyn	Executive Assistant to the Provost	\$53,000	12/01/2024
E. Adjunct Faculty			
Padget, Brandon	Adjunct History Instructor Sub	Per contract	11/04/2024
Cannon, Joshua	Adjunct History Instructor Sub	Per contract	11/01/2024
Itokazu, Naomi	Adjunct ORI Instructor	Per contract	01/13/2025
F. Volunteer Staff			
Baccus, Mary	Adult Literacy Volunteer		10/24/2024
Brito, Robert	Adult Literacy Volunteer		11/05/2024
Galbraith, Thomasina	Historical Village & Purdy School Volunteer		10/24/2024
Payne, Devontavius	Men's Basketball Coaching Volunteer		11/07/2024