

ILLINOIS EASTERN COMMUNITY COLLEGES

BOARD OF TRUSTEES

IECC Board of Trustees Meeting

Tuesday, March 18, 2025



Location:

**Banquet Room - Olney Central College
305 N. West Street
Olney, IL 62450**

**Dinner – 5:30 p.m.
Meeting – 6:15 p.m.**

The mission of Illinois Eastern Community College District 529 is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.

**Illinois Eastern Community Colleges
Board Agenda**

**Tuesday, March 18, 2025
6:15 p.m.**

**Banquet Room - Olney Central College
305 N. West Street
Olney, IL 62450**

1. Call to Order & Roll Call Chairman Carter
2. Welcome from the Chair Chairman Carter
3. Recognition of Visitors and Guests President Simpson
 - A. Visitors and Guests
 - B. IECCEA Representative
4. Public Comments
5. Reports
 - A. Trustees
 - i. *Recognition of Student Trustee VanDyke*
 - B. Chancellor
 - C. Presidents & Divisions
6. Approval of Consent Agenda Chancellor Gower
 - A. Disposition of Minutes 5

B.	Policy 500.28 Hazing		12
C.	Affiliation Agreement- Confluent Health, LLC		14
7.	Action on Items Removed from Consent Agenda	Chancellor Gower	
8.	Policy First Reading (and Possible Approval)	Chancellor Gower	
9.	Policy Second Reading	Chancellor Gower	
10.	Staff Recommendations for Approval		
A.	Diploma Replacement Fee	Chancellor Gower	22
11.	Bid Committee Report	Chancellor Gower	23
A.	TRIO Upward Bound Educational Trip 2025		
12.	District Finance	Mr. Hawkins	
A.	Financial Report		27
B.	Approval of Financial Obligations		
13.	Executive Session	Chancellor Gower	
A.	2(c)(1) Employment/Appointment Matters		
B.	2(c)(2) Collective Negotiating Matters		
C.	2(c)(12) Litigation		
14.	Approval of Executive Session Minutes	Chancellor Gower	

A. Written Executive Session Minutes

B. Audio Executive Session Minutes

15. Approval of Personnel Report

Mrs. McDowell 36

16. Litigation

Chancellor Gower

17. Other Items

18. Adjournment

IECC Board of Trustees Meeting
Thursday, February 27, 2025 10:00 AM
Central

IECC District Office/Conference Room
233 East Chestnut Street
Olney, IL 62450

1. Call to Order and Roll Call – Vice Chair called the meeting to order at 10:00 a.m. and directed the Board Secretary Sonja Wease to call the roll.

Susan Batchelor:	Present
John Brooks:	Absent
Roger Browning:	Absent (present via TEAMS, non-voting)
Gary Carter:	Absent
Brenda Culver:	Present
Jan Ridgely:	Present
Barbara Shimer:	Present
Jorri VanDyke (Student Trustee):	Absent

Present: 4, Absent: 3.

2. Welcome from the Chair – Vice Chair Culver welcomed all who were present for the meeting.

3. Recognition of Visitors and Guests

3.A. Visitors and Guests - None

3.B. IECEA Representative - None

4. Public Comment - None

5. Reports

5.A. Trustees - None

5.B. Chancellor – No additional information to his previously sent report.

6. Executive Session

Motion to enter executive session under Open Meetings Act Exceptions 2(c)(1) Employment Matters & 2(c)(12) Litigation. This motion, made by Susan Batchelor and seconded by Jan Ridgely, Carried.

John Brooks: Absent, Roger Browning: Absent, Gary Carter: Absent, Jorri VanDyke Student Trustee: Absent, Susan Batchelor: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea

Yea: 4, Nay: 0, Absent: 3

Motion to adjourn executive session at 10:46 a.m. This motion, made by Susan Batchelor and seconded by Jan Ridgely, Carried.

John Brooks: Absent, Roger Browning: Absent, Gary Carter: Absent, Jorri VanDyke (Student Trustee): Absent, Susan Batchelor: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea

Yea: 4, Nay: 0, Absent: 3

7. Personnel Report

400.1 Renewal of Bargaining Unit Faculty for the 2025-2026 Academic Year

A. Continuation of Tenure

B. Initial Tenure

C. Non-Tenure

400.2 Resolution & Memorandum of Agreement with IECCEA for the Voluntary Separation Incentive Program

Motion to approve the Personnel Report as presented. This motion, made by Susan Batchelor and seconded by Barbara Shimer, Carried.

John Brooks: Absent, Roger Browning: Absent, Gary Carter: Absent, Jorri VanDyke (Student Trustee): Absent, Susan Batchelor: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea

Yea: 4, Nay: 0, Absent: 3

8. Litigation – Chancellor Gower provided an update regarding ongoing litigation and indicated resolution is anticipated within the next 30-60 days.

9. Adjournment

Motion to adjourn at 11:04 a.m. This motion, made by Jan Ridgely and seconded by Susan Batchelor, Carried.

John Brooks: Absent, Roger Browning: Absent, Gary Carter: Absent, Jorri VanDyke (Student Trustee): Absent, Susan Batchelor: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea

Yea: 4, Nay: 0, Absent: 3

Approved: Chairman: _____

Secretary: _____

1. Call to Order & Roll Call – Chairman Gary Carter called the meeting to order at 6:15 p.m. and directed the Board Secretary Sonja Wease to call the roll.

Susan Batchelor: Present
John Brooks: Present
Roger Browning: Present
Gary Carter: Present
Brenda Culver: Present
Jan Ridgely: Present
Barbara Shimer: Present
Jorri VanDyke (Student Trustee): Present

Present: 7. Absent: 0.

2. Welcome from the Chair – Chairman Carter welcomed all who were present for the meeting.

3. Recognition of Visitors and Guests

3.A. Visitors and Guests – Jay Carter, Jodi Peach, & Dustin Wiggins

3.B. IECCEA Representative – Jay Carter & Phil Thorsen discussed the reduction in force and negotiations.

4. Public Comments - None

5. Reports

5.A. Trustees – Student Trustee VanDyke gave an update on student advisory activities.

5.B. Chancellor – No additional information to his previously sent report.

5.C. Presidents & Divisions – Reports were presented by the Presidents & Vice Chancellors of each division.

6. Approval of Consent Agenda

Motion to approve consent agenda as presented. This motion, made by Barbara Shimer and seconded by Brenda Culver, Carried.

Susan Batchelor: Yea, John Brooks: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea, Jorri VanDyke (Student Trustee): Yea
Yea: 7, Nay: 0

6.A. Disposition of Minutes – Open meeting minutes as prepared for the regular meeting held on January 21, 2025 were presented for approval. **Document Registry 25-02-01**

6.B. Reinstatement of Policy 100.31 Preventing Sexual Misconduct – As a result of changing federal Title IX regulations, the IECC Board of Trustees reinstated its former Policy 100.31. **Document Registry 25-02-02**

6.C. Deletion of Policy 100.42 Prohibiting Sex Discrimination – The policy was deleted as a result of the federal court decision vacating the 2024 Title IX Rule.

6.D. Policy 500.21 Student Military – The policy was modified slightly for clarity. **Document Registry 25-02-03**

6.E. Policy 500.15 Residency Policy – The policy was revised to reflect IECC’s compliance with ICCB system rules and the Illinois Public Community College Act. **Document Registry 25-02-04**

6.F. Purchase of WVC Scoreboard – The Board authorized IECC to make the purchase of a new scoreboard utilizing the cooperative purchasing consortium. **Document Registry 25-02-05**

7. Action on Items Removed from Consent Agenda - None

8. Policy First Reading (and Possible Approval) - None

9. Policy Second Reading - None

10. Staff Recommendations for Approval

10.A. eCampus Bookstore Agreement **Document Registry 25-02-06**

Motion to approve a three-year agreement with eCampus as the exclusive provider of textbooks and course materials for IECC. This motion, made by Roger Browning and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, John Brooks: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea, Jorri VanDyke (Student Trustee): Yea
Yea: 7, Nay: 0

11. Bid Committee Report - None

12. District Finance

12.A. Financial Report

12.B. Approval of Financial Obligations

Motion to approve payment of district obligations for February 2025 in the total amount of \$1,062,595.75. This motion, made by Jan Ridgely and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, John Brooks: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea, Jorri VanDyke (Student Trustee): Yea
Yea: 7, Nay: 0

13. Executive Session

Motion to enter into executive session under Open Meetings Act Exceptions 2(c)(1) Employment Matters; 2(c)(2) Collective Negotiating Matters; & 2(c)(12) Litigation at 7:15 p.m. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, John Brooks: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea, Jorri VanDyke (Student Trustee): Yea
Yea: 7, Nay: 0

Motion to exit the executive session at 8:44 p.m. held under Open Meetings Act Exceptions 2(c)(1) Employment Matters; 2(c)(2); Collective Negotiating Matters; & 2(c)(12) Litigation. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, John Brooks: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea, Jorri VanDyke (Student Trustee): Yea
Yea: 7, Nay: 0

14. Approval of Executive Session Minutes

14.A. Written Executive Session Minutes - None

14.B. Audio Executive Session Minutes - None

14.C. Semi-Annual Review of Executive Session Minutes *Document Registry 25-02-07*

Motion to approve the Semi-Annual Report as presented. This motion, made by Brenda Culver and seconded by Jan Ridgely, Carried.

Susan Batchelor: Yea, John Brooks: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea, Jorri VanDyke (Student Trustee): Yea
Yea: 7, Nay: 0

15. Approval of Personnel Report

400.1 Employment of Personnel

A. Faculty, Exempt

1. Cori Stringfellow, Nursing Instructor, WVC, Academic Affairs effective August 13, 2025
2. Kathleen White, Nursing Instructor, LTC, Academic Affairs effective March 10, 2025

B. Classified, Non-Exempt

1. Autumn Hoalt, Custodian, LTC effective February 24, 2025
2. Brock Plassman, TRIO Upward Bound Academic Counselor, WVC, Institutional Outreach effective March 3, 2025

400.2 Change in Status

A. Professional, Non-Faculty, Exempt

1. Angelique Maguire, Director of Instruction, Adult Education, FCC, Academic Affairs to Program Director, Adult Education, FCC, Academic Affairs effective February 24, 2025
2. Darrell Handelsman, Interim Head Baseball Coach, OCC to Head Baseball Coach, OCC effective February 24, 2025

B. Classified, Non-Exempt

1. Russell Carie, Interim Maintenance Worker, WVC to Maintenance Worker, WVC effective February 24, 2025

400.3 Honorable Dismissal(s)

1. Kelly Wagner, Office Assistant effective February 19, 2025

400.4 Faculty Seniority List for 2025-2026 Academic Year (separate cover)

400.5 Adoption of Resolution & Reductions-in-Force

A. Faculty

LONNIE	BARNES	JAY	CARTER	BRIAN	WICK
TYLER	BOYLES	JANE	MCCORMI CK		

400.6 Resignation Ratification(s)

1. Annie Matthews, TRIO Student Support Services Academic Advisor, OCC effective February 7, 2025

400.7 Retirement Ratification(s)

1. Jim Glash, Head Men’s Basketball Coach, OCC effective July 3, 2025
2. Debra Weidwilt, Program Assistant effective May 31, 2025
3. Timothy Zimmer, Director of Instructional Services, WVC effective February 24, 2025

Motion to approve the Personnel Report as presented. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, John Brooks: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea, Jorri VanDyke (Student Trustee): Yea
Yea: 7, Nay: 0

16. Litigation

16.A. Authorization Related to Legal Proceedings

Motion to approve the authorization for Dr. Gower to continue to work with legal counsel for the resolution of ongoing litigation. This motion, made by Roger Browning and seconded by Brenda Culver, Carried.

MEMORANDUM

TO: IECC Board of Trustees
FROM: Ryan Gower, Chancellor
DATE: March 18, 2025
SUBJECT: Approval of Revised Hazing Policy (500.28)

On December 23, 2024, the [Stop Campus Hazing Act](#) was signed into law, amending the Jeanne Clery Campus Safety Act. This legislation mandates that institutions receiving federal funding must:

- Include hazing incidents in their Annual Security Reports.
- Implement comprehensive, [research-informed prevention programs](#).
- Publish a Campus Hazing Transparency Report.

In response, Illinois Eastern Community Colleges (IECC) has updated its Hazing Policy (500.28) to align with these requirements. The revised policy emphasizes our commitment to a safe and healthy campus environment by:

- Implementing research-based prevention programs.
- Reporting hazing statistics in the Annual Security Report.
- Publishing a Campus Hazing Transparency Report.

The Student Affairs Leadership Team and Strategic Engagement Planning Council has reviewed and approved these revisions.

I request that the Board waive the second reading and approve Policy 500.28 as presented.

RG/sc

Attachments: Revised Hazing Policy (500.28)

Hazing Policy (500.28)

Date Adopted: October 21, 2014

Revised: June 20, 2017

Removed by Board Action: June 18, 2019 (incorporated into Student Code of Conduct document)

Reinstated (with revisions) by Board Action: March 21, 2023

Revised: TBD (Pending Board Approval)

Illinois Eastern Community Colleges (IECC) ~~policy~~ promotes healthy, safe, and balanced lifestyles within the college community. Individual students, student organizations, and athletic teams play a vital role in this process, and provide transformative opportunities for friendship, leadership, and personal growth and discovery. Hazing of any kind is contrary to ~~these values this policy~~ and is illegal in Illinois; therefore, IECC expressly prohibits hazing activities, whether ~~individually or in concert with others, by an individual or an organization,~~ and shall:

- Implement research-informed, campus-wide prevention programs and primary prevention strategies to raise awareness and prevent hazing;
- Include statistics for hazing incidents in the Annual Security Report and publicize the availability of this information via the IECC public website;
- Disseminate this policy and applicable local, state, and Tribal hazing laws on the IECC public website;
- Compile a Campus Hazing Transparency Report and publish it on the IECC public website;

Reporting and Processing Alleged Hazing Violations

All hazing-related activities, including incident reporting, investigations, disciplinary actions, and appeals ~~Hazing may also lead to the probation, suspension, or termination of a student organization or athletic team. Disciplinary actions and the appeal process follow~~ adhere to the protocols outlined in IECC's Student Code of Conduct.

Definition

For the purpose of this policy, hazing is defined as any ~~intentional, knowing, or reckless~~ act committed by a person, whether individually or in concert with others, against ~~another person or persons, regardless of the willingness of such other person or persons to participate. This act must be committed a student~~ in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with any IECC ~~campus, college; and which~~ Hazing includes acts that cause or create a risk of physical or psychological injury, humiliation, intimidation, or demeaning the ~~person or persons, beyond the reasonable risk encountered in the course of participation in the IECC organization or team. is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student.~~ Hazing also includes soliciting, directing, aiding, or otherwise **participating actively or passively** in the above acts.

Consent

Because of the socially coercive nature of hazing, implied or expressed consent by anyone to hazing is not a defense under this policy.

MEMORANDUM

TO: IECC Board of Trustees
FROM: Ryan Gower, Chancellor
DATE: March 18, 2025
RE: Affiliation Agreement

An affiliation agreement is a formal contract between an educational institution and an external facility or business that provides students with experiential learning opportunities. These agreements outline the roles, responsibilities, and liabilities of all parties involved. Such placements are unpaid and are integral to the successful completion of the students' academic programs.

IECC seeks to enter into a *non-standard* clinical affiliation agreement with the following organization:

- **Confluent Health, LLC**

Mr. Chairman, I respectfully request the Board's approval of this affiliation agreement.

RG/sc

AFFILIATION AGREEMENT

This Affiliation Agreement (this “Agreement”), dated March 5, 2025 (the “Effective Date”), is between Confluent Health, LLC, a Delaware limited liability company (“Confluent”) and Illinois Eastern Community College District 529 (the “Academic Institution”). Each of Confluent and the Academic Institution may be referred to individually herein as a “Party” or collectively as the “Parties.”

Recitals

A. The Academic Institution offers educational programs in the disciplines of physical therapy, and related services to students (each a “Student” or collectively, the “Students”).

B. The Academic Institution desires to provide the Students with a clinical education and learning experiences relevant to their disciplines (the “Clinical Experience”).

C. Confluent, through its subsidiaries and affiliates, owns, operates, and manages physical therapy practices equipped with the facilities and professional staff necessary to provide the Clinical Experience to the Students.

D. The Academic Institution and Confluent desire to establish a program for Students to participate in a Clinical Experience at a clinic owned, operated, or managed by Confluent (the “Program”).

Now, therefore, the Parties agree as follows:

1. **Clinic Selection.** The Academic Institution and Confluent shall mutually agree upon the number of Students per academic period for participation in the Program and the Confluent clinics that will participate in the Program, a list of which shall be set forth on Annex A (each a “Facility”). Annex A will be amended from time-to-time upon the mutual written consent of the Parties based on the availability of Confluent and each Facility to provide an appropriate Clinical Experience.

2. **Responsibilities of the Academic Institution.** The Academic Institution shall:

A. maintain responsibility for didactic instruction, academic evaluation, assignment of final grade, and related academic matters concerning each Student’s participation in the Program;

B. ensure that each Student is covered by (i) a professional liability policy with coverage of at least \$1,000,000 per occurrence and \$3,000,000 aggregate and recommend (ii) health insurance. The Academic Institution shall provide evidence, or require Students to provide evidence, of such coverage prior to the start of the Program.

C. advise Students that Students shall be responsible for all costs associated with transportation, parking, meals, lodging, and other miscellaneous expenses related to the Program while the Students are at the Facility;

D. inform Students that they shall abide by all applicable dress code established by Confluent or the Facility and wear an identification badge with the Student's name and school clearly visible;

E. cooperate with Confluent in the event a Student is excluded from participating in the Program by Confluent in accordance with the terms of this Agreement;

F. require each Student to provide an (i) appropriate criminal background check and (ii) proof of appropriate immunizations, including for Tuberculosis, Hepatitis, Varicella, Rubella or any other infectious disease, in each case, as required by Confluent or the Facility; and

G. inform the Students that they are required to comply with all rules, policies, and procedures established by Confluent or the Facility.

H. advise Students of their obligation to maintain the confidentiality of any patient records or information learned during the Program.

3. **Responsibilities of Confluent.** Confluent or the Facility shall:

A. have sole authority and control over all aspects of patient care at the Facility and maintain a level of care that meets generally accepted standards conducive to satisfactory instruction. Students will have the status of trainees and will not replace Facility's staff or render unsupervised patient care or services;

B. supervise all Students while at the Facility and, upon request by the Academic Institution, complete evaluation or assessment forms provided by the Academic Institution;

C. give the Students an orientation of the rules, policies, and procedures of Confluent and the Facility where the Students are participating in the Program;

D. have the right to exclude any Student from the Program who (i) performs care in a manner that is inconsistent with the rules, policies, or procedures of Confluent or the Facility, (ii) fails to comply with proper channels of communication at the Facility or abide by other policies or procedures, (iii) performs unsatisfactorily as determined by Confluent or the Facility, or (iv) has a health status that may prevent attendance and successful completion of the Program. Confluent or the Facility shall notify the Academic Institution if any Student is excluded from the Program;

E. provide qualified and competent staff at the Facility to instruct and supervise Students participating in the Program, including identifying a Facility employee to serve as coordinator with Academic Institution;

F. Upon request, provide Academic Institution with proof of its general liability and professional liability policies covering the Facility.

4. **Term.**

A. This Agreement shall commence on the Effective Date and continue for one (1) year (the “Initial Term”). The Agreement shall automatically renew for successive one (1) year periods at the expiration of the Initial Term. This Agreement may be terminated upon sixty (60) days advanced written notice by either Party.

B. Notwithstanding a termination of this Agreement in accordance with Section 4(A), the Parties agree that any Student currently participating in the Program at the time of termination shall be permitted to complete the Student’s current term of the Program.

5. **Indemnification.**

A. To the maximum extent permitted by Illinois law, the Academic Institution shall indemnify Confluent, the Facility, and its members, managers, agents, and employees from claims, losses, costs, damages and expenses (including reasonable attorneys’ fees) relating to injury to or death of any person or damage to real or personal property in connection with (i) any breach by the Academic Institution of any provision hereof, or (ii) an act of negligence by the Academic Institution.

B. Confluent shall indemnify the Academic Institution, its agents, directors, officers, and employees from claims, losses, costs, damages and expenses (including reasonable attorneys’ fees) relating to injury to or death of any person or damage to real or personal property in connection with (i) any breach by Confluent of any provision hereof, or (ii) an act of negligence by Confluent.

6. **Miscellaneous.**

A. **Trademarks.** Neither Party shall use the name, image, or identifying marks of the other Party or any other affiliate in any promotional or advertising material without prior written approval.

B. **Independent Contractors.** The Parties shall be considered “independent entities” with respect to each other. None of the provisions of this Agreement are intended to create nor shall be deemed or construed to create any relationship between the Parties, other than that of independent entities contracting with each other solely for the purpose of effecting the

provisions of this Agreement. The Parties and any of their respective agents or employees shall not be construed to be the agent, employee, joint employer, or representative of the other. Neither Party shall have any express or implied rights or authority to assume or create any obligation or responsibility on behalf of or in the name of the other, except as may otherwise be set forth in this Agreement. It is agreed by the Parties that Students are not agents of the Academic Institution.

C. Governing Law. This Agreement and the rights and obligations of the Parties shall be governed by and construed in accordance with the laws of the State of Illinois without giving effect to any conflict of law principals thereof.

D. Notices. All notices and communications shall be in writing and deemed given when personally delivered to or upon receipt when deposited with the United States Postal Service, certified or registered mail, return receipt requested, postage prepaid, addressed as follows or to such other person and/or address as the Party to receive may designate by notice to the other.

If to Confluent:

Confluent Health, LLC
Attn: Chief Legal Officer
1650 Lyndon Farm Court, Ste 300
Louisville, KY 40223

With a copy to: the applicable Facility address on Annex A.

If to Academic Institution:

Illinois Eastern Community College District 529
Attn: Dean of Health Professions
305 N. West Street
Olney, IL 62450

E. Nondiscrimination. The Parties shall not discriminate against any employee or Student on the basis of race, color, religion, creed, sex, age, disability, national origin, veteran's status or any other basis protected by law.

F. No Guarantee of Employment. Nothing contained herein shall be construed as an offer of employment or otherwise entitle any Student to employment by Confluent or the Facility upon completion of the Program.

G. Entire Agreement. This Agreement contains the entire agreement of the Parties with respect to the subject matter herein. This Agreement shall not be modified orally, and any modification shall only be effective upon mutual written agreement of the Parties. All prior

agreements or understandings concerning the Program are hereby canceled and superseded by this Agreement.

H. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original but all of which taken together shall constitute one and the same document. Executed counterparts may be delivered via facsimile, email, or other similar electronic transmission method and shall be deemed valid and effective for all purposes.

I. FERPA. Confluent understands that information received from the Academic Institution regarding Students is subject to the provisions of the Family Educational Rights and Privacy Act, and Confluent agrees to use such information only for the purpose for which it was disclosed and not to make it available to any third party without first obtaining the student's consent. For the purposes of this Agreement, pursuant to FERPA, the Academic Institution designates Confluent as a school official with a legitimate educational interest in the educational records of the Students to the extent that access to the records is required by Confluent or Facility to carry out the Program.

[Signature page follows]

IN WITNESS WHEREOF, the Parties have executed this Affiliation Agreement as of the Effective Date.

Confluent:

Confluent Health, LLC

By: _____

Name: _____

Title: _____

Academic Institution

Illinois Eastern Community College District 529

By: _____

Name: Gary Carter

Title: Chairman, Board of Trustees

ANNEX A

Facility List

Facility Address	Number of Students	Program Start Date and End Date
[CLINIC NAME] [CONTACT] [ADDRESS]		

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: March 18, 2025
RE: Approval of Cost Recovery Fees for Diplomas

The current Graduation Fee and Second Diploma Charge Fee do not cover IECC's actual costs. The cost to produce each diploma has increased to \$15 from \$10. The IECC catalog lists the second diploma fee as \$10.00 and Graduation Fee as \$30.00. To ensure IECC is recovering our actual costs, the Business Operations Division recommends aligning these fees with actual expenses.

Mr. Chairman, I ask that the Board of Trustees approve the Graduation Fee and Second Diploma Charge Fee as "Cost Recovery Fees", effective Fall 2025. This change will allow IECC to adjust charges as needed to reflect actual printing costs without requiring frequent board action.

RG/sc

BID COMMITTEE REPORT

March 18, 2025

District Office

1. TRIO Upward Bound Educational Trip 2025

TO: Board of Trustees

FROM: Bid Committee

DATE: March 18, 2025

RE: TRIO Upward Bound Educational Trip 2025

The following bid recommendation is based on the lowest responsible bid, considering conformity with specifications, terms of delivery, quality, and serviceability.

The Bid Committee recommends accepting the bid from WorldStrides Travel for a total of \$85,920.

TRIO Upward Bound Educational Trip 2025	
Company	Base Bid
GL Travel Granite Bay, CA	\$95,520
WorldStrides Charlottesville, VA	\$85,920

Respectfully submitted,

Ryan Gower
Ryan Hawkins
Sonja Wease

Department: TRIO Upward Bound.

Source of Funds: TRIO Upward Bound Grants (LTC, OCC & WVC).

Rationale for Purchase: Regulations state that Upward Bound programs must provide students with a summer instructional component that is designed to simulate a college-going experience, and may provide exposure to cultural events, academic programs, and other activities not usually available to disadvantaged youth 34 645.12(a), 34 645.13(a) (1).

The "Advertisement for Bids" was placed in The Hometown Register for one (1) day. In addition, individual invitations to bid were sent directly to potential vendors.

Specifications for: TRIO Upward Bound Educational Trip 2025

**Illinois Eastern Community College District #529
and TRIO Upward Bound
Award #P047A220037, #P047A220040 & #P047A220039**

Please bid one “all-inclusive” price for entire trip, which would include all amenities, activities, transportation, etc., for items listed in these specifications.

Trip to: Cincinnati, Ohio.

Depart from: Olney Central College, 1091 West Parker Street, Olney, IL 62450 – Tuesday, July 8, 2025.

Return to: Olney Central College, 1091 West Parker Street, Olney, IL 62450 – Thursday, July 10, 2025.

Accommodations: Up to 96 students (double occupancy) with two (2) queen beds (students). Up to 12 staff (double occupancy) with two (2) queen beds (staff). (All rooms are to be located together as hotel allows).

Activities/attractions must reflect a minimum of the following:

- University of Cincinnati
- National Underground Railroad Freedom Center
- Findlay Market
- Riverboat Dinner Cruise
- Kings Island & Soak City
- Cincinnati Zoo and Botanical Garden
- Newport Aquarium
- Buca di Beppo or Dave & Buster’s
- The Old Spaghetti Factory - Indianapolis

College visits: Minimum of one (1) University tour during the trip.

Transportation: Charter buses for up to 110 passengers. TV/DVD on each motorcoach, Wi-Fi included.

Lodging: Two (2) night’s stay in Cincinnati, Ohio. (Hotel must have breakfast available to accommodate our group. (No outside door access or adjoining guest rooms)).

Meals all included in price: Meal allowances are acceptable, no less than \$15.00 per person/per meal. One (1) “seated” meal each day, unless at Kings Island for a full day. All meals must be included.

Security: Security guards on each floor where student rooms are located in addition to 24-hour emergency service.

Tour guides: Two (2) professional tour guide directors/day.

Additional services:

- Planning and booking of activities
- Bags for participants
- Emergency tags/lanyards with 24-hour service and contact information (optional)
- Health & accident insurance is required (per participant)
- Liability insurance is required
- Trip resource manual
- Trip delay protection
- \$1 million trip protection plan
- Bus drivers and tour guides' rooms plus daily per diem and incidentals should be included in bid price
- All taxes and gratuities should be included in the bid price

THE QUOTATION, AS SUBMITTED ON THIS FORM, WILL REMAIN FIRM FOR SIX WEEKS FROM THE DATE QUOTATION IS RECEIVED BY ILLINOIS EASTERN COMMUNITY COLLEGES.

Please submit one "all-inclusive" price for all amenities/activities in the proceeding specifications.

Bid Form (Award #P047A220037, #P047A220040 & #P047A220039)

TOTAL BID \$ _____

SIGNATURE _____

PRINT NAME _____

COMPANY _____

ADDRESS _____

TELEPHONE _____

FAX _____

DATE _____

The TRIO Upward Bound programs are 100% federally funded by the U.S. Department of Education for \$324,979 (LTC), \$376,462 (OCC) and \$309,505 (WVC). Bid award is subject to approval by Illinois Eastern Community Colleges.

**ILLINOIS EASTERN COMMUNITY COLLEGES
DISTRICT #529**

**TREASURER'S REPORT
February 28, 2025**

FUND	BALANCE
Educational	\$ 9,644,719.90
Operations & Maintenance	1,236,446.03
Operations & Maintenance (Restricted)	2,771,221.20
Bond & Interest	393,436.14
Auxiliary	141,754.70
Restricted Purposes	5,095.65
Working Cash	733,518.02
Trust & Agency	575,472.72
Audit	(302.76)
Liability, Protection & Settlement	612,514.37
TOTAL ALL FUNDS	<u>\$ 16,113,875.97</u>

Respectfully submitted,

Ryan Hawkins, Treasurer

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
February 28, 2025

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
ASSETS						
Cash	\$ 9,671,020	\$ 1,236,446	\$ 2,771,221	\$ 393,436	\$ 162,255	\$ 5,096
Investments	8,864,138	2,785,868	6,601,703	-	3,432,591	-
Accounts Receivable	651,572	89,222	-	-	284,596	-
Other Receivables	542,829	69	15,553	-	4,023	40,638
Restricted Cash	-	-	4,614,304	-	-	-
Inventory	-	-	-	-	625,408	-
Other Assets	115,015	-	-	-	-	479,659
Due From Other Funds	-	-	-	-	-	-
Total Assets	<u>\$ 19,844,574</u>	<u>\$ 4,111,605</u>	<u>\$ 14,002,781</u>	<u>\$ 393,436</u>	<u>\$ 4,508,873</u>	<u>\$ 525,393</u>
LIABILITIES						
Accounts Payable	\$ (4,802)	\$ 5,211	\$ -	\$ -	\$ (1,236)	\$ 1,596
Accrued Payroll Liabilities	275,151	-	-	-	-	-
Other Accrued Liabilities	92,822	-	25,664	-	44,758	400
Due to Other Funds	-	-	-	-	-	-
Total Liabilities	<u>363,171</u>	<u>5,211</u>	<u>25,664</u>	<u>-</u>	<u>43,522</u>	<u>1,996</u>
FUND BALANCES						
Non-Spendable	-	-	-	-	625,408	-
Restricted						
Board Designated	11,325,108	1,411,544	-	-	-	-
Other Purposes	-	2,179,732	10,954,629	393,436	-	-
Encumbered	6,313,999	515,118	3,022,488	-	1,170,448	567,723
Unassigned	1,842,296	-	-	-	2,669,495	(44,326)
Total Fund Balances	<u>19,481,403</u>	<u>4,106,394</u>	<u>13,977,117</u>	<u>393,436</u>	<u>4,465,351</u>	<u>523,397</u>
Total Liabilities and Fund Balances	<u>\$ 19,844,574</u>	<u>\$ 4,111,605</u>	<u>\$ 14,002,781</u>	<u>\$ 393,436</u>	<u>\$ 4,508,873</u>	<u>\$ 525,393</u>

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
February 28, 2025

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
ASSETS					
Cash	\$ 733,518	\$ 575,473	\$ (303)	\$ 612,514	\$ 16,160,676
Investments	5,569,379	-	-	-	27,253,679
Accounts Receivable	-	-	-	-	1,025,390
Other Receivables	69,619	41,504	-	-	714,235
Restricted Cash	-	-	-	-	4,614,304
Inventory	-	-	-	-	625,408
Other Assets	-	-	-	-	594,674
Due From Other Funds	-	-	-	-	-
Total Assets	<u>\$ 6,372,516</u>	<u>\$ 616,977</u>	<u>\$ (303)</u>	<u>\$ 612,514</u>	<u>\$ 50,988,366</u>
LIABILITIES					
Accounts Payable	\$ -	\$ -	\$ -	\$ (809)	\$ (40)
Accrued Payroll Liabilities	-	-	-	-	275,151
Other Accrued Liabilities	-	-	-	1,452	165,096
Due to Other Funds	-	-	-	-	-
Total Liabilities	<u>-</u>	<u>-</u>	<u>-</u>	<u>643</u>	<u>440,207</u>
FUND BALANCES					
Non-Spendable	6,315,000	-	-	-	6,940,408
Restricted					
Board Designated	-	-	-	-	12,736,652
Other Purposes	57,516	614,410	-	605,968	14,805,691
Encumbered	-	2,567	-	5,903	11,598,246
Unassigned	-	-	(303)	-	4,467,162
Total Fund Balances	<u>6,372,516</u>	<u>616,977</u>	<u>(303)</u>	<u>611,871</u>	<u>50,548,159</u>
Total Liabilities and Fund Balances	<u>\$ 6,372,516</u>	<u>\$ 616,977</u>	<u>\$ (303)</u>	<u>\$ 612,514</u>	<u>\$ 50,988,366</u>

Illinois Eastern Community Colleges
 Statements of Revenues, Expenditures, and Changes in Fund Balance - All Funds (Unaudited)
 For the Period Ended February 28, 2025

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
REVENUES						
Property Taxes	\$ 4,258,134	\$ 1,578,546	\$ 188,525	\$ 1,597,661	\$ -	\$ -
Replacement Taxes	-	420,831	-	-	-	-
ICCB Grants	9,519,658	-	118,841	-	-	621,797
Federal Grants	-	-	-	-	-	7,356,542
Tuition & Fees	11,286,799	889,123	-	-	182,025	-
Charges for Services	27,792	72,440	-	-	2,036,158	-
Interest	330,715	54,332	223,276	14,331	60,822	10,913
Other Revenues	88,270	302,548	34,002	-	159,511	82,000
Total Revenues	<u>25,511,368</u>	<u>3,317,820</u>	<u>564,644</u>	<u>1,611,992</u>	<u>2,438,516</u>	<u>8,071,252</u>
EXPENDITURES						
Payroll	10,034,217	844,145	-	-	1,476,662	1,211,202
Benefits	1,850,455	208,680	-	-	182,306	264,274
Contractual Services	1,153,597	348,194	148,055	-	333,815	360,914
Supplies	1,207,554	185,254	5,178	-	1,233,824	144,294
Travel	132,203	112	-	-	325,759	49,412
Fixed	41,903	36	-	1,575,724	162,628	306
Utilities	33,046	908,128	-	-	-	-
Capital Outlay	192,229	194,408	1,837,805	-	35,714	673,547
Other	117,636	580	-	-	65,871	1,240,281
Scholarships, Student Grants, & Waivers	4,626,867	-	-	-	242,127	4,693,052
Total Expenditures	<u>19,389,707</u>	<u>2,689,537</u>	<u>1,991,038</u>	<u>1,575,724</u>	<u>4,058,706</u>	<u>8,637,282</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>6,121,661</u>	<u>628,283</u>	<u>(1,426,394)</u>	<u>36,268</u>	<u>(1,620,190)</u>	<u>(566,030)</u>
TRANSFERS						
Net Transfers	(1,548,694)	10,000	-	-	1,538,694	-
Total Transfers	<u>(1,548,694)</u>	<u>10,000</u>	<u>-</u>	<u>-</u>	<u>1,538,694</u>	<u>-</u>
Net Change in Fund Balance	<u>4,572,967</u>	<u>638,283</u>	<u>(1,426,394)</u>	<u>36,268</u>	<u>(81,496)</u>	<u>(566,030)</u>
Fund Balance - Beginning	14,908,436	3,468,111	15,403,511	357,168	4,546,847	1,089,427
Fund Balance - Ending	<u>\$ 19,481,403</u>	<u>\$ 4,106,394</u>	<u>\$ 13,977,117</u>	<u>\$ 393,436</u>	<u>\$ 4,465,351</u>	<u>\$ 523,397</u>

Illinois Eastern Community Colleges
 Statements of Revenues, Expenditures, and Changes in Fund Balance - All Funds (Unaudited)
 For the Period Ended February 28, 2025

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
REVENUES					
Property Taxes	\$ -	\$ -	\$ 59,111	\$ 1,265,841	\$ 8,947,818
Replacement Taxes	-	-	-	-	420,831
ICCB Grants	-	-	-	-	10,260,296
Federal Grants	-	-	-	-	7,356,542
Tuition & Fees	-	-	-	-	12,357,947
Charges for Services	-	13,383	-	-	2,149,773
Interest	65,406	13,247	71	7,898	781,011
Other Revenues	-	471,564	-	1,428	1,139,323
Total Revenues	<u>65,406</u>	<u>498,194</u>	<u>59,182</u>	<u>1,275,167</u>	<u>43,413,541</u>
EXPENDITURES					
Payroll	-	-	-	-	13,566,226
Benefits	-	-	-	119,564	2,625,279
Contractual Services	-	5,805	60,100	349,279	2,759,759
Supplies	-	20,591	-	6,436	2,803,131
Travel	-	230	-	-	507,716
Fixed	-	-	-	534,203	2,314,800
Utilities	-	-	-	-	941,174
Capital Outlay	-	-	-	-	2,933,703
Other	-	(32,868)	-	3,380	1,394,880
Scholarships, Student Grants, & Waivers	-	439,024	-	-	10,001,070
Total Expenditures	<u>-</u>	<u>432,782</u>	<u>60,100</u>	<u>1,012,862</u>	<u>39,847,738</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>65,406</u>	<u>65,412</u>	<u>(918)</u>	<u>262,305</u>	<u>3,565,803</u>
TRANSFERS					
Net Transfers	-	-	-	-	-
Total Transfers	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Change in Fund Balance	<u>65,406</u>	<u>65,412</u>	<u>(918)</u>	<u>262,305</u>	<u>3,565,803</u>
Fund Balance - Beginning	<u>6,307,110</u>	<u>551,565</u>	<u>615</u>	<u>349,566</u>	<u>46,982,356</u>
Fund Balance - Ending	<u>\$ 6,372,516</u>	<u>\$ 616,977</u>	<u>\$ (303)</u>	<u>\$ 611,871</u>	<u>\$ 50,548,159</u>

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
February 28, 2025

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 16,113,876	\$ 16,585,318
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	25,500
CDB PROJECT TRUST	4,614,304	4,006,229
PREPAID EXPENSES	115,015	69,873
INVESTMENTS	27,253,679	30,985,682
RECEIVABLES	1,630,945	1,817,263
ACCRUED REVENUE	108,679	106,260
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	638,738
OTHER ASSETS	479,659	453,125
FIXED ASSETS (Net of Depr)	33,489,137	25,187,919
TOTAL ASSETS AND OTHER DEBITS:	\$ 84,477,502	\$ 79,897,207
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 276,604	\$ 2,366
ACCOUNTS PAYABLE	92,924	(2,954)
DEFERRED REVENUE	70,681	82,108
L-T DEBT GROUP (FUND 9)	7,343,497	8,600,237
OPEB (Prior Year Restated for GASB 75 Implementation)	6,280,647	5,856,409
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	14,064,353	14,538,166
FUND BALANCES:		
FUND BALANCE	38,949,910	42,238,428
INVESTMENT IN PLANT (Net of Depr)	33,489,137	25,187,919
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(13,624,144)	(14,456,646)
RESERVE FOR ENCUMBRANCES	11,598,246	12,389,340
TOTAL EQUITY AND OTHER CREDITS	70,413,149	65,359,041
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 84,477,502	\$ 79,897,207

**ILLINOIS EASTERN COMMUNITY COLLEGES
OPERATING FUNDS ONLY
COMPARISON TO BUDGET REPORT FOR FISCAL YEARS 2023-2025**

College	Category	FISCAL YEAR 2023			FISCAL YEAR 2024			FISCAL YEAR 2025			% of Year
		Budget	Spent Thru February	% of Budget	Budget	Spent Thru February	% of Budget	Tentative Budget	Spent Thru February	% of Budget	
Frontier	Bills		\$ 524,713		\$ 512,113			\$ 532,285			
	Payroll		1,354,932		1,355,256			1,527,320			
	Waivers		583,307		609,713			375,969			
	Totals	\$ 3,873,183	2,462,952	64%	\$ 3,936,161	2,477,082	56%	\$ 4,523,243	2,435,574	54%	67%
Lincoln Trail	Bills		\$ 723,279		\$ 816,039			\$ 750,866			
	Payroll		1,443,081		1,398,796			1,626,314			
	Waivers		766,869		869,850			639,569			
	Totals	\$ 4,727,391	2,933,229	62%	\$ 4,542,114	3,084,685	63%	\$ 4,760,106	3,016,749	63%	67%
Olney Central	Bills		\$ 1,294,610		\$ 1,437,912			\$ 1,337,959			
	Payroll		2,837,718		2,731,399			2,864,240			
	Waivers		625,568		687,964			520,892			
	Totals	\$ 7,402,072	4,757,896	64%	\$ 7,643,937	4,857,275	57%	\$ 7,622,079	4,723,091	62%	67%
Wabash Valley	Bills		\$ 948,642		\$ 1,127,691			\$ 986,260			
	Payroll		1,955,944		1,828,044			1,946,666			
	Waivers		1,132,962		1,179,589			751,181			
	Totals	\$ 6,271,689	4,037,548	64%	\$ 5,915,330	4,135,324	64%	\$ 5,816,006	3,684,107	63%	67%
Workforce Educ.	Bills		\$ 127,303		\$ 132,920			\$ 146,574			
	Payroll		399,634		462,055			461,300			
	Waivers		1,071,364		1,318,752			1,359,781			
	Totals	\$ 2,761,446	1,598,301	58%	\$ 2,619,370	1,913,727	61%	\$ 2,740,542	1,967,655	72%	67%
District Wide	Bills		\$ 3,050,122		\$ 2,724,771			\$ 2,820,071			
	Payroll		2,184,082		2,680,796			2,452,522			
	Waivers		52,259		274,798			979,475			
	Totals	\$ 10,045,343	5,286,463	53%	\$ 9,824,759	5,680,365	58%	\$ 9,389,968	6,252,068	67%	67%
GRAND TOTALS		\$ 35,081,124	\$ 21,076,389	60%	\$ 34,481,671	\$ 22,148,458	64%	\$ 34,851,944	\$ 22,079,244	63%	67%

ILLINOIS EASTERN COMMUNITY COLLEGES
Operating Funds Revenues & Expenditures Report
For the Period Ended February 28, 2025

Unaudited

	FY 2025		FY 2024		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Property Taxes	\$ 5,836,680	20.25%	\$ 4,758,602	18.18%	\$ 1,078,078
Replacement Taxes	420,831	1.46%	648,506	1.93%	(227,675)	-35.108%
ICCB Grants	9,519,658	33.02%	9,717,923	30.55%	(198,265)	-2.040%
Tuition & Fees	12,175,922	42.23%	12,188,032	47.96%	(12,110)	-0.099%
Charges for Services	101,857	0.35%	107,852	0.30%	(5,995)	-5.559%
Interest	385,043	1.34%	356,928	0.80%	28,115	7.877%
Other Revenues	389,196	1.35%	92,092	0.27%	297,104	322.617%
	<u>\$ 28,829,187</u>	<u>100.00%</u>	<u>\$ 27,869,935</u>	<u>100.00%</u>	<u>\$ 959,252</u>	<u>3.442%</u>

	FY 2025		FY 2024		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Salaries	\$ 10,878,362	49.27%	\$ 10,456,346	46.93%	\$ 422,016
Employee Benefits	2,059,135	9.33%	2,112,195	8.23%	(53,060)	-2.512%
Contractual Services	1,501,791	6.80%	1,703,716	7.66%	(201,925)	-11.852%
Materials	1,392,808	6.31%	1,304,265	6.03%	88,543	6.789%
Travel & Staff Development	132,315	0.60%	168,389	0.69%	(36,074)	-21.423%
Fixed Charges	41,939	0.19%	42,665	0.25%	(726)	-1.702%
Utilities	941,174	4.26%	939,159	3.78%	2,015	0.215%
Capital Outlay	386,637	1.75%	284,765	1.28%	101,872	35.774%
Other	4,745,083	21.49%	5,136,958	25.14%	(391,875)	-7.629%
	<u>\$ 22,079,244</u>	<u>100.00%</u>	<u>\$ 22,148,458</u>	<u>100.00%</u>	<u>\$ (69,214)</u>	<u>-0.313%</u>

**Locally Funded, CDB, & PHS Projects
Projects Schedule**

	Funding Source	Estimated Budget										
Center for Technology - LTC	CDB	\$11,160,000	[Progress bar]									
Applied Technology Center - OCC	CDB	\$3,076,400	[Progress bar]									
Power Hub - WVC	CDB	\$300,000	[Progress bar]									
LTC - Athletic Facility	2024 Debt Certificates	\$2,400,300	[Progress bar]									
OCC - 370 kW Solar Array	2024 Debt Certificates	\$1,472,990	[Progress bar]									
OCC - Salvage Vehicle Storage	Deferred Maintenance	\$40,000	[Progress bar]									
WVC - Athletic Facility	Insurance Proceeds	\$2,549,720	[Progress bar]									
LTC - Natatorium Pool Liner Replacement	DCEO Grant	\$212,604	[Progress bar]									
GRAND TOTAL		\$21,212,014	Board Approval	Preliminary Design	Materials	Begin Construction	30% Completed	60% Completed	80% Completed	100% Completed	Fully Accepted	

2/28/2025

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: March 18, 2025

RE: Personnel Report

Mr. Chairman, I recommend that the Board of Trustees approve the March Personnel Report. Additional information for items 400.1, 400.2, 400.4, & 400.5 have been sent under separate confidential cover.

INDEX

- 400.1. Employment of Personnel**
- 400.2. Change in Status**
- 400.3. Update Board Action from Previous Personnel Report**
- 400.4. Special Assignments (Attachment)**
- 400.5. Approval of Proposed Non-College Employment**

PERSONNEL REPORT

400.1 Employment of Personnel

A. Faculty, Exempt

1. Brianna Trowbridge, Nursing Instructor, FCC, Academic Affairs effective August 13, 2025

B. Administrative, Exempt

1. Hayley Breeden, Director of Business, OCC, Business Operations effective March 24, 2025

C. Professional, Non-Faculty, Exempt

1. Tana Coleman, Interim Head Women's Basketball Coach, LTC effective March 28, 2025 through May 9, 2025

400.2 Change in Status

A. Administration

1. Amy Tarr, Associate Dean of Instruction, OCC, Academic Affairs to Dean of Instruction, OCC, Academic Affairs effective March 24, 2025

B. Professional, Non-Faculty, Exempt

1. Curtis Miller, College Admission Representative, OCC, Institutional Outreach to Director of Enrollment and Community Outreach, Institutional Outreach effective March 24, 2025
2. Carrie Halbert, College Admission Representative, FCC, Institutional Outreach to Director of Student Engagement and Recruitment, Institutional Outreach effective March 24, 2025

400.3 Update Board Action from Previous Personnel Report

1. Tyler Boyles – Honorary Dismissal to Voluntary Separation (effective 2025)
2. Lonnie Barnes – Honorary Dismissal to Voluntary Separation (effective 2025)
3. Jay Carter – Honorary Dismissal to Voluntary Separation (effective 2026)
4. Jane McCormick – Honorary Dismissal to Voluntary Separation (effective 2026)
5. Brian Wick – Honorary Dismissal to Voluntary Separation (effective 2025)

400.6 Special Assignments (Attachment)**400.7 Approval of Proposed Non-College Employment**

<u>Name</u>	<u>Employer</u>	<u>Hours/Days per Academic Month</u>
Kathleen White	Virtual Consult MD 8920 Southpointe Dr. Ste D1 Indianapolis, IN 46227	48 hours per month
	Aseracore Hospice 6724 E. Morgan Ave. Suite A Evansville, IN 47715	12 hours per month
	LCMH Acute Care Clinic 2111 Lexington Ave. Lawrenceville, IL 62439	20 hours per month