

ILLINOIS EASTERN COMMUNITY COLLEGES

BOARD OF TRUSTEES

IECC Board of Trustees Meeting

Tuesday, May 27, 2025



Location:

**Frontier Community College, Bob Boyles Hall
2 Frontier Drive
Fairfield, IL 62837**

**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, May 27, 2025

6:15 p.m.

Frontier Community College, Bob Boyles Hall

2 Frontier Drive

Fairfield, IL 62837

1. Call to Order & Roll Call Chairman Carter
2. Welcome from the Chair Chairman Carter
3. Recognition of Visitors and Guests President Edgren
 - A. Visitors and Guests
 - B. IECCEA Representative
4. Bond Hearing Chairman Carter 5

"Conduct of Public Hearing concerning the intent of the Board to sell \$8,000,000 Funding Bonds for the purpose of paying claims against the District and \$2,500,000 Working Cash Fund Bonds for the purpose of increasing the working cash fund of the District"
5. Public Comments
6. Reports
 - A. Trustees

B.	Chancellor		
C.	Presidents & Divisions		
7.	Approval of Consent Agenda	Chancellor Gower	
A.	Disposition of Minutes		6
B.	Policy 500.12 Student Mental Health Needs		14
C.	Policy 800.12 Minors & Visitors in the Classroom		17
D.	Paramedic and EMT Program Fees		19
E.	Affiliation Agreements		20
8.	Action on Items Removed from Consent Agenda	Chancellor Gower	
9.	Policy First Reading (and Possible Approval)	Chancellor Gower	
10.	Policy Second Reading	Chancellor Gower	
11.	Staff Recommendations for Approval		
A.	Calendar Year 2024 Report 403(b) Plan	Chancellor Gower	64
B.	Redevelopment Agreement City of Olney	Chancellor Gower	65
C.	FY 2026 Tentative Budget	Chancellor Gower	72
12.	Bid Committee Report - None.	Chancellor Gower	

13. District Finance	Mr. Hawkins	
A. Financial Report		75
B. Approval of Financial Obligations		
14. Executive Session	Chancellor Gower	
A. 2(c)(1) Employment/Appointment Matters		
B. 2(c)(2) Collective Negotiating Matters		
C. 2(c)(12) Litigation		
15. Approval of Executive Session Minutes	Chancellor Gower	
16. Approval of Personnel Report	Mrs. McDowell	99
17. Litigation	Chancellor Gower	
18. Adjournment		

**NOTICE OF PUBLIC HEARING CONCERNING THE INTENT OF
THE BOARD OF TRUSTEES OF
COMMUNITY COLLEGE DISTRICT NO. 529, COUNTIES OF RICHLAND, CLARK, CLAY,
CRAWFORD, CUMBERLAND, EDWARDS, HAMILTON, JASPER, LAWRENCE, WABASH, WAYNE
AND WHITE AND STATE OF ILLINOIS
TO SELL NOT TO EXCEED \$8,000,000 FUNDING BONDS AND NOT TO EXCEED \$2,500,000
WORKING CASH FUND BONDS**

PUBLIC NOTICE IS HEREBY GIVEN that Community College District No. 529, Counties of Richland, Clark, Clay, Crawford, Cumberland, Edwards, Hamilton, Jasper, Lawrence, Wabash, Wayne and White and State of Illinois (the "*District*"), will hold a public hearing on the 27th day of May, 2025, at 6:15 o'clock P.M. The hearing will be held at Frontier Community College, 2 Frontier Drive, Fairfield, Illinois. The purpose of the hearing will be to receive public comments on the proposal to sell bonds of the District in an amount not to exceed \$8,000,000 for the purpose of paying claims against the District and not to exceed \$2,500,000 for the purpose of increasing the working cash fund of the District.

By order of the Chairman of the Board of Trustees of Community College District No. 529, Counties of Richland, Clark, Clay, Crawford, Cumberland, Edwards, Hamilton, Jasper, Lawrence, Wabash, Wayne and White and State of Illinois.

DATED the 22nd day of April, 2025.

Sonja Wease
Secretary, Board of Trustees,
Community College District No. 529,
Counties of Richland, Clark, Clay, Crawford,
Cumberland, Edwards, Hamilton, Jasper, Lawrence,
Wabash, Wayne and White and State of Illinois

1. Call to Order & Roll Call – Chairman Gary Carter called the meeting to order at 6:15 p.m. and directed 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
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 – Courtney Crawford, Leslie Burtis, Bree Holdren, Debra Brooks, Cassandra Goldman, Amber Malone, Alex Cline, Nixie Hnetkovsky, Steve Hnetkovsky, Linda Monge, Jody Peach, Danielle Trapp, Tracy Smith, Kristina Isaac, Doug Robb, and Chase Bramlet.

3.B. IECCEA Representative – Nixie Hnetkovsky was present to support the vote for the Collective Bargaining Agreement and discuss the importance and intent of the Memorandums of Agreement being presented.

4. Public Comments - None

5. Reports

5.A. Trustees

5.A.i. Recognition of Trustee John Brooks – Chairman Carter and Chancellor Gower recognized and appreciated outgoing Trustee John Brooks for nearly two decades of service to the district.

5.B. Chancellor

5.B.i. Recognition of Chief Information Officer Alex Cline – Chancellor Gower recognized and appreciated Alex Cline for 28 years of distinguished service to IECC.

6. Resolution of Results of April 1, 2025 Election

Motion to approve the adoption of the Resolution Declaring Election Results of the April 1, 2025 Election and declaring that candidates Susan Batchelor and John McLaughlin were duly elected to serve full terms as trustees and Roger Browning was duly elected to serve a two-year term as trustee. **Document Registry 25-04-01.** This motion, made by Brenda Culver and seconded by

Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea

Yea: 6, Nay: 0

7. Adjournment of Board- Sine Die

Motion to adjourn Sine Die and begin new business of the new board. This motion, made by Barbara Shimer and seconded by Jan Ridgely, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea

Yea: 6, Nay: 0

Chancellor Assumes Chair: Ryan Gower, Chancellor, assumed the Chair for purposes of organization of the new Board of Trustees.

8. Organization of New Board – The Board of Trustees organized as follows:

8.A. Appointment of Temporary Secretary

Motion to appoint Brenda Culver as Temporary Secretary. This motion, made by Gary Carter 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

Yea: 6, Nay: 0

8.B. Oath of Office and Seating of Student Trustee and Trustees Elected April 1, 2025 – The oath of office was administered to Trustees Susan Batchelor, John McLaughlin, and Roger Browning.

“I hereby assume the office of Member of the Board of Trustees for Community College District #529 and that I will faithfully discharge the duties and obligations of this office and will support and defend the Constitution of the State of Illinois and the Constitution of the United States of America.”

The oath of office was also administered to Ms. Mireya Rose, a student at Wabash Valley College

8.C. Roll Call – The Chair directed roll call of the new Board. The Secretary called the roll of members present and the following trustees answered to their names as called and were found to be present:

Susan Batchelor:	Present
Roger Browning:	Present
Gary Carter:	Present
Brenda Culver:	Present
John McLaughlin:	Present
Jan Ridgely:	Present
Mireya Rose (Student Trustee):	Present
Barbara Shimer:	Present

Present: 7, Absent: 0.

(Note: In accordance with Board of Trustees Policy No. 100.4, the student trustee shall have an advisory vote, to be recorded in the Board Minutes. The advisory vote may not be counted in declaring a motion to have passed or failed.)

8.D. Election of Chairman - Chancellor Gower acting as Chair asked for nominations for Chairman.

Motion to elect Gary Carter as Chairman of the Board of Trustees. This motion, made by Brenda Culver and seconded by Roger Browning, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

8.E. Election of Vice-Chairman – Chairman Carter asked for nominations for Vice Chair.

Motion to elect Brenda Culver as Vice Chair of the Board of Trustees. This motion, made by Susan Batchelor and seconded by Gary Carter, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea.

Yea: 7, Nay: 0

8.F. Election of Secretary Pro Tempore – Chairman Carter asked for nominations for Board Secretary.

Motion to elect Barbara Shimer as Secretary Pro Tempore. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

8.G. Resolution for Adoption of Rules, Regulations, and Actions of Prior Boards

Motion to approve the resolution to adopt all rules, regulations, policies, and actions of prior Boards of Trustees including any changes and revisions. **Document Registry 25-04-02**. This motion, made by Susan Batchelor and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea.

Yea: 7, Nay: 0

8.H. Resolution for Time and Place of Board Meetings

Motion to adopt the resolution listing dates, times, and locations of regular monthly meetings for the remainder of the calendar year 2025. This motion made by Roger Browning and seconded by John McLaughlin, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer:

Yea

Yea: 7, Nay: 0

9. Appointment of Positions

Motion to approve the re-appointment of Ryan Hawkins as District Treasurer and Sonja Wease as Board Secretary and Ethics Officer. This motion, made by Susan Batchelor and seconded by Mireya Rose, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

10. Approval of Consent Agenda

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

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

10.A. Disposition of Minutes – Open meeting minutes as prepared for the regular meeting held on March 18, 2025 and special meetings held on March 27, 2025 and April 3, 2025 were presented for approval.

10.B. Affiliation Agreements Chancellor recommend approval of the affiliation agreement with Haven of Bridgeport.

10.C. Revised 2025 Board of Trustees Meeting Schedule – A resolution listing the dates, times and locations of regular monthly meetings for the remainder of calendar year 2025. The meetings will continue to be held on the third Tuesday of each month 6:15 p.m., except for the May meeting which shall be on the fourth Tuesday and the December 2025 meeting, which will be held on the second Tuesday. Meeting location will rotate between the four colleges, as follows:

Tuesday, May 27, 2025, 6:15 p.m., Frontier Community College
 Tuesday, June 17, 2025, 6:15 p.m., Lincoln Trail College
 Tuesday, July 15, 2025, 6:15 p.m., Olney Central College
 Tuesday, August 19, 2025, 6:15 p.m., Wabash Valley College
 Tuesday, September 16, 2025, 6:15 p.m., Frontier Community College
 Tuesday, October 21, 2025, 6:15 p.m., Lincoln Trail College
 Tuesday, November 18, 2025, 6:15 p.m., Olney Central College
 Tuesday, December 9, 2025, 6:15 p.m., Wabash Valley College

11. Action on Items Removed from Consent Agenda - None

12. Policy First Reading (and Possible Approval)

12.A. Policy 200.2 Appropriate Use of IT **Document Registry 25-04-03**

Motion to waive a second reading and approve revisions to Appropriate Use of Information Technology Resources Policy (200.2) to reinforce the use of IECC email accounts for professional correspondence. This motion, made by John McLaughlin and seconded by Roger

Browning, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

13. Policy Second Reading - None

14. Staff Recommendations for Approval

14.A. *Resolution setting forth and describing in detail claims heretofore authorized and allowed for proper community college purposes which are presently outstanding and unpaid, declaring the intention to avail of the provisions of Article 3A of the Public Community College Act of the State of Illinois, as amended, and to issue bonds in a principal amount not to exceed \$8,000,000 for the purpose of paying claims against the District, and directing that notice of such intention be published as provided by law. **Document Registry 25-04-04***

Motion to adopt a resolution of intent to issue bonds not to exceed \$8,000,000 for the purpose of paying claims of the District, direct that notice of such intention to issue the bonds be given as provided by law, and defines the claims to be paid. This motion, made by Roger Browning and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

14.B. *Resolution expressing official intent regarding certain expenditures to be reimbursed from proceeds of an obligation to be issued by the District. **Document Registry 25-04-05***

Motion to adopt a resolution expressing official intent to reimburse the District. This motion, made by John McLaughlin and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

14.C. Capital Project Budget Amendment Recommendation

Motion to authorize modifications to the construction budgets of both Capital Development Projects at Lincoln Trail College and a future athletic facility at Frontier Community College.

Document Registry 25-04-06 This motion, made by Jan Ridgely and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

15. Bid Committee Report - None

16. District Finance

16.A. Financial Report

16.B. Approval of Financial Obligations

Motion to approve payment of district obligations for April 2025 in the total amount of \$1,710,670.41. This motion, made by Jan Ridgely and seconded by Roger Browning, Carried. Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

17. Executive Session

Motion to enter executive session under Open Meetings Act Exceptions 2(c)(1) Employment Matters; 2(c)(2) Collective Negotiating Matters; & 2(c)(12) Litigation at 6:57 p.m. This motion, made by Brenda Culver and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

Motion to adjourn executive session Open Meetings Act Exceptions 2(c)(1) Employment Matters; 2(c)(2) Collective Negotiating Matters; & 2(c)(12) Litigation at 8:21 p.m. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

18. Approval of Executive Session Minutes - None

19. Approval of Personnel Report

400.1 Employment of Personnel

A. Administrative

1. Dr. Cathy Robb, Vice Chancellor of Academic Affairs effective May 19, 2025
2. Chief Information Officer, District Office

B. Professional Non-Faculty, Exempt

1. Daniel Shugars, Head Women's Basketball Coach, LTC effective June 1, 2025
2. Grayson Flittner, Head Men's Basketball Coach, OCC effective April 28, 2025

C. Classified, Non-Faculty, Non-Exempt

1. Tanara Ryden, TRIO Student Support Services Academic Advisor, OCC, Student Affairs effective April 28, 2025

400.2 Approval of Contracts for College Presidents/Vice Chancellors

400.3 Change in Status

1. Sharmila Kakac, Dean of Business & Industry to FCC President/Vice Chancellor of Business & Industry effective July 1, 2025

400.4 Approval of Faculty Voluntary Separation Incentive Plan Agreement(s)

1. Curtis Allen Brown – Voluntary Separation effective May 8, 2025
2. Anne Hustad – Voluntary Separation effective July 31, 2025
3. Rob Mason – Voluntary Separation effective July 31, 2025
4. Anuradha Roy – Voluntary Separation effective July 31, 2025
5. Kristi Urfer – Voluntary Separation effective May 31, 2025
6. Juliana James – Voluntary Separation effective May 31, 2025
7. Reno Bemont – Voluntary Separation effective July 31, 2025

400.5 Resignation Ratification(s)

1. Luke Scheidecker, Head Women’s Basketball Coach, WVC effective April 11, 2025

Motion to approve the personnel report as presented. This motion, made by Roger Browning and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

20. Collective Bargaining

20.A. Approval of Three-Year Collective Bargaining Agreement with Bargaining Unit Faculty Motion to adopt the 2023-2026 Faculty Collective Bargaining Agreement between the District and the Illinois Eastern Community Colleges Education Association (ICCEA) as presented.

Document Registry 25-05-07 This motion, made by Susan Batchelor and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea

Yea: 7, Nay: 0

20.B. Approval of the Joint Faculty Evaluation Committee Memorandum of Agreement An up/down vote was taken on the Joint Evaluation Committee Memorandum of Agreement as presented. **Document Registry 25-05-08**. Failed.

Susan Batchelor: Nay, Roger Browning: Nay, Gary Carter: Nay, Brenda Culver: Nay, John McLaughlin: Nay, Jan Ridgely: Nay, Mireya Rose (Student Trustee): Nay, Barbara Shimer:

Nay
Yea: 0, Nay: 7

20.C. Approval of Distance Learning Education Memorandum of Agreement

An up/down vote was taken on the Distance Learning Education Committee Memorandum of Agreement as presented. **Document Registry 25-05-09** Failed.

Susan Batchelor: Nay, Roger Browning: Nay, Gary Carter: Nay, Brenda Culver: Nay, John McLaughlin: Nay, Jan Ridgely: Nay, Mireya Rose (Student Trustee): Nay, Barbara Shimer: Nay
Yea: 0, Nay: 7

21. Litigation - None

22. Other Items - None

23. Adjournment

Motion to adjourn at 8:43 p.m. This motion, made by Brenda Culver and seconded by Mireya Rose, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

Approved: Chairman: _____

Secretary: _____

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: May 27, 2025
RE: Student Mental Health Needs Policy (500.12)

Revisions were recommended to reflect changes in staffing and to continue our adherence to Public Act 101-0251, the Mental Health Early Action on Campus Act. The primary purpose of the Act is to address gaps in mental health services on college campuses through training, peer support, and community-campus partnerships. The revisions reflect our ongoing commitment to address the mental health needs of IECC students.

The policy also addresses the confidentiality of students' mental health information in accordance with the Illinois Student Optional Disclosure of Private Mental Health Act. Due to recent staffing changes, IECC no longer employs a mental health specialist to make determinations as described in the Act. However, we will adhere to the Family Educational Rights and Privacy Act (FERPA) in health or safety emergencies.

The proposed revisions have been reviewed and approved by the Student Affairs Leadership Team and the Strategic Engagement Planning Council.

Mr. Chairman, I respectfully request that the Board waive the second reading and approve Policy 500.12 as presented.

RG/mf

Attachments

STUDENT - 500

Student Mental Health Needs (500.12)

Date Adopted: October 20, 2015

Revised: January 16, 2024

Revised: TBD

In accordance with Illinois Public Act 101-0251, Illinois Eastern Community Colleges (IECC) is committed to addressing the mental health needs of its student population through training, peer support, and community-campus partnerships. IECC is dedicated to the success of all students, including those with depression or other mental health conditions.

IECC will provide programs, services, and trainings which will:

- endeavor to identify students with mental health needs and connect them with services;
- increase access to support services on college campuses;
- increase access to clinical mental health services in the surrounding communities for college students;
- empower students through peer-to-peer support and training on identifying mental health needs and resources.

IECC is committed to:

- assisting those who live with or who have experienced symptoms of a mental illness by providing detailed information and support;
- ensuring that those who disclose a mental illness are treated with compassion, supported, and that their right to dignity and respect is protected throughout the process of disclosure;
- ensuring appropriate consent, coordination, and communication among the various departments most likely to be involved in the response and support to student's experiencing symptoms of a mental illness;
- reasonably accommodating students with depression or another mental health condition to enable the student to remain in school, meet academic standards and maintain normal social relationships;
- engaging in mental health public education and prevention activities;
- providing information to the college community about campus mental health;
- providing appropriate education and training to the college community in response to mental health concerns;
- contributing to the creation of a campus atmosphere which is supportive of positive mental health and wellness, and where stigma and discrimination about mental health are not tolerated;
- monitoring, and updating as necessary, our processes to ensure quality and effectiveness.

Privacy and Student Election to Formally Disclose Mental Health Information

Confidentiality is particularly important to those who live with a mental illness or have experienced mental health symptoms. **The Illinois Student Optional Disclosure of Private Mental Health Act (99-278) requires institutions of higher education to provide students with the opportunity to authorize in writing the disclosure of certain private mental health information to a designated person (over the age of 18). Per the Act, in order to protect the student or others, an institution of higher learning may disclose the student's mental information to this designated person if a physician, clinical psychologist, or qualified examiner who is employed by the institution makes a determination that the student poses a clear danger to themselves or others. The Act states this is to be done as soon as practicable, but no more than 24 hours after making the determination.**

IECC does not employ any individuals who serve as qualified examiners and who are in a position to make the mental health determination as described above; therefore, there is no assurance that by

identifying a designated person, IECC will be able to disclose the student's condition to that designated person. In the absence of a qualified examiner employed by IECC, IECC officials may, however, contact the designated person or other appropriate parties in a health or safety emergency as outlined in the IECC FERPA policy (500.11) and pursuant to the Family Educational Rights and Privacy Act of 1974.

~~IECC will follow the guidelines set forth in the Family Educational Rights and Privacy Act (FERPA) in safeguarding the confidentiality of students experiencing mental health issues. However, under FERPA, authorization for the release of personally identifiable information contained in education records, without the student's consent, is given to appropriate parties in health or safety emergencies when knowledge of the information is necessary to protect the health or safety of the student or individuals within the campus community.~~

~~-~~

~~Students have the ability to elect the release of information relating to their mental health to a designated person in accordance with Illinois Public Act 099-0278. IECC will ensure that, at or near the time that an incoming student enrolls, he or she is provided the opportunity to authorize in writing the disclosure of certain private mental health information to a designated person.~~

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: May 27, 2025
RE: Minors and Visitors in the Classroom (Policy 800.12)

This new policy clarifies IECC's position regarding individuals in the classroom who are not enrolled in the course. It establishes a clear framework for both students and faculty, helping to prevent confusion or ambiguity about expectations concerning unauthorized visitors in the classroom.

The proposed policy has been approved by SEPC. Mr. Chairman, I would ask the Board to waive the second reading and approve Policy 800.12 as presented.

RG/ge

Attachment

INSTRUCTION – 800

Minors and Visitors in the Classroom (800.12)

Date Adopted: TBD (Pending Board Approval)

To maintain a safe, focused, and professional learning environment, Illinois Eastern Community Colleges (IECC) prohibits unauthorized visitors—including students' children—from being present in classrooms during scheduled instruction. The policy upholds instructional integrity and safety standards, while allowing for rare, faculty-approved exceptions in limited circumstances.

Enforcement

This policy reflects IECC's institutional position; however, faculty may exercise professional discretion to permit exceptions in traditional lecture settings. Considerations for exceptions made by the instructor shall include, at a minimum, prior approval, assessment of safety concerns, disruptions to the learning environment, and accommodations for students facing short-term hardships. No exceptions will be granted for labs or clinical sites.

Unauthorized individuals may be asked to leave, and noncompliance may result in referral to the Dean of Students under the Student Code of Conduct. Parents/guardians must arrange for childcare and should not leave minors unattended on IECC property.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: May 27, 2025
RE: Approval of Fees for Paramedic and EMT Programs

Due to the reactivation of a Paramedic certificate (C412), the Division of Academic Affairs is recommending that the Board approve three changes to fee assessment:

- 1) Paramedic Certificate Program: Program Liability Insurance Fee at \$15. This is the same fee assessed to all IECC programs that require participation in a clinical setting.
- 2) Paramedic Certificate Program: Uniform Purchase Fee at actual cost. Due to the fluctuating cost of printing and textiles, it has been recommended that this be approved as a cost-recovery fee.
- 3) EMT Program: For the same reasons stated above, change the \$38 fee for the EMT program uniform to a cost-recovery fee.

The Strategic Engagement Planning Council reviewed and approved these fees. Mr. Chairman, I ask that the Board of Trustees approve these fees, effective Fall 2025.

RG/ge

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: May 27, 2025
RE: Affiliation Agreements

An affiliation agreement is a formal contract between the educational institution and the facility or business where the student(s) will have the experience. It identifies the responsibilities and liabilities of the various parties covered by the contract. Students engaged in these placements are not paid and the experience is required for completion of the program.

IECC wishes to enter into a standard clinical affiliation agreement with the following organization:

- 3C Therapy & Wellness

IECC wishes to enter into a non-standard clinical affiliation agreement with the following organizations:

- Harrisburg Medical Center, Inc.
- Southern Illinois Hospital Services
- Southern Illinois Medical Services, NFP

I ask the Board's approval of this affiliation agreement.

RG/sc

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529
Frontier Community College | Lincoln Trail College | Olney Central College | Wabash Valley College
CLINICAL AFFILIATION AGREEMENT

THIS AGREEMENT is made and entered into as of the date of last signature by and between ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529, FRONTIER COMMUNITY COLLEGE, LINCOLN TRAIL COLLEGE, OLNEY CENTRAL COLLEGE and WABASH VALLEY COLLEGE, for its degree and certificate programs (hereinafter referred to as DISTRICT #529) and _____

_____ (hereinafter referred to as AGENCY): of _____
_____ (city) (state)
_____.

WITNESSETH THAT:

WHEREAS, DISTRICT #529 desires to make use of the AGENCY'S facilities for clinical laboratory practice by students of the DISTRICT, and

WHEREAS, the AGENCY has agreed to make its facilities available to the students and IECC Faculty of DISTRICT #529 for the desired purpose,

NOW THEREFORE, for consideration of the mutual covenants and acts to be kept and performed by the parties hereto, the parties do herewith agree as follows:

1. The AGENCY agrees to make its facilities available in all areas of patient care which are appropriate for educational experiences for observation and participation by the students and IECC Faculty and/or staff of the DISTRICT #529, subject to the conditions and limitations contained herein.

2. The arrangements for use of said facilities of the AGENCY will be made by the designated employee(s) on behalf of DISTRICT #529 and the Administrator, and the Director of Nursing Service or Department Supervisor on behalf of the AGENCY. The plan and program will be organized and agreed to by said persons prior to the commencement of the courses.

3. DISTRICT #529 will be responsible for the teaching and guidance of the students in the clinical laboratory experience and will be available to the students.

The specific assignment of learning experiences to specific students will be made and arranged by the IECC Faculty on behalf of DISTRICT #529, in consultation with the Head Nurse, Department Supervisor, or Coordinator on behalf of the AGENCY. IECC Faculty assumes full responsibility and supervision of the students during their laboratory experience in the AGENCY.

4. The use of AGENCY facilities will be consistent with, and in conformity with all applicable rules, regulations, and policies of the AGENCY; and the IECC Faculty on behalf of DISTRICT #529 will be responsible for maintaining proper standards of patient care and safeguard of patients assigned to students. The AGENCY professional personnel will retain full and final decisions for patient care assigned to students.

5. Supervision of the health of all students making use of any of the AGENCY'S facilities, as contemplated herein; will be the responsibility of DISTRICT #529 and will comply with the policies of the health AGENCY.

IECC Faculty and students assigned to or making use of any clinical area of the AGENCY under the contemplated program, will meet the health requirements of the AGENCY.

This agreement forbids discrimination against any student on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category.

Prior to the use of any AGENCY facilities, under the contemplated program, DISTRICT #529 will furnish the AGENCY, upon request, a medical record for each participating student showing that said student fully complies with the health requirements required by the AGENCY.

6. The IECC Faculty of DISTRICT #529 participating in the program will receive an orientation to the AGENCY by the appropriate AGENCY staff. DISTRICT #529 Faculty participating in the program may be included in demonstrations of new equipment and techniques. Each new IECC Faculty member of DISTRICT #529 participating in the program will arrange with the appropriate department director or supervisor, on behalf of the AGENCY, for an orientation prior to the assignment of the new IECC Faculty member to any clinical area.

7. DISTRICT #529 will provide orientation for the educational program for the AGENCY staff.

8. The AGENCY'S facilities may be available for DISTRICT #529 continuing educational program on a pre-planned project basis; the arrangements for such to be made with the department director, supervisor, or Director of Nursing Service on behalf of the AGENCY, and by the IECC Faculty, Department Head, and/or Associate Dean, on behalf of DISTRICT #529.

9. The students and IECC Faculty will respect the confidential nature of all information which may come to them with regard to patients and AGENCY records.

10. Neither party hereto will be paid any monetary reimbursement as such by the other party heretofore for the contemplated program, or for use of either party's facilities by the other party. Neither party heretofore will have any responsibilities or liabilities to the other party, or its employees, or students, or anyone participating in the contemplated program.

11. IECC Faculty and students shall be covered by occurrence type professional liability insurance in the amount of one million (\$1,000,000) per occurrence and five million (\$5,000,000) annual aggregate prior to any assignment for practice at the AGENCY.

12. The AGENCY will supply dressing rooms and space for storage of clothing not in use while students are practicing at the AGENCY, and conference room facilities for use of IECC Faculty and students.

13. This agreement will remain in effect until July 1, 2027, at which time it will be reviewed for renewal. Either party hereto may terminate this AGREEMENT by at least one (1) school calendar year's written notice to the other party. All students enrolled in DISTRICT #529 and participating in the program contemplated herein at the time that notice to terminate this AGREEMENT is given by either party to the other, shall be permitted to complete their laboratory experience needed for graduation at the AGENCY.

IN WITNESS WHEREOF, the undersigned signatures have caused this instrument to be executed by its duly authorized officials as of the date of last signature.

ILLINOIS EASTERN COMMUNITY
COLLEGE DISTRICT #529

Signature: _____

Chair, IECC Board of Trustees

Name: _____

Date: _____

Title: _____

Date: _____

Illinois Eastern Community College District No. 529 does not discriminate on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category. Illinois Eastern Community Colleges adheres to the Federal Regulations of the Americans with Disabilities Act of 1990 and offers appropriate services or activities with reasonable accommodations to any qualified disabled individual upon requests.

CLINICAL EXPERIENCE AGREEMENT

This Agreement, made this _____ day of _____, 2025, by and between **HARRISBURG MEDICAL CENTER, INC.**, an Illinois Not-for-Profit Corporation organized and existing under the laws of the State of Illinois, hereinafter referred to as “**HMC**” and **ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529**, hereinafter referred to as “**College**”.

WITNESSETH:

WHEREAS, Harrisburg Medical Center, Inc. is a hospital located at 100 Dr. Warren Tuttle Drive, Harrisburg, Illinois:

WHEREAS, College desires to utilize HMC for the purpose of providing programs for practical learning, internships and clinical experiences for Students who are in good academic standing (“**Students**”) as part of their professional preparation (the “**Program(s)**”); and

WHEREAS, HMC has patients, equipment and personnel that can provide the necessary practical learning and clinical experience for College’s Students; and have agreed to make its various inpatient and/or outpatient care facilities available for such purposes;

NOW, THEREFORE, in consideration of the mutual covenants, conditions, promises, benefits and stipulations hereinafter expressed, and in consideration of the mutual benefits to be derived therefrom, the parties hereto agree as follows:

Responsibilities of College

1. College shall be responsible for the implementation and operation of the clinical component of its Programs at HMC, which Programs shall be approved in advance by HMC. College will coordinate with HMC in developing the details of the Programs including, but not limited to, each Student’s previous clinical and academic experience, course and program outlines and objectives, dates of clinical rotations, and the number of Students on assignment. College will designate a qualified College employee (herein referred to as “**faculty**” and/or “**faculty member(s)**”) to coordinate the Programs at HMC. While the College and HMC must mutually determine, in advance, the nature, scope and extent of what clinical tasks a Student may undertake or perform, HMC shall have the sole discretion to allow or prohibit a Student from undertaking or performing a clinical task.
 - 1.1. Responsibilities for a course with on site faculty-guided patient care activities shall include, but not be limited to the following:
 - 1.1.1. Orientation of Students to the clinical experience at HMC;
 - 1.1.2. Provision of classroom theory and practical instruction to Students prior to their clinical assignments at HMC;
 - 1.1.3. Preparation of Student/patient assignments and rotation plans for each Student and coordination of same with HMC;
 - 1.1.4. Continuing oral and written communication with HMC regarding Student performance, evaluation, absences and assignments, and other pertinent information;
 - 1.1.5. Supervision of Students and their performance at HMC;
 - 1.1.6. Compliance with the policies and procedures at HMC;

- 1.1.7. Participation, with the Students, in HMC's Quality Assurance and related programs; and
- 1.1.8. Perform such other duties as may from time to time be agreed upon between College and HMC.
- 1.2. Responsibilities for a course with preceptor-guided clinical experiences shall include, but not be limited to, the following:
 - 1.2.1. Designate a person or persons to coordinate and act as liaison with appropriate HMC personnel;
 - 1.2.2. Provide a list of Students to appropriate departments at HMC before the Students begin the clinical experience;
 - 1.2.3. Provision of classroom theory and practical instruction to Students prior to their clinical experience at HMC;
 - 1.2.4. Coordination of clinical experiences with preceptor at HMC;
 - 1.2.5. Compliance with the policies and procedures at HMC; and
 - 1.2.6. Continuing oral and written communication with preceptor regarding pertinent Student information while Students are participating in a Program.
2. Assume the primary responsibility for the education of the Student(s).
3. Maintain records and the schedule of College Faculty visits in the appropriate department at HMC.
4. Inform Students that they will be subject to the regulations of HMC while on clinical assignment/internship.
5. Make available to the HMC Program supervisor the Program training guides, materials and evaluation measures for each Program prior to commencement of the Program.
6. College will provide to HMC for each Student in the Program, that is not currently employed by HMC, not less than one (1) week prior to the commencement of their Program at HMC, written evidence that each Student has had:
 - 6.1. A physical examination and clearance to wear a respirator within the last twelve (12) months;
 - 6.2. Evidence of two-step TB skin test or QuantiFERON-TB Gold blood test within the last twelve (12) months of initial assignment;
 - 6.3. Chest x-ray for Students with a positive tuberculin skin test;
 - 6.4. MMR (Mumps, Measles, Rubella) immunization;
 - 6.5. Proof of annual Flu vaccination;
 - 6.6. Hepatitis B vaccinations or provide a signed waiver acknowledging that the Student is aware of the risks associated with not having Hepatitis B vaccinations and releasing HMC from all liability associated with exposure to and the possibility of contracting Hepatitis B;
 - 6.7. Screen for varicella immunity;

- 6.8. College shall submit to HMC evidence that each Student has a valid, current basic life support card; and
- 6.9. Each participating faculty (if any) and Student shall complete and sign the HMC Biometric Consent Form.
7. College and/or Student shall be responsible for arranging for each Student's first aid, medical care and/or treatment, if necessary, including transportation in case of illness or injury while participating in the Program at HMC. In no event shall HMC be financially or otherwise responsible for said medical care and treatment. College shall require each Student and, if applicable, each faculty member or other College employee participating in the Programs and engaging in any activities at any HMC to maintain health insurance during their participation in the Programs. The health insurance shall cover any illness, injury or exposure that might occur, including exposure to tuberculosis, hepatitis and HIV. Written evidence, satisfactory to HMC, of health insurance shall be presented to HMC not less than one (1) week prior to the date on which any Student, faculty member or other College employee commences any activity at HMC. In the event health insurance for any Student, faculty member or other College employee is terminated, that person's participation in the Programs or activities at HMC shall be immediately suspended until the insurance is reinstated or new insurance coverage is obtained.
8. College shall provide for itself, its Students, and employees participating in the Programs and engaging in any activities at HMC pursuant to this Agreement, a policy or policies of professional liability and comprehensive general liability insurance, which shall be primary insurance in the amount of at least One Million Dollars (\$1,000,000.00) per occurrence and Three Million Dollars (\$3,000,000.00) in the annual aggregate, with insurance carriers or self insurance programs reasonably acceptable to HMC, covering claims arising out of the negligent acts or omissions of College, its Students and College employees in connection with this Agreement. A current certificate of insurance, evidencing such coverage, shall be given to HMC on or before execution of this Agreement and at each one (1) year interval following the Effective Date of this Agreement. The certificate furnished shall state that the insurance shall not be canceled without thirty (30) days prior written notice to HMC (or as soon as possible if notice is received less than thirty (30) days before the effective date) of the cancellation, nonrenewable, or material change of any liability insurance policy required by this Agreement.
9. In the event College shall have employed staff on site at HMC, College shall have workers' compensation insurance for all faculty members and College employees participating in the Program at HMC facilities pursuant to this Agreement as required by the Illinois Workers' Compensation Act (the "Act") or any other Illinois law and shall provide HMC with a certificate of insurance evidencing such coverage. A current certificate of insurance shall be given to HMC on or before execution of this Agreement and at each one (1) year interval following the Effective Date of this Agreement. The certificate furnished shall state that the insurance shall not be canceled without thirty (30) days prior written notice to HMC (or as soon as possible if notice is received less than thirty (30) days before the effective date) of the cancellation, nonrenewable, or material change of any liability insurance policy required by this Agreement.

HMC shall have no responsibility or obligation to pay College's Students and faculty members for any benefits or payments due said Students and faculty members under said Act. College shall reimburse HMC for all losses, claims, judgments or causes of action, including reasonable costs, expenses and attorneys' fees incurred by HMC arising out of a loss, claim, judgment, acts or causes of action of any of College's Students or faculty members pursuant to the Act and/or College's violation of its obligations as set out in this paragraph, all of which are the sole responsibility of College. The obligations that HMC, College, the Students and the faculty members have under this Section shall survive the termination of this Agreement.

10. College will direct its Students and faculty participating in the Programs to observe such rules, regulations and policies as HMC may from time to time adopt. All Students as well as any of College's faculty or other employees participating in HMC's aspect of the Programs shall comply with reasonable directions given by qualified HMC personnel.
11. College will direct its Students and employees to maintain as confidential all patient records and other data to which they may have access, and shall not disclose to or copy the same for any person without the express written permission of HMC unless such disclosure is required by law or Order of the Court. All Students, faculty and other College employees participating in the Programs or engaging in any activities at any HMC shall sign a confidentiality agreement before engaging in any activities at any HMC. College, its Students, Faculty and employees will not conduct or make any formal or informal survey, research, inquiry or other study relating in any way to HMC, its facilities, patients, staff or programs, without first obtaining review and written approval of HMC. College shall direct its Students and participating faculty or employees to return to HMC all of HMC's records and other HMC property in their possession promptly at the termination of their duties hereunder.
12. College will direct its Students and, if applicable, its faculty members and other College employees to attend such orientation at HMC as HMC deems necessary.
13. Prior to beginning of each student placement, HMC and College shall agree, in writing, upon the number of students to be placed at HMC and the duration of each placement, and shall become a part of the Agreement by reference. Should any situation arise which may threaten a student's successful completion of the placement, HMC and College will attempt to discuss and reach mutual agreement with the Student regarding options for completing, rescheduling or cancelling the placement.
14. College shall require the Students to dress in accordance with dress and personal appearance standards approved by College. Such standards shall be in accordance with HMC's standards regarding the same. Each student and College faculty members shall at all times while at HMC wear a name tag, badge or other identifying label that clearly states the Student or faculty member's identity and the name of the College. All Students shall remain on the HMC premises for breaks, including meals. Students shall pay for their own meals at HMC.
15. College shall instruct Student that they shall be responsible for their own transportation and that they shall not be authorized to transport any client of HMC by car or other vehicle.
16. College shall provide to Students participating in Programs information and training regarding exposure to bloodborne pathogens consistent with the standards applicable for compliance with the final regulations issued by the Occupational Safety and Health Administration governing employee exposure to bloodborne pathogens in the workplace under Section VI(b) of the

Occupational Safety and Health Act of 1970, which regulations became effective March 6, 1992, and as may be amended or superseded from time to time (the “Regulations”), including, but not limited to information and training which addresses (a) the hazards associated with blood and other potentially infectious materials, (b) the protective measures to be taken to minimize the risk of occupational exposure to bloodborne pathogens, (c) the appropriate actions to take in an emergency involving exposure to blood and other potentially infectious materials and (d) the reasons the Student should participate in hepatitis B vaccination and post-exposure evaluation and follow-up. College’s responsibility with respect to the Regulations also shall include making information on where to obtain the hepatitis B vaccination available to Students or documentation of declination in accordance with the Regulations.

17. Verification of a criminal background check for each participating faculty (if any) and Student prior to that faculty or Student’s assignment at HMC. The background check will be considered favorable and the faculty member and Student may be retained, if the report shows no record of conviction of any of the criminal offenses enumerated by the Health Care Worker Background Check Act of 1996. A list of these offenses is maintained by the Human Resources Department. In the event adverse information is obtained from the criminal background check:

17.1. College will inform and discuss the results of the criminal background check with the faculty member or Student.

17.2. College will obtain in writing from the faculty or Student authorization to release results of the criminal background check information to HMC.

17.3. Upon obtaining a signed Authorization and Release from the faculty or Student, the College will provide and discuss the information with HMC.

17.4. In the event such Authorization and Release are not given by the Faculty or Student, the Faculty or Student shall be disqualified from participation at HMC.

College shall also continue to monitor participating faculty (if any) and Student after the completion of the initial background check. In the event that said faculty and/or Student are convicted of any of the enumerated criminal offenses referenced hereinabove, College and/or Student shall promptly notify HMC of such conviction.

18. All offers of clinical assignment with HMC or an entity that is a member of HMC are conditional upon the Student’s successful completion of a urine drug test. Within one (1) year prior to Student’s clinical start date, the Student must receive, at a minimum, a 9 panel urine specimen validity drug test with opiates and nitrates. Student must provide written documentation of the result to HMC prior to Student’s clinical start date. Failing the drug test will result in withdrawal from the clinical assignment for one (1) year. HMC will also administer reasonable suspicion drug testing per the SIH Drug-Free Workforce Policy.

19. College shall require Students to adhere to established schedules and notify HMC and College of any absences or necessary schedule changes.

Responsibilities of HMC

20. HMC will determine which of its facilities shall be available for College’s Program(s) and make the appropriate facilities available in order to provide a clinical experience to Students in the Program(s).

21. HMC will make emergency medical care available for Students at HMC facilities through the regular HMC procedure of handling emergencies. Expenses of such care shall be the sole responsibility of the Student.
22. HMC will only provide professional liability insurance for its employees.
23. HMC will permit representatives of College, upon a mutually satisfactory basis, to inspect the clinical facilities and services available for clinical experience, Student records, and other such items pertaining to the clinical training.
24. HMC reserves the right to terminate any participating College faculty member's or Student's participation in any Program at HMC as a result of health status, performance or other actions that it deems detrimental to patient well-being. HMC further reserves the right to request removal of any Student whose conduct is contrary to HMC's standards of conduct as set forth in its policies and procedures. Except in unusual circumstances, HMC will not exercise such right until it has made reasonable efforts to consult College.
 - 24.1. HMC may immediately remove from the premises any Student who poses an immediate threat or danger to personnel or to the quality of medical services or for unprofessional behavior. HMC shall notify College of said action as soon as possible but in no event later than forty-eight (48) hours after said removal. HMC reserves the right to prohibit the return of any such students unless a corrective action plan satisfactory to HMC has been proposed and its compliance assured by the College.
 - 24.2. HMC may request College to withdraw or dismiss a Student or other Program participant from the Program at HMC when his or her clinical performance is unsatisfactory to HMC or his or her behavior, in HMC's discretion, is disruptive or detrimental to HMC and/or its patients. In such event, said Student's or Program participant's participation in the Program at HMC shall immediately cease. Subject to the provisions of Subparagraph 24.1 above, it is understood that only College can dismiss a Student or Program participant from the Program at HMC.
 - 24.3. HMC will provide to College written reasons for termination, withdrawal, dismissal or request for withdrawal or dismissal of a Student or Program participant.
25. HMC shall at all times be responsible for its patients' medical care and treatment.
26. College and HMC acknowledge that certain information about College's Students is contained in records maintained by College and/or HMC and that this information is confidential by reason of College policy and the Family Education Rights and Privacy Act (FERPA) of 1974 (20 U.S.C. 1232 (g)) and the regulations promulgated thereto, 34 CFR Part 99). Both parties agree to protect these records in accordance with FERPA and College Policy. To the extent permitted by law, nothing contained herein shall be construed as precluding either party from releasing such information to the other so that each can perform its respective responsibilities.
27. HMC shall maintain professional liability and comprehensive general liability insurance in the amount of at least One Million Dollars (\$1,000,000.00) per occurrence and Three Million Dollars (\$3,000,000.00) in the annual aggregate. This coverage may be with insurance carriers or self insurance programs and HMC shall provide College with a current certificate of insurance upon request.

28. HMC shall cooperate in providing opportunities for Students to develop those clinical skills listed in the Scope of Practice attached hereto as Exhibit A. The parties understand and agree that a Student may not have the opportunity to develop every skill listed in Exhibit A through his or her rotation at HMC.

Mutual Responsibilities

29. No Student, faculty member or other employee of College, while participating in the Programs, shall be deemed to be an employee of HMC under any circumstances. HMC shall not be liable for any payment of any wage, salary or compensation of any kind for any activity performed by the Student, faculty member or other College employee while participating in a Program at HMC pursuant to this Agreement. No Student, faculty member or other College employee will be covered in any manner under HMC's workers' compensation policy. It is expressly understood and agreed that this Agreement does not intend and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture or association between College or its Students, faculty members or other College employees and HMC, but rather is an Agreement by and between independent contractors. College shall be liable for its own debts, obligations, acts and omissions, including the payment of all required withholding, social security and other taxes or benefits. Any courtesy appointments to faculty or staff by HMC shall be without entitlement of the individual to compensation or benefits for the appointed party. The provisions of this Paragraph shall survive expiration or other termination of this Agreement regardless of the cause of such termination.

30. Representatives of HMC and College will meet at least annually during the term hereof in order to evaluate and improve the Programs. College will assist HMC in conducting retrospective evaluations of the Program.

31. College and HMC agree to comply with all applicable federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations to the extent that they apply to each party. College and HMC shall not engage in unlawful discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, unfavorable discharge from the military, or status as a disabled veteran of the Vietnam era.

32. The parties, by mutual agreement, may determine the appropriateness of assigning Students to work shifts other than normal day shift working hours. This determination shall be based upon the educational value of such experience.

33. The parties recognize that in the performance of this Agreement, the greatest benefits will be derived by promoting the interests of both parties, and each of the parties does, therefore, enter into this Agreement with the intention of cooperating with the other in carrying out the terms of this Agreement. Each party agrees to interpret its provisions insofar as it may legally do so, in such manner that will promote the best interest of both and render the highest service to the public. The parties mutually agree that neither of them shall be compensated by the other as a result of this Agreement.

34. For purposes of the Health Insurance Portability and Accountability Act (HIPAA), College and HMC acknowledge that Students and participating faculty are part of HMC's "work force", as defined in the HIPAA Privacy Regulations at 45 CFR 160.103, and as such, no Business Associate agreement is required between College and HMC. HMC will provide the

necessary HIPAA training to Students and Students will be expected to comply with HIPAA and any other confidentiality requirements of HMC. Each Party, their respective employees, staff, agents and representatives and the Students participating under this Agreement agree to comply with all applicable federal and state laws, rules and regulations, including, without limitation, those laws and regulations governing the maintenance of medical records and confidentiality of patient information as well as with all standards promulgated by any relevant accrediting agency. Each Party, their respective employees, staff, agents and representatives and the Students participating under this Agreement agree to comply, to the extent required, with the applicable provisions of the Administrative Simplification Section of the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. § 1320d through d-8, and the requirements of any applicable regulations promulgated thereunder including without limitation the federal privacy standards as contained in 45 CFR Part 164 (the “Federal Privacy Regulations”), the federal security standards as contained in 45 CFR Part 142 (the “Federal Security Regulations”) and Title XIII of the American Recovery & Reinvestment Act of 2009 (the “HITECH Act”), as well as all pertinent current and future regulations issued by the Department of Health and Human Services (“HHS”) thereunder (collectively “HIPAA”). Each Party and the Students participating under this Agreement agree not to use or disclose any protected health information, as defined in 45 CFR 164.504, or individually identifiable health information, as defined in 42 U.S.C. § 1320d (collectively, the “Protected Health Information”), concerning a patient other than as permitted by this Agreement and the requirements of HIPAA or regulations promulgated under HIPAA, including without limitation the Federal Privacy Regulations and the Federal Security Regulations, or as may be required by law. Each Party will promptly report to the other Party upon knowledge and verification, any use or disclosure of a patient’s Protected Health Information not provided for by this Agreement or in violation of any applicable local, state or federal law, including HIPAA, the Federal Privacy Regulations, or the Federal Security Regulations of which that Party becomes aware. Notwithstanding the foregoing, College and HMC agree that under HIPAA, healthcare training and educational Programs for provider trainees or Students are considered a facet of healthcare operations and as such, Protected Health Information may be disclosed in the performance of such functions without patient authorization.

College, Students, participating faculty members and HMC will make their respective internal practices, books and records relating to the use and disclosure of Protected Health Information created, received or maintained in performance of this Agreement available to the Secretary of Health and Human Services to the extent required for determining compliance with HIPAA and the Regulations.

College, Student and faculty members agree to indemnify, defend and hold harmless HMC and its directors, officers, agents, shareholders and employees from and against any and all claims, demands, losses, expenses, costs (including reasonable attorneys’ fees), damages and causes of action arising from or relating to College, Student or faculty member’s breach of this Section of the Agreement. Without limiting the foregoing, College agrees to pay any costs incurred by HMC to make legally required notifications to patients and/or any government agencies, and the costs of any reasonable remedial actions to mitigate potential harm to patients, as a result of College, Student or faculty member’s unauthorized use or disclosure of Protected Health Information provided by HMC to College, Student or faculty member.

No attorney-client, accountant-client or other legal or equitable privilege shall be deemed to have been waived by either College or HMC by virtue of this Section. Further, College, Students and participating faculty members may not disclose information relating to HMC or its facilities operations and management nor may College, Students or participating faculty members remove any medical records from HMC or make copies thereof without the prior written approval of the administrator of HMC.

35. That the individual signing on behalf of each party warrants that he/she has the necessary authority to bind said party to this Agreement.

36. Neither party shall use the name of the other in any written material including but not limited to brochures, letters and circulars, without the prior written consent of the other, but with the exception of listings of facilities as may be required by College's accrediting agencies.

37. Indemnification

37.1. College will indemnify and hold HMC and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives harmless from and against any and all loss, damage, liability or claims (including, without limitation, reasonable costs and expense of litigation and reasonable attorneys' fees) arising from the negligent acts or omissions of College, its Students, employees, agents and representatives in connection with this Agreement, including claims, reasonable costs, losses, fees, penalties, interest or damages incurred by HMC resulting from a determination at law that the College did not make proper payment of required salaries, taxes, withholding, employee benefits or statutory or other entitlements College is required to pay to or on behalf of its employees (collectively "Claims"). The indemnities herein shall not extend to any Claim(s) arising from or in any way related to any act or omissions of HMC and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives.

37.2. HMC and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives will indemnify and hold College and its Students, employees, officers, agents, and representatives harmless from and against any and all loss, damage, liability or claims (including, without limitation, reasonable costs and expense of litigation and reasonable attorneys' fees) arising from or related to the negligent acts or omissions of HMC and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives in connection with this Agreement, provided that the indemnities herein do not extend to Claims arising from or in any way related to the negligent acts or omissions of the College, its Students, employees, officers, agents and representatives.

37.3. Each Party agrees that it shall give the other Party prompt notice of any claim, threatened or made, or suit instituted against it, which could result in a claim for indemnification pursuant to the terms of this Section 37. This Section 37 shall survive any termination or expiration of this Agreement.

Miscellaneous

38. This Agreement takes effect on the last date set forth below in the signature lines of this Agreement (“Effective Date”) and shall continue in full force and effect for an initial term of three (3) years, unless terminated earlier as provided herein. After completion of the initial term, this Agreement will renew automatically for successive three (3) year renewal terms unless either party notifies the other party of its intention not to renew the Agreement at least ninety (90) days before the end of the then current term. All terms of this Agreement will remain in effect for each renewal term, unless otherwise modified by the parties by written agreement. This Agreement may be terminated, with or without cause, before expiration of the initial or any renewal term by either party upon ninety (90) days’ advance written notice to the other party. Either party may also terminate this Agreement at any time if the other defaults in any of its obligations hereunder, but only if such default shall have continued for a period of ten (10) days after receipt of written notice thereof by the other. HMC agrees that if it wishes to terminate this Agreement when College is not in default and a termination notice would result in termination during a Program, such termination shall not be effective until completion of such Program. Upon the effective date of any termination of this Agreement, the obligations of the Parties shall cease immediately, except for those obligations which, by their terms, survive termination.
39. This Agreement represents the entire understanding of the parties with respect to the subject matter covered herein and supersedes and cancels all previous agreements between the parties.
40. This Agreement can be amended only by a written amendment signed by an authorized representative of each party.
41. This Agreement is to be governed and construed in accordance with the laws of the State of Illinois. Both Parties agree that jurisdiction and venue for the formal resolution of any disputes relating to this Agreement shall lie exclusively in a court of competent jurisdiction in Jackson County, Illinois.
42. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their successors, but neither this Agreement nor any rights hereunder shall be assignable by the parties without the prior written consent of the other party. Such consent shall not be unreasonably withheld if the assignment is in the context of a merger between a party and an affiliated entity of such party provided, however, that the obligations of such party under this Agreement shall not be extinguished or otherwise affected by any such assignment.
43. Nothing in this Agreement is intended to or shall create any rights or remedies in any third party.
44. The failure of either party at any time to enforce any provision of this Agreement shall in no way be construed to be a waiver of such provisions or affect the validity of this Agreement or any part thereof, or the right of either party thereafter to enforce each and every provision in accordance with the terms of this Agreement.
45. In the event that any provision of this Agreement is held to be unenforceable for any reason, the unenforceability thereof shall not affect the remainder of this Agreement, which shall remain in full force and effect and enforceable in accordance with its terms.

- 46. In the event of any litigation arising in connection with this Agreement, College and HMC agree to cooperate in risk management, prevention, claims investigation and litigation under the direct control and supervision of their respective legal counsel.
- 47. All notices or communications herein required or permitted shall be given to the respective parties by registered or certified mail return receipt requested or by overnight courier, (each notice being deemed given as of the date of mailing) or by hand delivery at their respective places of business, unless either party shall otherwise designate a new address by written notice, to the following addresses:

HMC:
 Rodney Smith, Vice President/Administrator
 Harrisburg Medical Center, Inc.
 100 Dr. Warren Tuttle Drive
 Harrisburg, IL 62946

Copy to:
 John R. Daly, Vice President/General Counsel
 Southern Illinois Hospital Services
 1239 East Main Street
 Carbondale, IL 62902-3988

College:
 Illinois Eastern Community Colleges
 Attn: Dean of Health Professions
 233 East Chestnut Street
 Olney, IL 62450

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by a duly authorized representative on the date and year written below.

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529

By: _____
 Chairman, IECC Board of Trustees

Date: _____

HARRISBURG MEDICAL CENTER, INC.

By: Rodney Smith
 Rodney Smith, Vice President/Administrator

Date: April 8, 2025

Exhibit A

Scope of Practice

Physical Therapist Assistant Program

Each student will identify his or her title in all documentation for the medical record. All students will be expected to adhere to the specific patient care/supervision guidelines as outlined in the organization's related policies.

CLINICAL EXPERIENCE REQUESTED:

All procedures will require direct supervision until the Clinical Instructor has determined level of competence, then onsite supervision.

PROCEDURE		
Physical Agents		
Fluidotherapy	IFC	Neuroprobe
Hydrocollator packs	Monophasic	Biofeedback
Paraffin	Biphasic	Iontophoresis
Ice Pack	Point Stimulation	Jobst
Ice Massage	Combo	Lumbar Traction
Ultrasound	High Volt	Cervical Traction
Diathermy	M.E.N.S.	Massage
Infrared	T.E.N.S.	Stretching
U.V. (MED)	Russian Stimulation	
Whirlpool	Respond	
Functional Activities, Gait Training, Therapeutic Exercise		
Transfers	P.R.E. routines	Treadmill
W/C management	Isokinetic	Stationary bike
ADL activities	PROM	BAPS
Supine Stander	AAROM	Williams exercises
Gait training	AROM	McKenzie exercises
Asst. Device training	RROM	Mm balancing ex
HEP instruction		Codmans exercises
Treatment Techniques and Assessment Skills		
Jt. Mobilization	Bobath	MMT
S.T. Mobilization	Brunnstrum	Mm length assessment
Gait assessment	Rood	Observe eval/re-eval
Goniometry	P.N.F.	Vital signs
		Complete SOAP note

GUIDELINES FOR PHYSICAL THERAPIST ASSISTANT

1. Performs in a safe manner that minimizes risk to patient, self, and others.
2. Conducts self in a responsible manner.
3. Interacts with others in a respectful manner.
4. Adheres to ethical standards.

5. Adheres to legal standards.
6. Communicates in ways that are congruent with situational needs.
7. Produces documentation to support the delivery of physical therapy services.
8. Delivers established patient care to reflect respect for and sensitivity to individual differences.
9. Participates in patient status judgments within the clinical environment based on the plan of care established by the physical therapist.
10. Obtains accurate information by performing selected data collection consistent with the plan of care established by the physical therapist.
11. Discuss the need for modifications to the plan of care established by the physical therapist.
12. Performs physical therapy interventions in a technically competent manner.
13. Educates others (patients, family, caregivers, staff, students, other health care providers) using relevant and effective teaching methods.
14. Participates in activities addressing quality of service delivery.
15. Participates in addressing patient needs for services other than physical therapy.
16. Manages resources (eg, time, space, and equipment) to achieve goals of the clinical setting.
17. Participates in fiscal management of the physical therapy clinical setting.
18. Uses physical therapy aides and other support personnel according to legal standards and ethical guidelines.
19. Implements a self-directed plan for career development and lifelong learning.
20. Assists the physical therapist in addressing primary and secondary prevention needs of individuals and groups.

CLINICAL EXPERIENCE AGREEMENT

This Agreement, made this _____ day of _____, 2025, by and between **SOUTHERN ILLINOIS HOSPITAL SERVICES**, an Illinois Not-for-Profit Corporation organized and existing under the laws of the State of Illinois, hereinafter referred to as “**SIHS**” and **ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529**, hereinafter referred to as “**College**”.

WITNESSETH:

WHEREAS, SIHS owns and operates the following hospitals (hereinafter referred to individually as “Facility” and collectively as “Facilities”) located in Illinois:

1. Memorial Hospital of Carbondale located at 405 West Jackson Street, Carbondale, Illinois 62901;
2. Herrin Hospital located at 201 South 14th Street, Herrin, Illinois 62948;
3. St. Joseph Memorial Hospital located at 2 South Hospital Drive, Murphysboro, Illinois 62966;

WHEREAS, College desires to utilize the Facilities for the purpose of providing programs for practical learning, internships and clinical experiences for Students who are in good academic standing (“**Students**”) as part of their professional preparation (the “**Program(s)**”); and

WHEREAS, the Facilities have patients, equipment and personnel that can provide the necessary practical learning and clinical experience for College’s Students; and have agreed to make its various inpatient and/or outpatient care Facilities available for such purposes;

NOW, THEREFORE, in consideration of the mutual covenants, conditions, promises, benefits and stipulations hereinafter expressed, and in consideration of the mutual benefits to be derived therefrom, the parties hereto agree as follows:

Responsibilities of College

1. College shall be responsible for the implementation and operation of the clinical component of its Programs at the Facilities, which Programs shall be approved in advance by the Facilities. College will coordinate with the Facilities in developing the details of the Programs including, but not limited to, each Student’s previous clinical and academic experience, course and program outlines and objectives, dates of clinical rotations, and the number of Students on assignment. College will designate a qualified College employee (herein referred to as “faculty” and/or “faculty member(s)”) to coordinate the Programs at Facility. While the College and the Facility must mutually determine, in advance, the nature, scope and extent of what clinical tasks a Student may undertake or perform, the Facility shall have the sole discretion to allow or prohibit a Student from undertaking or performing a clinical task.
 - 1.1. Responsibilities for a course with on site faculty-guided patient care activities shall include, but not be limited to the following:
 - 1.1.1. Orientation of Students to the clinical experience at Facility;
 - 1.1.2. Provision of classroom theory and practical instruction to Students prior to their clinical assignments at Facility;

- 1.1.3. Preparation of Student/patient assignments and rotation plans for each Student and coordination of same with Facility;
 - 1.1.4. Continuing oral and written communication with Facility regarding Student performance, evaluation, absences and assignments, and other pertinent information;
 - 1.1.5. Supervision of Students and their performance at Facility;
 - 1.1.6. Compliance with the policies and procedures at the Facility;
 - 1.1.7. Participation, with the Students, in Facility's Quality Assurance and related programs; and
 - 1.1.8. Perform such other duties as may from time to time be agreed upon between College and SIHS.
- 1.2. Responsibilities for a course with preceptor-guided clinical experiences shall include, but not be limited to, the following:
- 1.2.1. Designate a person or persons to coordinate and act as liaison with appropriate Facility personnel;
 - 1.2.2. Provide a list of Students to appropriate departments at Facility before the Students begin the clinical experience;
 - 1.2.3. Provision of classroom theory and practical instruction to Students prior to their clinical experience at Facility;
 - 1.2.4. Coordination of clinical experiences with preceptor at Facility;
 - 1.2.5. Compliance with the policies and procedures at Facility; and
 - 1.2.6. Continuing oral and written communication with preceptor regarding pertinent Student information while Students are participating in a Program.
2. Assume the primary responsibility for the education of the Student(s).
 3. Maintain records and the schedule of College Faculty visits in the appropriate department at the Facilities.
 4. Inform Students that they will be subject to the regulations of the Facility while on clinical assignment/internship.
 5. Make available to the Facility Program supervisor the Program training guides, materials and evaluation measures for each Program prior to commencement of the Program.
 6. College will provide to SIHS for each Student in the Program, that is not currently employed by SIHS, not less than one (1) week prior to the commencement of their Program at SIHS, written evidence that each Student has had:
 - 6.1. A physical examination and clearance to wear a respirator within the last twelve (12) months;
 - 6.2. Evidence of two-step TB skin test or QuantiFERON-TB Gold blood test within the last twelve (12) months of initial assignment;
 - 6.3. Chest x-ray for Students with a positive tuberculin skin test;

- 6.4. MMR (Mumps, Measles, Rubella) immunization;
 - 6.5. Proof of annual Flu vaccination;
 - 6.6. Hepatitis B vaccinations or provide a signed a waiver acknowledging that the Student is aware of the risks associated with not having Hepatitis B vaccinations and releasing SIHS from all liability associated with exposure to and the possibility of contracting Hepatitis B;
 - 6.7. Screen for varicella immunity;
 - 6.8. College shall submit to SIHS evidence that each Student has a valid, current basic life support card; and
 - 6.9. Each participating faculty (if any) and Student shall complete and sign the SIHS Biometric Consent Form.
7. College and/or Student shall be responsible for arranging for each Student's first aid, medical care and/or treatment, if necessary, including transportation in case of illness or injury while participating in the Program at Facilities. In no event shall SIHS be financially or otherwise responsible for said medical care and treatment. College shall require each Student and, if applicable, each faculty member or other College employee participating in the Programs and engaging in any activities at any Facility to maintain health insurance during their participation in the Programs. The health insurance shall cover any illness, injury or exposure that might occur, including exposure to tuberculosis, hepatitis and HIV. Written evidence, satisfactory to SIHS, of health insurance shall be presented to SIHS or Facility not less than one (1) week prior to the date on which any Student, faculty member or other College employee commences any activity at any Facility. In the event health insurance for any Student, faculty member or other College employee is terminated, that person's participation in the Programs or activities at the Facilities shall be immediately suspended until the insurance is reinstated or new insurance coverage is obtained.
 8. College shall provide for itself, its Students, and employees participating in the Programs and engaging in any activities at SIHS pursuant to this Agreement, a policy or policies of professional liability and comprehensive general liability insurance, which shall be primary insurance in the amount of at least One Million Dollars (\$1,000,000.00) per occurrence and Three Million Dollars (\$3,000,000.00) in the annual aggregate, with insurance carriers or self insurance programs reasonably acceptable to SIHS, covering claims arising out of the negligent acts or omissions of College, its Students and College employees in connection with this Agreement. A current certificate of insurance, evidencing such coverage, shall be given to SIHS on or before execution of this Agreement and at each one (1) year interval following the Effective Date of this Agreement. The certificate furnished shall state that the insurance shall not be canceled without thirty (30) days prior written notice to SIHS (or as soon as possible if notice is received less than thirty (30) days before the effective date) of the cancellation, nonrenewable, or material change of any liability insurance policy required by this Agreement.
 9. In the event College shall have employed staff on site at SIHS, College shall have workers' compensation insurance for all faculty members and College employees participating in the Program at SIHS Facilities pursuant to this Agreement as required by the Illinois Workers' Compensation Act (the "Act") or any other Illinois law and shall provide SIHS with a certificate of insurance evidencing such coverage. A current certificate of insurance shall be

given to SIHS on or before execution of this Agreement and at each one (1) year interval following the Effective Date of this Agreement. The certificate furnished shall state that the insurance shall not be canceled without thirty (30) days prior written notice to SIHS (or as soon as possible if notice is received less than thirty (30) days before the effective date) of the cancellation, nonrenewable, or material change of any liability insurance policy required by this Agreement.

SIHS shall have no responsibility or obligation to pay College's Students and faculty members for any benefits or payments due said Students and faculty members under said Act. College shall reimburse SIHS for all losses, claims, judgments or causes of action, including reasonable costs, expenses and attorneys' fees incurred by SIHS arising out of a loss, claim, judgment, acts or causes of action of any of College's Students or faculty members pursuant to the Act and/or College's violation of its obligations as set out in this paragraph, all of which are the sole responsibility of College. The obligations that SIHS, College, the Students and the faculty members have under this Section shall survive the termination of this Agreement.

10. College will direct its Students and faculty participating in the Programs to observe such rules, regulations and policies as SIHS may from time to time adopt. All Students as well as any of College's faculty or other employees participating in a Facility's aspect of the Programs shall comply with reasonable directions given by qualified Facility personnel.
11. College will direct its Students and employees to maintain as confidential all patient records and other data to which they may have access, and shall not disclose to or copy the same for any person without the express written permission of SIHS unless such disclosure is required by law or Order of the Court. All Students, faculty and other College employees participating in the Programs or engaging in any activities at any SIHS Facility shall sign a confidentiality agreement before engaging in any activities at any SIHS Facility. College, its Students, Faculty and employees will not conduct or make any formal or informal survey, research, inquiry or other study relating in any way to SIHS, its Facilities, patients, staff or programs, without first obtaining review and written approval of SIHS. College shall direct its Students and participating faculty or employees to return to SIHS all of SIHS' records and other SIHS property in their possession promptly at the termination of their duties hereunder.
12. College will direct its Students and, if applicable, its faculty members and other College employees to attend such orientation at Facility as SIHS deems necessary.
13. Prior to beginning of each student placement, the Facility and College shall agree, in writing, upon the number of students to be placed at the Facility and the duration of each placement, and shall become a part of the Agreement by reference. Should any situation arise which may threaten a student's successful completion of the placement, the Facility and College will attempt to discuss and reach mutual agreement with the Student regarding options for completing, rescheduling or cancelling the placement.
14. College shall require the Students to dress in accordance with dress and personal appearance standards approved by College. Such standards shall be in accordance with Facility's standards regarding the same. Each student and College faculty members shall at all times while at the SIHS facility wear a name tag, badge or other identifying label that clearly states the Student or faculty member's identity and the name of the College. All Students shall remain on the Facility premises for breaks, including meals. Students shall pay for their own meals at Facility.

15. College shall instruct Student that they shall be responsible for their own transportation and that they shall not be authorized to transport any client of Facility by car or other vehicle.
16. College shall provide to Students participating in Programs information and training regarding exposure to bloodborne pathogens consistent with the standards applicable for compliance with the final regulations issued by the Occupational Safety and Health Administration governing employee exposure to bloodborne pathogens in the workplace under Section VI(b) of the Occupational Safety and Health Act of 1970, which regulations became effective March 6, 1992, and as may be amended or superseded from time to time (the "Regulations"), including, but not limited to information and training which addresses (a) the hazards associated with blood and other potentially infectious materials, (b) the protective measures to be taken to minimize the risk of occupational exposure to bloodborne pathogens, (c) the appropriate actions to take in an emergency involving exposure to blood and other potentially infectious materials and (d) the reasons the Student should participate in hepatitis B vaccination and post-exposure evaluation and follow-up. College's responsibility with respect to the Regulations also shall include making information on where to obtain the hepatitis B vaccination available to Students or documentation of declination in accordance with the Regulations.
17. Verification of a criminal background check for each participating faculty (if any) and Student prior to that faculty or Student's assignment at Facility. The background check will be considered favorable and the faculty member and Student may be retained, if the report shows no record of conviction of any of the criminal offenses enumerated by the Health Care Worker Background Check Act of 1996. A list of these offenses is maintained by the Human Resources Department. In the event adverse information is obtained from the criminal background check:
 - 17.1. College will inform and discuss the results of the criminal background check with the faculty member or Student.
 - 17.2. College will obtain in writing from the faculty or Student authorization to release results of the criminal background check information to the Facility.
 - 17.3. Upon obtaining a signed Authorization and Release from the faculty or Student, the College will provide and discuss the information with the Facility.
 - 17.4. In the event such Authorization and Release are not given by the Faculty or Student, the Faculty or Student shall be disqualified from participation at the Facility.College shall also continue to monitor participating faculty (if any) and Student after the completion of the initial background check. In the event that said faculty and/or Student are convicted of any of the enumerated criminal offenses referenced hereinabove, College and/or Student shall promptly notify SIHS of such conviction.
18. All offers of clinical assignment with a facility or entity that is a member of SIHS are conditional upon the Student's successful completion of a urine drug test. Within one (1) year prior to Student's clinical start date, the Student must receive, at a minimum, a 9 panel urine specimen validity drug test with opiates and nitrates. Student must provide written documentation of the result to SIHS prior to Student's clinical start date. Failing the drug test will result in withdrawal of the clinical assignment for one (1) year. SIHS will also administer reasonable suspicion drug testing per the SIH Drug-Free Workforce Policy.

19. College shall require Students to adhere to established schedules and notify Facility and College of any absences or necessary schedule changes.

Responsibilities of SIHS

20. SIHS will determine which of its Facilities shall be available for College's Program(s) and make the appropriate facilities available in order to provide a clinical experience to Students in the Program(s).
21. SIHS will make emergency medical care available for Students at Facilities through the regular SIHS procedure of handling emergencies. Expenses of such care shall be the sole responsibility of the Student.
22. SIHS will only provide professional liability insurance for its employees.
23. SIHS will permit representatives of College, upon a mutually satisfactory basis, to inspect the clinical facilities and services available for clinical experience, Student records, and other such items pertaining to the clinical training.
24. SIHS reserves the right to terminate any participating College faculty member's or Student's participation in any Program at a Facility as a result of health status, performance or other actions that it deems detrimental to patient well-being. SIHS further reserves the right to request removal of any Student whose conduct is contrary to Facility's standards of conduct as set forth in its policies and procedures. Except in unusual circumstances, SIHS will not exercise such right until it has made reasonable efforts to consult College.
 - 24.1. SIHS may immediately remove from the premises any Student who poses an immediate threat or danger to personnel or to the quality of medical services or for unprofessional behavior. SIHS shall notify College of said action as soon as possible but in no event later than forty-eight (48) hours after said removal. SIHS reserves the right to prohibit the return of any such students unless a corrective action plan satisfactory to SIHS has been proposed and its compliance assured by the College.
 - 24.2. Facility may request College to withdraw or dismiss a Student or other Program participant from the Program at a Facility when his or her clinical performance is unsatisfactory to Facility or his or her behavior, in Facility's discretion, is disruptive or detrimental to Facility and/or its patients. In such event, said Student's or Program participant's participation in the Program at a Facility shall immediately cease. Subject to the provisions of Subparagraph 24.1 above, it is understood that only College can dismiss a Student or Program participant from the Program at a Facility.
 - 24.3. SIHS will provide to College written reasons for termination, withdrawal, dismissal or request for withdrawal or dismissal of a Student or Program participant.
25. SIHS shall at all times be responsible for its patients' medical care and treatment.
26. College and SIHS acknowledge that certain information about College's Students is contained in records maintained by College and/or SIHS and that this information is confidential by reason of College policy and the Family Education Rights and Privacy Act (FERPA) of 1974 (20 U.S.C. 1232 (g)) and the regulations promulgated thereto, 34 CFR Part 99). Both parties agree to protect these records in accordance with FERPA and College Policy. To the extent permitted by law, nothing contained herein shall be construed as precluding either party from releasing such information to the other so that each can perform its respective responsibilities.

27. SIHS shall maintain professional liability and comprehensive general liability insurance in the amount of at least One Million Dollars (\$1,000,000.00) per occurrence and Three Million Dollars (\$3,000,000.00) in the annual aggregate. This coverage may be with insurance carriers or self insurance programs and SIHS shall provide College with a current certificate of insurance upon request.
28. SIHS shall cooperate in providing opportunities for Students to develop those clinical skills listed in the Scope of Practice attached hereto as Exhibit A. The parties understand and agree that a Student may not have the opportunity to develop every skill listed in Exhibit A through his or her rotation at Facility.

Mutual Responsibilities

29. No Student, faculty member or other employee of College, while participating in the Programs, shall be deemed to be an employee of SIHS under any circumstances. SIHS shall not be liable for any payment of any wage, salary or compensation of any kind for any activity performed by the Student, faculty member or other College employee while participating in a Program at SIHS pursuant to this Agreement. No Student, faculty member or other College employee will be covered in any manner under SIHS' workers' compensation policy. It is expressly understood and agreed that this Agreement does not intend and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture or association between College or its Students, faculty members or other College employees and SIHS, but rather is an Agreement by and between independent contractors. College shall be liable for its own debts, obligations, acts and omissions, including the payment of all required withholding, social security and other taxes or benefits. Any courtesy appointments to faculty or staff by any of the Facilities shall be without entitlement of the individual to compensation or benefits for the appointed party. The provisions of this Paragraph shall survive expiration or other termination of this Agreement regardless of the cause of such termination.
30. Representatives of SIHS and College will meet at least annually during the term hereof in order to evaluate and improve the Programs. College will assist SIHS in conducting retrospective evaluations of the Program.
31. College and SIHS agree to comply with all applicable federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations to the extent that they apply to each party. College and Facility shall not engage in unlawful discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, unfavorable discharge from the military, or status as a disabled veteran of the Vietnam era.
32. The parties, by mutual agreement, may determine the appropriateness of assigning Students to work shifts other than normal day shift working hours. This determination shall be based upon the educational value of such experience.
33. The parties recognize that in the performance of this Agreement, the greatest benefits will be derived by promoting the interests of both parties, and each of the parties does, therefore, enter into this Agreement with the intention of cooperating with the other in carrying out the terms of this Agreement. Each party agrees to interpret its provisions insofar as it may legally do so, in such manner that will promote the best interest of both and render the highest service to the

public. The parties mutually agree that neither of them shall be compensated by the other as a result of this Agreement.

34. For purposes of the Health Insurance Portability and Accountability Act (HIPAA), College and SIHS acknowledge that Students and participating faculty are part of the Facility's "work force", as defined in the HIPAA Privacy Regulations at 45 CFR 160.103, and as such, no Business Associate agreement is required between College and Facility. SIHS will provide the necessary HIPAA training to Students and Students will be expected to comply with HIPAA and any other confidentiality requirements of SIHS. Each Party, their respective employees, staff, agents and representatives and the Students participating under this Agreement agree to comply with all applicable federal and state laws, rules and regulations, including, without limitation, those laws and regulations governing the maintenance of medical records and confidentiality of patient information as well as with all standards promulgated by any relevant accrediting agency. Each Party, their respective employees, staff, agents and representatives and the Students participating under this Agreement agree to comply, to the extent required, with the applicable provisions of the Administrative Simplification Section of the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. § 1320d through d-8, and the requirements of any applicable regulations promulgated thereunder including without limitation the federal privacy standards as contained in 45 CFR Part 164 (the "Federal Privacy Regulations"), the federal security standards as contained in 45 CFR Part 142 (the "Federal Security Regulations") and Title XIII of the American Recovery & Reinvestment Act of 2009 (the "HITECH Act"), as well as all pertinent current and future regulations issued by the Department of Health and Human Services ("HHS") thereunder (collectively "HIPAA"). Each Party and the Students participating under this Agreement agree not to use or disclose any protected health information, as defined in 45 CFR 164.504, or individually identifiable health information, as defined in 42 U.S.C. § 1320d (collectively, the "Protected Health Information"), concerning a patient other than as permitted by this Agreement and the requirements of HIPAA or regulations promulgated under HIPAA, including without limitation the Federal Privacy Regulations and the Federal Security Regulations, or as may be required by law. Each Party will promptly report to the other Party upon knowledge and verification, any use or disclosure of a patient's Protected Health Information not provided for by this Agreement or in violation of any applicable local, state or federal law, including HIPAA, the Federal Privacy Regulations, or the Federal Security Regulations of which that Party becomes aware. Notwithstanding the foregoing, College and SIHS agree that under HIPAA, healthcare training and educational Programs for provider trainees or Students are considered a facet of healthcare operations and as such, Protected Health Information may be disclosed in the performance of such functions without patient authorization.

College, Students, participating faculty members and SIHS will make their respective internal practices, books and records relating to the use and disclosure of Protected Health Information created, received or maintained in performance of this Agreement available to the Secretary of Health and Human Services to the extent required for determining compliance with HIPAA and the Regulations.

College, Student and faculty members agree to indemnify, defend and hold harmless SIHS and its directors, officers, agents, shareholders and employees from and against any and all claims, demands, losses, expenses, costs (including reasonable attorneys' fees), damages and causes of action arising from or relating to College, Student or faculty member's breach of this Section

of the Agreement. Without limiting the foregoing, College agrees to pay any costs incurred by SIHS to make legally required notifications to patients and/or any government agencies, and the costs of any reasonable remedial actions to mitigate potential harm to patients, as a result of College, Student or faculty member's unauthorized use or disclosure of Protected Health Information provided by SIHS to College, Student or faculty member.

No attorney-client, accountant-client or other legal or equitable privilege shall be deemed to have been waived by either College or SIHS by virtue of this Section. Further, College, Students and participating faculty members may not disclose information relating to SIHS or Facilities operations and management nor may College, Students or participating faculty members remove any medical records from the Facilities or make copies thereof without the prior written approval of the administrator of the Facilities.

35. That the individual signing on behalf of each party warrants that he/she has the necessary authority to bind said party to this Agreement.

36. Neither party shall use the name of the other in any written material including but not limited to brochures, letters and circulars, without the prior written consent of the other, but with the exception of listings of facilities as may be required by College's accrediting agencies.

37. Indemnification

37.1. College will indemnify and hold SIHS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives harmless from and against any and all loss, damage, liability or claims (including, without limitation, reasonable costs and expense of litigation and reasonable attorneys' fees) arising from the negligent acts or omissions of College, it Students, employees, agents and representatives in connection with this Agreement, including claims, reasonable costs, losses, fees, penalties, interest or damages incurred by SIHS resulting from a determination at law that the College did not make proper payment of required salaries, taxes, withholding, employee benefits or statutory or other entitlements College is required to pay to or on behalf of its employees (collectively "Claims"). The indemnities herein shall not extend to any Claim(s) arising from or in any way related to any act or omissions of SIHS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives.

37.2. SIHS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives will indemnify and hold College and its Students, employees, officers, agents, and representatives harmless from and against any and all loss, damage, liability or claims (including, without limitation, reasonable costs and expense of litigation and reasonable attorneys' fees) arising from or related to the negligent acts or omissions of SIHS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives in connection with this Agreement, provided that the indemnities herein do not extend to Claims arising from or in any way related to the negligent acts or omissions of the College, its Students, employees, officers, agents and representatives.

37.3. Each Party agrees that it shall give the other Party prompt notice of any claim, threatened or made, or suit instituted against it, which could result in a claim for indemnification pursuant to the terms of this Section 37. This Section 37 shall survive any termination or expiration of this Agreement.

Miscellaneous

38. This Agreement takes effect on the last date set forth below in the signature lines of this Agreement (“Effective Date”) and shall continue in full force and effect for an initial term of three (3) years, unless terminated earlier as provided herein. After completion of the initial term, this Agreement will renew automatically for successive three (3) year renewal terms unless either party notifies the other party of its intention not to renew the Agreement at least ninety (90) days before the end of the then current term. All terms of this Agreement will remain in effect for each renewal term, unless otherwise modified by the parties by written agreement. This Agreement may be terminated, with or without cause, before expiration of the initial or any renewal term by either party upon ninety (90) days’ advance written notice to the other party. Either party may also terminate this Agreement at any time if the other defaults in any of its obligations hereunder, but only if such default shall have continued for a period of ten (10) days after receipt of written notice thereof by the other. SIHS agrees that if it wishes to terminate this Agreement when College is not in default and a termination notice would result in termination during a Program, such termination shall not be effective until completion of such Program. Upon the effective date of any termination of this Agreement, the obligations of the Parties shall cease immediately, except for those obligations which, by their terms, survive termination.
39. This Agreement represents the entire understanding of the parties with respect to the subject matter covered herein and supersedes and cancels all previous agreements between the parties.
40. This Agreement can be amended only by a written amendment signed by an authorized representative of each party.
41. This Agreement is to be governed and construed in accordance with the laws of the State of Illinois. Both Parties agree that jurisdiction and venue for the formal resolution of any disputes relating to this Agreement shall lie exclusively in a court of competent jurisdiction in Jackson County, Illinois.
42. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their successors, but neither this Agreement nor any rights hereunder shall be assignable by the parties without the prior written consent of the other party. Such consent shall not be unreasonably withheld if the assignment is in the context of a merger between a party and an affiliated entity of such party provided, however, that the obligations of such party under this Agreement shall not be extinguished or otherwise affected by any such assignment.
43. Nothing in this Agreement is intended to or shall create any rights or remedies in any third party.
44. The failure of either party at any time to enforce any provision of this Agreement shall in no way be construed to be a waiver of such provisions or affect the validity of this Agreement or any part thereof, or the right of either party thereafter to enforce each and every provision in accordance with the terms of this Agreement.

- 45. In the event that any provision of this Agreement is held to be unenforceable for any reason, the unenforceability thereof shall not affect the remainder of this Agreement, which shall remain in full force and effect and enforceable in accordance with its terms.
- 46. In the event of any litigation arising in connection with this Agreement, College and Facility agree to cooperate in risk management, prevention, claims investigation and litigation under the direct control and supervision of their respective legal counsel.
- 47. All notices or communications herein required or permitted shall be given to the respective parties by registered or certified mail return receipt requested or by overnight courier, (each notice being deemed given as of the date of mailing) or by hand delivery at their respective places of business, unless either party shall otherwise designate a new address by written notice, to the following addresses:

SIHS:

John B. Millstead, Senior Vice President/COO
 Southern Illinois Hospital Services
 1239 East Main Street
 P.O. Box 3988
 Carbondale, IL 62902-3988

Copy to:

John R. Daly, Vice President/General Counsel
 Southern Illinois Hospital Services
 1239 East Main Street
 Carbondale, IL 62902-3988

College:

Illinois Eastern Community Colleges
 Attn: Dean of Health Professions
 233 East Chestnut Street
 Olney, IL 62450

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by a duly authorized representative on the date and year written below.

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529

By: _____
 Chairman, IECC Board of Trustees

Date: _____

SOUTHERN ILLINOIS HOSPITAL SERVICES

By: John B. Millstead, Senior Vice President/COO
 John B. Millstead, Senior Vice President/COO

Date: April 8, 2025

Exhibit A

Scope of Practice
Physical Therapist Assistant Program

Each student will identify his or her title in all documentation for the medical record. All students will be expected to adhere to the specific patient care/supervision guidelines as outlined in the organization’s related policies.

CLINICAL EXPERIENCE REQUESTED:

All procedures will require direct supervision until the Clinical Instructor has determined level of competence, then onsite supervision.

PROCEDURE		
Physical Agents		
Fluidotherapy	IFC	Neuroprobe
Hydrocollator packs	Monophasic	Biofeedback
Paraffin	Biphasic	Iontophoresis
Ice Pack	Point Stimulation	Jobst
Ice Massage	Combo	Lumbar Traction
Ultrasound	High Volt	Cervical Traction
Diathermy	M.E.N.S.	Massage
Infrared	T.E.N.S.	Stretching
U.V. (MED)	Russian Stimulation	
Whirlpool	Respond	
Functional Activities, Gait Training, Therapeutic Exercise		
Transfers	P.R.E. routines	Treadmill
W/C management	Isokinetic	Stationary bike
ADL activities	PROM	BAPS
Supine Stander	AAROM	Williams exercises
Gait training	AROM	McKenzie exercises
Asst. Device training	RROM	Mm balancing ex
HEP instruction		Codmans exercises
Treatment Techniques and Assessment Skills		
Jt. Mobilization	Bobath	MMT
S.T. Mobilization	Brunnstrum	Mm length assessment
Gait assessment	Rood	Observe eval/re-eval
Goniometry	P.N.F.	Vital signs
		Complete SOAP note

GUIDELINES FOR PHYSICAL THERAPIST ASSISTANT

1. Performs in a safe manner that minimizes risk to patient, self, and others.
2. Conducts self in a responsible manner.
3. Interacts with others in a respectful manner.
4. Adheres to ethical standards.
5. Adheres to legal standards.
6. Communicates in ways that are congruent with situational needs.

7. Produces documentation to support the delivery of physical therapy services.
8. Delivers established patient care to reflect respect for and sensitivity to individual differences.
9. Participates in patient status judgments within the clinical environment based on the plan of care established by the physical therapist.
10. Obtains accurate information by performing selected data collection consistent with the plan of care established by the physical therapist.
11. Discuss the need for modifications to the plan of care established by the physical therapist.
12. Performs physical therapy interventions in a technically competent manner.
13. Educates others (patients, family, caregivers, staff, students, other health care providers) using relevant and effective teaching methods.
14. Participates in activities addressing quality of service delivery.
15. Participates in addressing patient needs for services other than physical therapy.
16. Manages resources (eg, time, space, and equipment) to achieve goals of the clinical setting.
17. Participates in fiscal management of the physical therapy clinical setting.
18. Uses physical therapy aides and other support personnel according to legal standards and ethical guidelines.
19. Implements a self-directed plan for career development and lifelong learning.
20. Assists the physical therapist in addressing primary and secondary prevention needs of individuals and groups.

CLINICAL EXPERIENCE AGREEMENT

This Agreement, made this _____ day of _____, 2025, by and between **SOUTHERN ILLINOIS MEDICAL SERVICES, NFP**, an Illinois Not-for-Profit Corporation organized and existing under the laws of the State of Illinois, hereinafter referred to as “**SIMS**” and **ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529**, hereinafter referred to as “**College**”.

WITNESSETH:

WHEREAS, SIMS is engaged in the business of delivering medical and health care services at the various SIMS’ medical clinics and physician offices located throughout the Southern Illinois region (collectively known as “**Facilities**”).

WHEREAS, College desires to utilize the Facilities for the purpose of providing programs for practical learning, internships and clinical experiences for Students who are in good academic standing (“**Students**”) as part of their professional preparation (the “**Program(s)**”); and

WHEREAS, the Facilities have patients, equipment and personnel that can provide the necessary practical learning and clinical experience for College’s Students; and have agreed to make its various inpatient and/or outpatient care Facilities available for such purposes;

NOW, THEREFORE, in consideration of the mutual covenants, conditions, promises, benefits and stipulations hereinafter expressed, and in consideration of the mutual benefits to be derived therefrom, the parties hereto agree as follows:

Responsibilities of College

1. College shall be responsible for the implementation and operation of the clinical component of its Programs at the Facilities, which Programs shall be approved in advance by the Facilities. College will coordinate with the Facilities in developing the details of the Programs including, but not limited to, each Student’s previous clinical and academic experience, course and program outlines and objectives, dates of clinical rotations, and the number of Students on assignment. College will designate a qualified College employee (herein referred to as “**faculty**” and/or “**faculty member(s)**”) to coordinate the Programs at Facility. While the College and the Facility must mutually determine, in advance, the nature, scope and extent of what clinical tasks a Student may undertake or perform, the Facility shall have the sole discretion to allow or prohibit a Student from undertaking or performing a clinical task.
 - 1.1. Responsibilities for a course with on site faculty-guided patient care activities shall include, but not be limited to the following:
 - 1.1.1. Orientation of Students to the clinical experience at Facility;
 - 1.1.2. Provision of classroom theory and practical instruction to Students prior to their clinical assignments at Facility;
 - 1.1.3. Preparation of Student/patient assignments and rotation plans for each Student and coordination of same with Facility;
 - 1.1.4. Continuing oral and written communication with Facility regarding Student performance, evaluation, absences and assignments, and other pertinent information;
 - 1.1.5. Supervision of Students and their performance at Facility;

- 1.1.6. Compliance with the policies and procedures at the Facility;
- 1.1.7. Participation, with the Students, in Facility's Quality Assurance and related programs; and
- 1.1.8. Perform such other duties as may from time to time be agreed upon between College and SIMS.
- 1.2. Responsibilities for a course with preceptor-guided clinical experiences shall include, but not be limited to, the following:
 - 1.2.1. Designate a person or persons to coordinate and act as liaison with appropriate Facility personnel;
 - 1.2.2. Provide a list of Students to appropriate departments at Facility before the Students begin the clinical experience;
 - 1.2.3. Provision of classroom theory and practical instruction to Students prior to their clinical experience at Facility;
 - 1.2.4. Coordination of clinical experiences with preceptor at Facility;
 - 1.2.5. Compliance with the policies and procedures at Facility; and
 - 1.2.6. Continuing oral and written communication with preceptor regarding pertinent Student information while Students are participating in a Program.
2. Assume the primary responsibility for the education of the Student(s).
3. Maintain records and the schedule of College Faculty visits in the appropriate department at the Facilities.
4. Inform Students that they will be subject to the regulations of the Facility while on clinical assignment/internship.
5. Make available to the Facility Program supervisor the Program training guides, materials and evaluation measures for each Program prior to commencement of the Program.
6. College will provide to SIMS for each Student in the Program, that is not currently employed by SIMS, not less than one (1) week prior to the commencement of their Program at SIMS, written evidence that each Student has had:
 - 6.1. A physical examination and clearance to wear a respirator within the last twelve (12) months;
 - 6.2. Evidence of two-step TB skin test or QuantiFERON-TB Gold blood test within the last twelve (12) months of initial assignment;
 - 6.3. Chest x-ray for Students with a positive tuberculin skin test;
 - 6.4. MMR (Mumps, Measles, Rubella) immunization;
 - 6.5. Proof of annual Flu vaccination;
 - 6.6. Hepatitis B vaccinations or provide a signed a waiver acknowledging that the Student is aware of the risks associated with not having Hepatitis B vaccinations and releasing SIMS from all liability associated with exposure to and the possibility of contracting Hepatitis B;

- 6.7. Screen for varicella immunity;
 - 6.8. College shall submit to SIMS evidence that each Student has a valid, current basic life support card; and
 - 6.9. Each participating faculty (if any) and Student shall complete and sign the SIMS Biometric Consent Form.
7. College and/or Student shall be responsible for arranging for each Student's first aid, medical care and/or treatment, if necessary, including transportation in case of illness or injury while participating in the Program at Facilities. In no event shall SIMS be financially or otherwise responsible for said medical care and treatment. College shall require each Student and, if applicable, each faculty member or other College employee participating in the Programs and engaging in any activities at any Facility to maintain health insurance during their participation in the Programs. The health insurance shall cover any illness, injury or exposure that might occur, including exposure to tuberculosis, hepatitis and HIV. Written evidence, satisfactory to SIMS, of health insurance shall be presented to SIMS or Facility not less than one (1) week prior to the date on which any Student, faculty member or other College employee commences any activity at any Facility. In the event health insurance for any Student, faculty member or other College employee is terminated, that person's participation in the Programs or activities at the Facilities shall be immediately suspended until the insurance is reinstated or new insurance coverage is obtained.
 8. College shall provide for itself, its Students, and employees participating in the Programs and engaging in any activities at SIMS pursuant to this Agreement, a policy or policies of professional liability and comprehensive general liability insurance, which shall be primary insurance in the amount of at least One Million Dollars (\$1,000,000.00) per occurrence and Three Million Dollars (\$3,000,000.00) in the annual aggregate, with insurance carriers or self insurance programs reasonably acceptable to SIMS, covering claims arising out of the negligent acts or omissions of College, its Students and College employees in connection with this Agreement. A current certificate of insurance, evidencing such coverage, shall be given to SIMS on or before execution of this Agreement and at each one (1) year interval following the Effective Date of this Agreement. The certificate furnished shall state that the insurance shall not be canceled without thirty (30) days prior written notice to SIMS (or as soon as possible if notice is received less than thirty (30) days before the effective date) of the cancellation, nonrenewable, or material change of any liability insurance policy required by this Agreement.
 9. In the event College shall have employed staff on site at SIMS, College shall have workers' compensation insurance for all faculty members and College employees participating in the Program at SIMS Facilities pursuant to this Agreement as required by the Illinois Workers' Compensation Act (the "Act") or any other Illinois law and shall provide SIMS with a certificate of insurance evidencing such coverage. A current certificate of insurance shall be given to SIMS on or before execution of this Agreement and at each one (1) year interval following the Effective Date of this Agreement. The certificate furnished shall state that the insurance shall not be canceled without thirty (30) days prior written notice to SIMS (or as soon as possible if notice is received less than thirty (30) days before the effective date) of the cancellation, nonrenewable, or material change of any liability insurance policy required by this Agreement.

SIMS shall have no responsibility or obligation to pay College's Students and faculty members for any benefits or payments due said Students and faculty members under said Act. College shall reimburse SIMS for all losses, claims, judgments or causes of action, including reasonable costs, expenses and attorneys' fees incurred by SIMS arising out of a loss, claim, judgment, acts or causes of action of any of College's Students or faculty members pursuant to the Act and/or College's violation of its obligations as set out in this paragraph, all of which are the sole responsibility of College. The obligations that SIMS, College, the Students and the faculty members have under this Section shall survive the termination of this Agreement.

10. College will direct its Students and faculty participating in the Programs to observe such rules, regulations and policies as SIMS may from time to time adopt. All Students as well as any of College's faculty or other employees participating in a Facility's aspect of the Programs shall comply with reasonable directions given by qualified Facility personnel.
11. College will direct its Students and employees to maintain as confidential all patient records and other data to which they may have access, and shall not disclose to or copy the same for any person without the express written permission of SIMS unless such disclosure is required by law or Order of the Court. All Students, faculty and other College employees participating in the Programs or engaging in any activities at any SIMS Facility shall sign a confidentiality agreement before engaging in any activities at any SIMS Facility. College, its Students, Faculty and employees will not conduct or make any formal or informal survey, research, inquiry or other study relating in any way to SIMS, its Facilities, patients, staff or programs, without first obtaining review and written approval of SIMS. College shall direct its Students and participating faculty or employees to return to SIMS all of SIMS' records and other SIMS property in their possession promptly at the termination of their duties hereunder.
12. College will direct its Students and, if applicable, its faculty members and other College employees to attend such orientation at Facility as SIMS deems necessary.
13. Prior to beginning of each student placement, the Facility and College shall agree, in writing, upon the number of students to be placed at the Facility and the duration of each placement, and shall become a part of the Agreement by reference. Should any situation arise which may threaten a student's successful completion of the placement, the Facility and College will attempt to discuss and reach mutual agreement with the Student regarding options for completing, rescheduling or cancelling the placement.
14. College shall require the Students to dress in accordance with dress and personal appearance standards approved by College. Such standards shall be in accordance with Facility's standards regarding the same. Each student and College faculty members shall at all times while at the SIMS facility wear a name tag, badge or other identifying label that clearly states the Student or faculty member's identity and the name of the College. All Students shall remain on the Facility premises for breaks, including meals. Students shall pay for their own meals at Facility.
15. College shall instruct Student that they shall be responsible for their own transportation and that they shall not be authorized to transport any client of Facility by car or other vehicle.
16. College shall provide to Students participating in Programs information and training regarding exposure to bloodborne pathogens consistent with the standards applicable for compliance with the final regulations issued by the Occupational Safety and Health Administration governing

employee exposure to bloodborne pathogens in the workplace under Section VI(b) of the Occupational Safety and Health Act of 1970, which regulations became effective March 6, 1992, and as may be amended or superseded from time to time (the “Regulations”), including, but not limited to information and training which addresses (a) the hazards associated with blood and other potentially infectious materials, (b) the protective measures to be taken to minimize the risk of occupational exposure to bloodborne pathogens, (c) the appropriate actions to take in an emergency involving exposure to blood and other potentially infectious materials and (d) the reasons the Student should participate in hepatitis B vaccination and post-exposure evaluation and follow-up. College’s responsibility with respect to the Regulations also shall include making information on where to obtain the hepatitis B vaccination available to Students or documentation of declination in accordance with the Regulations.

17. Verification of a criminal background check for each participating faculty (if any) and Student prior to that faculty or Student’s assignment at Facility. The background check will be considered favorable and the faculty member and Student may be retained, if the report shows no record of conviction of any of the criminal offenses enumerated by the Health Care Worker Background Check Act of 1996. A list of these offenses is maintained by the Human Resources Department. In the event adverse information is obtained from the criminal background check:

17.1. College will inform and discuss the results of the criminal background check with the faculty member or Student.

17.2. College will obtain in writing from the faculty or Student authorization to release results of the criminal background check information to the Facility.

17.3. Upon obtaining a signed Authorization and Release from the faculty or Student, the College will provide and discuss the information with the Facility.

17.4. In the event such Authorization and Release are not given by the Faculty or Student, the Faculty or Student shall be disqualified from participation at the Facility.

College shall also continue to monitor participating faculty (if any) and Student after the completion of the initial background check. In the event that said faculty and/or Student are convicted of any of the enumerated criminal offenses referenced hereinabove, College and/or Student shall promptly notify SIMS of such conviction.

18. All offers of clinical assignment with a facility or entity that is a member of SIMS are conditional upon the Student’s successful completion of a urine drug test. Within one (1) year prior to Student’s clinical start date, the Student must receive, at a minimum, a 9 panel urine specimen validity drug test with opiates and nitrates. Student must provide written documentation of the result to SIMS prior to Student’s clinical start date. Failing the drug test will result in withdrawal of the clinical assignment for one (1) year. SIMS will also administer reasonable suspicion drug testing per the SIH Drug-Free Workforce Policy.

19. College shall require Students to adhere to established schedules and notify Facility and College of any absences or necessary schedule changes.

Responsibilities of SIMS

20. SIMS will determine which of its Facilities shall be available for College's Program(s) and make the appropriate facilities available in order to provide a clinical experience to Students in the Program(s).
21. SIMS will make emergency medical care available for Students at Facilities through the regular SIMS procedure of handling emergencies. Expenses of such care shall be the sole responsibility of the Student.
22. SIMS will only provide professional liability insurance for its employees.
23. SIMS will permit representatives of College, upon a mutually satisfactory basis, to inspect the clinical facilities and services available for clinical experience, Student records, and other such items pertaining to the clinical training.
24. SIMS reserves the right to terminate any participating College faculty member's or Student's participation in any Program at a Facility as a result of health status, performance or other actions that it deems detrimental to patient well-being. SIMS further reserves the right to request removal of any Student whose conduct is contrary to Facility's standards of conduct as set forth in its policies and procedures. Except in unusual circumstances, SIMS will not exercise such right until it has made reasonable efforts to consult College.
 - 24.1. SIMS may immediately remove from the premises any Student who poses an immediate threat or danger to personnel or to the quality of medical services or for unprofessional behavior. SIMS shall notify College of said action as soon as possible but in no event later than forty-eight (48) hours after said removal. SIMS reserves the right to prohibit the return of any such students unless a corrective action plan satisfactory to SIMS has been proposed and its compliance assured by the College.
 - 24.2. Facility may request College to withdraw or dismiss a Student or other Program participant from the Program at a Facility when his or her clinical performance is unsatisfactory to Facility or his or her behavior, in Facility's discretion, is disruptive or detrimental to Facility and/or its patients. In such event, said Student's or Program participant's participation in the Program at a Facility shall immediately cease. Subject to the provisions of Subparagraph 24.1 above, it is understood that only College can dismiss a Student or Program participant from the Program at a Facility.
 - 24.3. SIMS will provide to College written reasons for termination, withdrawal, dismissal or request for withdrawal or dismissal of a Student or Program participant.
25. SIMS shall at all times be responsible for its patients' medical care and treatment.
26. College and SIMS acknowledge that certain information about College's Students is contained in records maintained by College and/or SIMS and that this information is confidential by reason of College policy and the Family Education Rights and Privacy Act (FERPA) of 1974 (20 U.S.C. 1232 (g)) and the regulations promulgated thereto, 34 CFR Part 99). Both parties agree to protect these records in accordance with FERPA and College Policy. To the extent permitted by law, nothing contained herein shall be construed as precluding either party from releasing such information to the other so that each can perform its respective responsibilities.
27. SIMS shall maintain professional liability and comprehensive general liability insurance in the amount of at least One Million Dollars (\$1,000,000.00) per occurrence and Three Million

Dollars (\$3,000,000.00) in the annual aggregate. This coverage may be with insurance carriers or self insurance programs and SIMS shall provide College with a current certificate of insurance upon request.

28. SIMS shall cooperate in providing opportunities for Students to develop those clinical skills listed in the Scope of Practice attached hereto as Exhibit A. The parties understand and agree that a Student may not have the opportunity to develop every skill listed in Exhibit A through his or her rotation at Facility.

Mutual Responsibilities

29. No Student, faculty member or other employee of College, while participating in the Programs, shall be deemed to be an employee of SIMS under any circumstances. SIMS shall not be liable for any payment of any wage, salary or compensation of any kind for any activity performed by the Student, faculty member or other College employee while participating in a Program at SIMS pursuant to this Agreement. No Student, faculty member or other College employee will be covered in any manner under SIMS' workers' compensation policy. It is expressly understood and agreed that this Agreement does not intend and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture or association between College or its Students, faculty members or other College employees and SIMS, but rather is an Agreement by and between independent contractors. College shall be liable for its own debts, obligations, acts and omissions, including the payment of all required withholding, social security and other taxes or benefits. Any courtesy appointments to faculty or staff by any of the Facilities shall be without entitlement of the individual to compensation or benefits for the appointed party. The provisions of this Paragraph shall survive expiration or other termination of this Agreement regardless of the cause of such termination.
30. Representatives of SIMS and College will meet at least annually during the term hereof in order to evaluate and improve the Programs. College will assist SIMS in conducting retrospective evaluations of the Program.
31. College and SIMS agree to comply with all applicable federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations to the extent that they apply to each party. College and Facility shall not engage in unlawful discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, unfavorable discharge from the military, or status as a disabled veteran of the Vietnam era.
32. The parties, by mutual agreement, may determine the appropriateness of assigning Students to work shifts other than normal day shift working hours. This determination shall be based upon the educational value of such experience.
33. The parties recognize that in the performance of this Agreement, the greatest benefits will be derived by promoting the interests of both parties, and each of the parties does, therefore, enter into this Agreement with the intention of cooperating with the other in carrying out the terms of this Agreement. Each party agrees to interpret its provisions insofar as it may legally do so, in such manner that will promote the best interest of both and render the highest service to the public. The parties mutually agree that neither of them shall be compensated by the other as a result of this Agreement.

34. For purposes of the Health Insurance Portability and Accountability Act (HIPAA), College and SIMS acknowledge that Students and participating faculty are part of the Facility's "work force", as defined in the HIPAA Privacy Regulations at 45 CFR 160.103, and as such, no Business Associate agreement is required between College and Facility. SIMS will provide the necessary HIPAA training to Students and Students will be expected to comply with HIPAA and any other confidentiality requirements of SIMS. Each Party, their respective employees, staff, agents and representatives and the Students participating under this Agreement agree to comply with all applicable federal and state laws, rules and regulations, including, without limitation, those laws and regulations governing the maintenance of medical records and confidentiality of patient information as well as with all standards promulgated by any relevant accrediting agency. Each Party, their respective employees, staff, agents and representatives and the Students participating under this Agreement agree to comply, to the extent required, with the applicable provisions of the Administrative Simplification Section of the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. § 1320d through d-8, and the requirements of any applicable regulations promulgated thereunder including without limitation the federal privacy standards as contained in 45 CFR Part 164 (the "Federal Privacy Regulations"), the federal security standards as contained in 45 CFR Part 142 (the "Federal Security Regulations") and Title XIII of the American Recovery & Reinvestment Act of 2009 (the "HITECH Act"), as well as all pertinent current and future regulations issued by the Department of Health and Human Services ("HHS") thereunder (collectively "HIPAA"). Each Party and the Students participating under this Agreement agree not to use or disclose any protected health information, as defined in 45 CFR 164.504, or individually identifiable health information, as defined in 42 U.S.C. § 1320d (collectively, the "Protected Health Information"), concerning a patient other than as permitted by this Agreement and the requirements of HIPAA or regulations promulgated under HIPAA, including without limitation the Federal Privacy Regulations and the Federal Security Regulations, or as may be required by law. Each Party will promptly report to the other Party upon knowledge and verification, any use or disclosure of a patient's Protected Health Information not provided for by this Agreement or in violation of any applicable local, state or federal law, including HIPAA, the Federal Privacy Regulations, or the Federal Security Regulations of which that Party becomes aware. Notwithstanding the foregoing, College and SIMS agree that under HIPAA, healthcare training and educational Programs for provider trainees or Students are considered a facet of healthcare operations and as such, Protected Health Information may be disclosed in the performance of such functions without patient authorization.

College, Students, participating faculty members and SIMS will make their respective internal practices, books and records relating to the use and disclosure of Protected Health Information created, received or maintained in performance of this Agreement available to the Secretary of Health and Human Services to the extent required for determining compliance with HIPAA and the Regulations.

College, Student and faculty members agree to indemnify, defend and hold harmless SIMS and its directors, officers, agents, shareholders and employees from and against any and all claims, demands, losses, expenses, costs (including reasonable attorneys' fees), damages and causes of action arising from or relating to College, Student or faculty member's breach of this Section of the Agreement. Without limiting the foregoing, College agrees to pay any costs incurred by SIMS to make legally required notifications to patients and/or any government agencies, and the costs of any reasonable remedial actions to mitigate potential harm to

patients, as a result of College, Student or faculty member's unauthorized use or disclosure of Protected Health Information provided by SIMS to College, Student or faculty member.

No attorney-client, accountant-client or other legal or equitable privilege shall be deemed to have been waived by either College or SIMS by virtue of this Section. Further, College, Students and participating faculty members may not disclose information relating to SIMS or Facilities operations and management nor may College, Students or participating faculty members remove any medical records from the Facilities or make copies thereof without the prior written approval of the administrator of the Facilities.

35. That the individual signing on behalf of each party warrants that he/she has the necessary authority to bind said party to this Agreement.

36. Neither party shall use the name of the other in any written material including but not limited to brochures, letters and circulars, without the prior written consent of the other, but with the exception of listings of facilities as may be required by College's accrediting agencies.

37. Indemnification

37.1. College will indemnify and hold SIMS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives harmless from and against any and all loss, damage, liability or claims (including, without limitation, reasonable costs and expense of litigation and reasonable attorneys' fees) arising from the negligent acts or omissions of College, its Students, employees, agents and representatives in connection with this Agreement, including claims, reasonable costs, losses, fees, penalties, interest or damages incurred by SIMS resulting from a determination at law that the College did not make proper payment of required salaries, taxes, withholding, employee benefits or statutory or other entitlements College is required to pay to or on behalf of its employees (collectively "Claims"). The indemnities herein shall not extend to any Claim(s) arising from or in any way related to any act or omissions of SIMS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives.

37.2. SIMS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives will indemnify and hold College and its Students, employees, officers, agents, and representatives harmless from and against any and all loss, damage, liability or claims (including, without limitation, reasonable costs and expense of litigation and reasonable attorneys' fees) arising from or related to the negligent acts or omissions of SIMS and its affiliates, subsidiaries or successors, now existing or hereinafter created, and each of their respective employees, officers, directors, associates, agents and representatives in connection with this Agreement, provided that the indemnities herein do not extend to Claims arising from or in any way related to the negligent acts or omissions of the College, its Students, employees, officers, agents and representatives.

37.3. Each Party agrees that it shall give the other Party prompt notice of any claim, threatened or made, or suit instituted against it, which could result in a claim for indemnification pursuant to the terms of this Section 37. This Section 37 shall survive any termination or expiration of this Agreement.

Miscellaneous

38. This Agreement takes effect on the last date set forth below in the signature lines of this Agreement (“Effective Date”) and shall continue in full force and effect for an initial term of three (3) years, unless terminated earlier as provided herein. After completion of the initial term, this Agreement will renew automatically for successive three (3) year renewal terms unless either party notifies the other party of its intention not to renew the Agreement at least ninety (90) days before the end of the then current term. All terms of this Agreement will remain in effect for each renewal term, unless otherwise modified by the parties by written agreement. This Agreement may be terminated, with or without cause, before expiration of the initial or any renewal term by either party upon ninety (90) days’ advance written notice to the other party. Either party may also terminate this Agreement at any time if the other defaults in any of its obligations hereunder, but only if such default shall have continued for a period of ten (10) days after receipt of written notice thereof by the other. SIMS agrees that if it wishes to terminate this Agreement when College is not in default and a termination notice would result in termination during a Program, such termination shall not be effective until completion of such Program. Upon the effective date of any termination of this Agreement, the obligations of the Parties shall cease immediately, except for those obligations which, by their terms, survive termination.
39. This Agreement represents the entire understanding of the parties with respect to the subject matter covered herein and supersedes and cancels all previous agreements between the parties.
40. This Agreement can be amended only by a written amendment signed by an authorized representative of each party.
41. This Agreement is to be governed and construed in accordance with the laws of the State of Illinois. Both Parties agree that jurisdiction and venue for the formal resolution of any disputes relating to this Agreement shall lie exclusively in a court of competent jurisdiction in Jackson County, Illinois.
42. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their successors, but neither this Agreement nor any rights hereunder shall be assignable by the parties without the prior written consent of the other party. Such consent shall not be unreasonably withheld if the assignment is in the context of a merger between a party and an affiliated entity of such party provided, however, that the obligations of such party under this Agreement shall not be extinguished or otherwise affected by any such assignment.
43. Nothing in this Agreement is intended to or shall create any rights or remedies in any third party.
44. The failure of either party at any time to enforce any provision of this Agreement shall in no way be construed to be a waiver of such provisions or affect the validity of this Agreement or any part thereof, or the right of either party thereafter to enforce each and every provision in accordance with the terms of this Agreement.
45. In the event that any provision of this Agreement is held to be unenforceable for any reason, the unenforceability thereof shall not affect the remainder of this Agreement, which shall remain in full force and effect and enforceable in accordance with its terms.

- 46. In the event of any litigation arising in connection with this Agreement, College and Facility agree to cooperate in risk management, prevention, claims investigation and litigation under the direct control and supervision of their respective legal counsel.
- 47. All notices or communications herein required or permitted shall be given to the respective parties by registered or certified mail return receipt requested or by overnight courier, (each notice being deemed given as of the date of mailing) or by hand delivery at their respective places of business, unless either party shall otherwise designate a new address by written notice, to the following addresses:

SIMS:

Sara B. Malone, M.D., VP/Ambulatory and Physician Services
 Southern Illinois Medical Services, NFP
 1239 East Main Street
 P.O. Box 3988
 Carbondale, IL 62902-3988

Copy to:

John R. Daly, Vice President/General Counsel
 Southern Illinois Medical Services., NFP
 1239 East Main Street
 Carbondale, IL 62902-3988

College:

Illinois Eastern Community Colleges
 Attn: Dean of Health Professions
 233 East Chestnut Street
 Olney, IL 62450

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by a duly authorized representative on the date and year written below.

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529

By: _____
 Chairman, IECC Board of Trustees

Date: _____

SOUTHERN ILLINOIS MEDICAL SERVICES, NFP

By: Sara Malone, M.D.
 Sara B. Malone, M.D., VP/ Ambulatory and Physician Services

Date: April 8, 2025

Exhibit A

Scope of Practice
Physical Therapist Assistant Program

Each student will identify his or her title in all documentation for the medical record. All students will be expected to adhere to the specific patient care/supervision guidelines as outlined in the organization’s related policies.

CLINICAL EXPERIENCE REQUESTED:

All procedures will require direct supervision until the Clinical Instructor has determined level of competence, then onsite supervision.

PROCEDURE		
Physical Agents		
Fluidotherapy	IFC	Neuroprobe
Hydrocollator packs	Monophasic	Biofeedback
Paraffin	Biphasic	Iontophoresis
Ice Pack	Point Stimulation	Jobst
Ice Massage	Combo	Lumbar Traction
Ultrasound	High Volt	Cervical Traction
Diathermy	M.E.N.S.	Massage
Infrared	T.E.N.S.	Stretching
U.V. (MED)	Russian Stimulation	
Whirlpool	Respond	
Functional Activities, Gait Training, Therapeutic Exercise		
Transfers	P.R.E. routines	Treadmill
W/C management	Isokinetic	Stationary bike
ADL activities	PROM	BAPS
Supine Stander	AAROM	Williams exercises
Gait training	AROM	McKenzie exercises
Asst. Device training	RROM	Mm balancing ex
HEP instruction		Codmans exercises
Treatment Techniques and Assessment Skills		
Jt. Mobilization	Bobath	MMT
S.T. Mobilization	Brunnstrum	Mm length assessment
Gait assessment	Rood	Observe eval/re-eval
Goniometry	P.N.F.	Vital signs
		Complete SOAP note

GUIDELINES FOR PHYSICAL THERAPIST ASSISTANT

1. Performs in a safe manner that minimizes risk to patient, self, and others.
2. Conducts self in a responsible manner.
3. Interacts with others in a respectful manner.
4. Adheres to ethical standards.
5. Adheres to legal standards.
6. Communicates in ways that are congruent with situational needs.

7. Produces documentation to support the delivery of physical therapy services.
8. Delivers established patient care to reflect respect for and sensitivity to individual differences.
9. Participates in patient status judgments within the clinical environment based on the plan of care established by the physical therapist.
10. Obtains accurate information by performing selected data collection consistent with the plan of care established by the physical therapist.
11. Discuss the need for modifications to the plan of care established by the physical therapist.
12. Performs physical therapy interventions in a technically competent manner.
13. Educates others (patients, family, caregivers, staff, students, other health care providers) using relevant and effective teaching methods.
14. Participates in activities addressing quality of service delivery.
15. Participates in addressing patient needs for services other than physical therapy.
16. Manages resources (eg, time, space, and equipment) to achieve goals of the clinical setting.
17. Participates in fiscal management of the physical therapy clinical setting.
18. Uses physical therapy aides and other support personnel according to legal standards and ethical guidelines.
19. Implements a self-directed plan for career development and lifelong learning.
20. Assists the physical therapist in addressing primary and secondary prevention needs of individuals and groups.

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 27, 2025

RE: Calendar Year Report – 403(b) Plan

Since 2009, the District has administered the IECC 403(b) Plan for the benefit of its employees using an IRS approved plan provided by our plan advisor, Marsh & McLennan Agency. Submitted for the Board's review and acceptance is the Calendar Year 2024 Report for the IECC 403(b) Plan. Due to the length of the monitoring report, the report has been sent to the Board electronically.

Under the plan employees can defer salary, on a pre-tax and post-tax basis, into 37 different investment alternatives consisting of Target Date funds, Bond portfolio, Equity portfolio, and Cash Equivalent fund options. These plan choices are monitored on a quarterly basis against market benchmarks to ensure the District is offering quality investment options; both on market performance criteria and fund participant costs. As of December 31, 2024, the plan had a total of 149 participants.

Plan assets at December 31, 2024, totaled \$7,062,052.

The Chancellor, CFO, and the Board of Trustees have a fiduciary responsibility to monitor the plan.

I ask the Board's acceptance of the Calendar Year 2024 Report for the IECC 403(b) Plan.

RG/akb

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 27, 2025

RE: Approval of Redevelopment Agreement with the City of Olney

The Illinois Capital Development Board has started construction on an approximately 8,000 square foot addition to Wattleworth Hall. This new space, dedicated to Allied Health, will feature a learning skill lab, an energized radiography room, two new nursing classrooms, and a simulation lab.

The City of Olney, through the Route 130 Tax Increment Financing (TIF) district, has prepared a Redevelopment Agreement with the district. This agreement includes a reimbursement of up to \$25,000 for eligible costs such as plan development and site preparation.

The Route 130 TIF district offers an excellent opportunity to secure financial support for this project. This partnership with the City of Olney enables us to enhance our campus and strengthens our collaborative relationship, demonstrating a shared commitment to community development and academic excellence.

I request that the Board of Trustees approve the Redevelopment Agreement.

RG/akb

Attachment

REDEVELOPMENT AGREEMENT

This Agreement is entered into this 28th day of April, 2025, with an effective date of October 14, 2024, by execution shown hereafter, by and between the **City of Olney**, Illinois, an Illinois Municipal Corporation, (hereinafter referred to as “City”) and Illinois Eastern Community College District #529 Board of Trustees (“IECC”) or an affiliate (hereinafter collectively referred to as “the Developer”).

PREAMBLE

WHEREAS, the Developer owns approximately 77 acres (the “Project Area”) within City’s Route 130 TIF District in the City of Olney, Richland County (the “Property”). The Project Area is legally described as:

A portion of the North Half of the Southeast Quarter of Section Thirty-Three, Township Four North, Range Ten East of the Third Principal Meridian, Richland County, Illinois.

Current Property Tax Identification Number 06-33-401-148

WHEREAS, the City desires to encourage the Developer to build and renovate an approximately eight thousand (8000) square foot addition its current community college facility to expand the nursing and radiography facilities, known as the Allied Health Addition, in the City of Olney (which construction is hereinafter referred to as the “Project”);

WHEREAS, it is the desire of the City and the Developer that the City assist in the improvements for the Project under the City’s grant of authority pursuant to the Tax Increment Allocation Redevelopment Act (65 ILCS 5/11-74.4-1 through 11-74.4-11, as amended [the “TIF Act”]) and if any provision of this Agreement is in conflict with the TIF Act, then the provision in conflict is void and the TIF Act shall be dispositive as to the issue;

WHEREAS, the Developer has informed the City, and the City hereby specifically finds, that without the financial support that may be provided pursuant to the “TIF Act” to reimburse some of the Project costs, the Project is not financially feasible, and the Project will not move forward;

WHEREAS, the construction of the new location is consistent with the objectives of the City’s Route 130 TIF Redevelopment Plan and Project dated 12/27/2010.

WHEREAS, this Redevelopment Agreement shall only apply to eligible expenses reasonably and necessarily incurred and paid after the Inducement Resolution passed by the City on April 28, 2025 which was made retroactive to be effective October 14, 2024.

NOW, THEREFORE, in consideration of the premises and agreements set forth below, the parties, for and in consideration of the representations relative to the proposed improvements of said real property owned by the Developer, hereby agree as follows:

Section 1. Incorporation of Recitals. The Parties agree that all of the recitals contained in the Preambles to this Agreement are true and correct, and said recitals are hereby incorporated into the Agreement as though they were fully set forth in this Section 1.

Section 2. Obligation of the Developer.

- a. Upon the approval by the City of the Redevelopment Agreement, the Developer shall proceed with the Project as described above. The Project shall be substantially complete within eighteen months of the date of execution of this Redevelopment Agreement.

- b. The Developer shall at all times undertake the Developer's Redevelopment Project, including any related activities in connection therewith, in conformance with this Agreement, all applicable federal and state laws, rules and regulations and all City Codes. The Developer shall allow authorized representatives of the City access to the work site from time to time upon reasonable advance notice as work continues and prior to completion of the work for reasonable inspection thereof.

Section 3. Obligation of the City. In consideration of the Developer's undertaking of the Project, including the incurring of Reimbursable Redevelopment Project Costs under the Redevelopment Plan, the City hereby pledges and agrees to apply a portion of the tax increment generated by the Route 130 TIF District to pay Reimbursable Project Costs incurred by the Developer, subject to the following:

- a. The City will reimburse for eligible costs up to \$25,000.00 or until all eligible costs have been fully reimbursed, whichever event occurs first.

- b. City will consider the following as potentially eligible costs reasonably and necessarily incurred and paid after the Inducement Resolution passed by the City on April 28, 2025 which was made retroactive to be effective October 14, 2024.

Site Preparation, Site Improvements, Public Infrastructure, and Engineering and other professional fees

Total Estimated Eligible Costs are far in excess of \$25,000.00

Section 4. Reimbursement Procedures.

- a. The Developer shall submit to the City's Treasurer a written statement setting forth the amount of cost incurred by the Developer for completion of the Project. Each Request shall be accompanied by such bills, invoices, lien waivers or other evidence as the City may reasonably require for documenting the Developer's costs incurred for the Project. These Requests shall be submitted in a timely manner each year until the total eligible

costs are reimbursed up to \$25,000.00 or until the expiration of this TIF District. The Developer may continue to provide Requests until all Project costs have been incurred and the Project is completed.

- b. The City's Treasurer (or designee as the case may be), shall approve or disapprove a request for payment by written notice to the Developer within 90 days after receipt of the request. Approval of a request will not be unreasonably withheld. If a request is disapproved, the reasons for disapproval will be set forth in writing; and the Developer shall resubmit the request with such additional information as may be required, and the same procedures as set forth herein for the initial submission shall apply for such resubmittals. The City shall then make a final determination.
- c. Reimbursement of approved Project costs shall be made annually no later than April 30th for the prior year if and only if the City has received the property tax proceeds from the County by April 30th. Approved Project costs shall only be reimbursed if there are monies available for such purpose. To the extent money is not available to reimburse the Developer for approved Project costs, such costs shall be reimbursed in subsequent years until the expiration of the initial term of this TIF District or until all eligible costs have been reimbursed or until the total of \$25,000.00 in eligible costs have been reimbursed, whichever event occurs first.
- d. The City Treasurer's office shall maintain an account of all payments to the Developer under this Agreement and may set up sub-accounts to track the payments made to the Developer for this Project Area.
- e. THE CITY'S OBLIGATIONS TO REIMBURSE THE DEVELOPER UNDER THIS AGREEMENT IS A LIMITED OBLIGATION PAYABLE SOLELY FROM INCREMENTAL TAXES GENERATED BY THE ROUTE 130 TIF DISTRICT AND DEPOSITED IN THE CITY'S FUNDS FROM TIME TO TIME AND SHALL NOT BE A GENERAL OBLIGATION OF THE CITY OR SECURED BY THE FULL FAITH AND CREDIT OF THE CITY.
- f. The City's obligations to reimburse the Developer for eligible TIF Project Costs, pursuant to Section 3 of this agreement, shall terminate upon the occurrence of any of the following:
 - 1. Developer's voluntary or involuntary bankruptcy resulting in a substantial change in the nature or quality of Developer's business. If the business is placed in receivership and/or being run by or on behalf of a bank or financing entity, termination will not necessarily be triggered;
 - 2. Substantial change in the nature of the Developer's business without the City's written approval;
 - 3. Sale of the Developer's business without the City's written approval. The City will provide written approval or denial of any prospective buyer upon Developer's request;
 - 4. Developer's failure to comply with the terms of this Agreement;

5. Full reimbursement of all eligible costs;
6. Full reimbursement of \$25,000.00 in eligible costs;
7. Termination of the Route 130 TIF Redevelopment Plan and Project dated 12/27/2010 per the process established by the Tax Increment Allocation Redevelopment Act or the expiration of the initial term of said Plan's initial term.

Section 5. Indemnification. The Developer shall indemnify and hold harmless the City, its agents, officers and employees against all injuries, deaths, losses, damages, claims, suits, liabilities, judgments, costs and expenses (including any liabilities, judgments, costs and expenses and reasonable attorney's fees) which may arise directly or indirectly from (i) the failure of the Developer or any contractor, subcontractor or agent or employee thereof to timely pay any contractor, subcontractor, laborer or materialman; (ii) from any default or breach of the terms of this Agreement by the Developer; or (iii) from any negligence or reckless or willful misconduct of the Developer or any contractor, subcontractor or agent or employee thereof (so long as such contractor, subcontractor or agent or employee is hired by the Developer). The Developer shall, at its own cost and expense, appear, defend and pay all charges of attorneys, costs and other expenses arising therefrom or incurred in connection therewith. If any judgment shall be rendered against the City, its agents, officers, officials or employees in any such action, the Developer shall, at its own expense, satisfy and discharge the same. This paragraph shall not apply, and the Developer shall have no obligation whatsoever, with respect to any acts of negligence or reckless or willful misconduct on the part of the City or any of its officers, agents, employees or contractors.

Section 6. Default and Remedies. Except as otherwise provided in this Agreement, in the event of any default in or breach of any term or conditions of this Agreement by either party or any successor or assign, the defaulting or breaching party (or successor or assign) shall, upon written notice from the other party, proceed immediately to cure or remedy such default or breach as follows: (a) in the event of a nonmonetary default, within thirty (30) days after receipt of notice, commence to cure or remedy such default, and (b) in the event of a monetary default, within ten (10) days after receipt of notice, commence to cure or remedy such default. In case such cure or remedy is not taken or not diligently pursued, or the default or breach shall not be cured or remedied within a reasonable time, the aggrieved party may institute such proceedings as may be necessary or desirable in its opinion to cure and remedy such default or breach, including without limitation proceedings to compel specific performance by the defaulting or breaching party. If either party shall prevail in any court proceeding to enforce any term, covenant or condition hereof, the non-prevailing party shall reimburse the prevailing party its costs and reasonable attorneys' fees on account of such proceeding.

Section 7. Termination. In the event that the Project is not substantially completed within eighteen months after the execution of this Agreement, the City may terminate this Agreement. If the City terminates this Agreement in accordance with this paragraph, Developer shall not be entitled to any further financial assistance from the City. In addition, if the Developer fails to

complete the Project, the Developer shall reimburse the City for any monies it received pursuant to this Agreement

Section 8. Assignment. This Agreement may not be assigned by the Developer without prior written approval of the City, which shall not be unreasonably withheld.

Section 9. Partial Invalidity. If any section, subsection, term or provision of this Agreement or the application thereof to any party or circumstance shall, to any extent, be invalid or unenforceable, the remainder of said section, subsection, term or provision of this Agreement or the application of the same to parties or circumstances other than those to which it is held invalid or unenforceable, shall not be affected thereby.

Section 10. Miscellaneous. Developer represents that signee has the authority to enter into this Agreement.

Section 11. Notices. All notices, demands, requests, consents, approvals or other instruments required or permitted by this Agreement shall be in writing and shall be executed by the party or an officer, agent or attorney of the party, and shall be deemed to have been effective as of the date of actual delivery, if delivered personally, or as of the third (3rd) day from and including the date of posting, if mailed by registered or certified mail, return receipt requested, with postage prepaid, addressed as follows:

To the Developer:

Attention: Ryan Hawkins
Illinois Eastern Community College
District #529 Board of Trustees.
233 East Chestnut Street
Olney, IL 62450

To the City:

Attention: City Clerk
City of Olney
300 S. Whittle Avenue
Olney, IL 62450

IN WITNESS WHEREOF, the City and Developer have caused this Agreement to be executed in their respective names and caused their respective seals, if applicable, to be affixed thereto, and attested as to the date first above written.

(SEAL)

CITY OF OLNEY, ILLINOIS

By:

Mark Lambird, Mayor

Attest:

By: _____
Kelsie J. Sterchi, City Clerk

Developer:

Illinois Eastern Community College District #529
Board of Trustees

By: _____
GARY CARTER, Board Chair -
Authorized Agent

Attest:

By: _____

Print name: _____

Print title: _____

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 27, 2025

RE: Tentative Budget for Fiscal Year 2026

I am pleased to present the tentative budget for fiscal year 2026, effective July 1, 2025, through June 30, 2026.

Every year, the district must publish the tentative budget for public inspection for a minimum of thirty days. To ensure the publication and availability for inspection are met, the tentative budget will be available for public inspection on Wednesday, May 28. The budget will be available for inspection through Tuesday, July 15, at which time the Board will review any changes from the tentative budget and will adopt the final budget.

The fiscal year 2026 tentative budget was provided to the Board under separate cover.

The budget has been reviewed by budget managers, college administrators, the Strategic Engagement Planning Council, and by the Chancellor and the CFO. It represents the anticipated revenues and expenses for the upcoming fiscal year.

The district's budget includes multiple funds. The focus is on the Educational and Operations & Maintenance Funds, which cover most of the day-to-day activities. The budget also includes special revenue funds for restricted funds like bond issuances, property taxes, auxiliary units, and various local, state, and federal grants. The revenue sources for the '25-'26 fiscal year are:

Local, including property taxes	25.99%
State Grants, restricted and unrestricted	33.03%
Federal Grants	14.12%
Tuition & Fees	18.17%
Sales & Services and Other Sources	8.69%

The budget includes significant capital investments for the year ending June 30, 2026. Most projects are carried over from on-going commitments; however, new projects are also considered. The total budgeted expenditures for capital outlay are \$22.26 million. The expenditures of the district are distributed across the following purposes:

Salaries	26.44%
Employee Benefits	5.18%
Contingencies	0.15%
Contractual Services	5.84%
Supplies	4.10%
Travel	0.86%
Fixed Charges, including bond payments	4.26%
Utilities	1.82%
Capital Outlay	26.71%
Other	7.58%
Student Grants & Waivers	17.06%

The tentative budget is designed to be flexible to address the needs throughout the fiscal year. It reflects a commitment to the efficient use of resources. The budget is based on the information available at the time of publication. Any revisions will be identified before the final budget presentation on July 15, 2025.

The attached Budget Resolution establishes a date by which the tentative budget will be available for public inspection, establishes a public hearing date for July 15, 2025, at Olney Central College, and states the budget will be adopted by the Board on July 15, 2025, following the hearing.

I ask the Board to approve the Budget Resolution and Tentative Budget for the fiscal year beginning July 1, 2025.

RG/akb
Attachment

BOARD OF TRUSTEES
RESOLUTION
BUDGET FISCAL YEAR 2026

BE IT RESOLVED by the Board of Trustees of Illinois Eastern Community Colleges District No. 529 of the State of Illinois, that the following requirements are hereby established relative to the budget for said community college district for the 2026 fiscal year:

1. Date of Fiscal Year: July 1, 2025 – June 30, 2026.
2. Publication of Notice of Public Hearing on Budget: On or before June 13, 2025.
3. Tentative Budget to be available for Public Inspection at the District Business Office: On and after May 28, 2025.
4. Public Hearing on Budget: July 15, 2025, at the hour of 6:15 p.m. local time, Olney Central College, 305 N. West Street, Olney, Illinois 62450.
5. Adoption of Budget: July 15, 2025, following the Public Hearing.

BY ORDER OF THE BOARD OF TRUSTEES,
ILLINOIS EASTERN COMMUNITY COLLEGES
DISTRICT NO. 529

Chairman, Board of Trustees

Date

May 27, 2025

Secretary, Board of Trustees

Date

May 27, 2025

**ILLINOIS EASTERN COMMUNITY COLLEGES
DISTRICT #529**

**TREASURER'S REPORT
April 30, 2025**

FUND	BALANCE
Educational	\$ 8,434,874.41
Operations & Maintenance	954,005.43
Operations & Maintenance (Restricted)	2,828,279.81
Bond & Interest	505,613.04
Auxiliary	1,469,426.43
Restricted Purposes	514,418.22
Working Cash	737,767.56
Trust & Agency	559,198.51
Audit	3,596.63
Liability, Protection & Settlement	<u>(1,006,462.28)</u>
 TOTAL ALL FUNDS	 <u>\$ 15,000,717.76</u>

Respectfully submitted,

Ryan Hawkins, Treasurer

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
April 30, 2025

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
ASSETS						
Cash	\$ 8,461,174	\$ 954,005	\$ 2,828,280	\$ 505,613	\$ 1,489,926	\$ 514,418
Investments	8,918,550	2,790,161	6,073,901	-	2,197,091	-
Accounts Receivable	2,305,311	254,733	-	-	308,552	-
Other Receivables	887,842	69	1,108	-	4,023	40,638
Restricted Cash	-	-	4,502,657	-	-	-
Inventory	-	-	-	-	625,408	-
Other Assets	57,508	-	-	-	-	484,848
Due From Other Funds	-	-	-	-	-	-
Total Assets	<u>\$ 20,630,385</u>	<u>\$ 3,998,968</u>	<u>\$ 13,405,946</u>	<u>\$ 505,613</u>	<u>\$ 4,625,000</u>	<u>\$ 1,039,904</u>
LIABILITIES						
Accounts Payable	\$ 12,124	\$ 78,615	\$ -	\$ -	\$ (8,815)	\$ 2,311
Accrued Payroll Liabilities	277,183	-	-	-	-	-
Other Accrued Liabilities	2,772,219	192,218	25,664	-	40,868	(38,700)
Due to Other Funds	-	-	-	-	-	-
Total Liabilities	<u>3,061,526</u>	<u>270,833</u>	<u>25,664</u>	<u>-</u>	<u>32,053</u>	<u>(36,389)</u>
FUND BALANCES						
Non-Spendable	-	-	-	-	625,408	-
Restricted						
Board Designated	11,325,108	1,411,544	-	-	-	-
Other Purposes	-	1,968,608	10,867,498	505,613	-	-
Encumbered	4,092,382	347,983	2,512,784	-	892,522	460,989
Unassigned	2,151,369	-	-	-	3,075,017	615,304
Total Fund Balances	<u>17,568,859</u>	<u>3,728,135</u>	<u>13,380,282</u>	<u>505,613</u>	<u>4,592,947</u>	<u>1,076,293</u>
Total Liabilities and Fund Balances	<u>\$ 20,630,385</u>	<u>\$ 3,998,968</u>	<u>\$ 13,405,946</u>	<u>\$ 505,613</u>	<u>\$ 4,625,000</u>	<u>\$ 1,039,904</u>

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
April 30, 2025

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
ASSETS					
Cash	\$ 737,768	\$ 559,199	\$ 3,597	\$ (1,006,462)	\$ 15,047,518
Investments	4,070,101	-	-	1,500,000	25,549,804
Accounts Receivable	-	-	-	-	2,868,596
Other Receivables	67,322	23,076	-	-	1,024,078
Restricted Cash	-	-	-	-	4,502,657
Inventory	-	-	-	-	625,408
Other Assets	-	-	-	-	542,356
Due From Other Funds	1,500,000	-	-	-	1,500,000
Total Assets	<u>\$ 6,375,191</u>	<u>\$ 582,275</u>	<u>\$ 3,597</u>	<u>\$ 493,538</u>	<u>\$ 51,660,417</u>
LIABILITIES					
Accounts Payable	\$ -	\$ 3,130	\$ -	\$ -	\$ 87,365
Accrued Payroll Liabilities	-	-	-	-	277,183
Other Accrued Liabilities	-	-	-	163	2,992,432
Due to Other Funds	-	-	-	1,500,000	1,500,000
Total Liabilities	<u>-</u>	<u>3,130</u>	<u>-</u>	<u>1,500,163</u>	<u>4,856,980</u>
FUND BALANCES					
Non-Spendable	6,315,000	-	-	-	6,940,408
Restricted					
Board Designated	-	-	-	-	12,736,652
Other Purposes	60,191	568,780	3,597	(1,012,528)	12,961,759
Encumbered	-	10,365	-	5,903	8,322,928
Unassigned	-	-	-	-	5,841,690
Total Fund Balances	<u>6,375,191</u>	<u>579,145</u>	<u>3,597</u>	<u>(1,006,625)</u>	<u>46,803,437</u>
Total Liabilities and Fund Balances	<u>\$ 6,375,191</u>	<u>\$ 582,275</u>	<u>\$ 3,597</u>	<u>\$ 493,538</u>	<u>\$ 51,660,417</u>

Illinois Eastern Community Colleges
Statements of Revenues, Expenditures, and Changes in Fund Balance - All Funds (Unaudited)
For the Period Ended April 30, 2025

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
REVENUES						
Property Taxes	\$ 4,546,528	\$ 1,682,477	\$ 201,442	\$ 1,707,079	\$ -	\$ -
Replacement Taxes	-	538,352	-	-	-	-
ICCB Grants	11,841,053	-	118,841	-	-	1,200,695
Federal Grants	-	-	-	-	-	8,023,274
Tuition & Fees	12,077,533	940,923	-	-	200,568	-
Charges for Services	45,608	93,780	-	-	2,417,344	-
Interest	458,921	65,586	306,564	17,090	93,693	16,739
Other Revenues	152,998	302,548	52,518	-	161,261	178,700
Total Revenues	<u>29,122,641</u>	<u>3,623,666</u>	<u>679,365</u>	<u>1,724,169</u>	<u>2,872,866</u>	<u>9,419,408</u>
EXPENDITURES						
Payroll	13,041,887	1,046,154	-	-	1,886,106	1,514,480
Benefits	2,295,622	263,619	-	-	227,595	320,756
Contractual Services	1,774,514	432,307	178,195	-	455,176	370,510
Supplies	1,398,351	225,822	5,178	-	1,378,754	222,070
Travel	184,847	112	-	-	406,371	82,197
Fixed	44,654	36	-	1,575,724	169,997	306
Utilities	46,174	1,199,199	-	-	-	-
Capital Outlay	192,229	205,713	2,516,101	-	35,714	715,709
Other	128,287	680	3,120	-	79,141	1,407,737
Scholarships, Student Grants, & Waivers	5,259,065	-	-	-	274,500	4,798,777
Total Expenditures	<u>24,365,630</u>	<u>3,373,642</u>	<u>2,702,594</u>	<u>1,575,724</u>	<u>4,913,354</u>	<u>9,432,542</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>4,757,011</u>	<u>250,024</u>	<u>(2,023,229)</u>	<u>148,445</u>	<u>(2,040,488)</u>	<u>(13,134)</u>
TRANSFERS						
Net Transfers	(2,096,588)	10,000	-	-	2,086,588	-
Total Transfers	<u>(2,096,588)</u>	<u>10,000</u>	<u>-</u>	<u>-</u>	<u>2,086,588</u>	<u>-</u>
Net Change in Fund Balance	<u>2,660,423</u>	<u>260,024</u>	<u>(2,023,229)</u>	<u>148,445</u>	<u>46,100</u>	<u>(13,134)</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>\$ 17,568,859</u>	<u>\$ 3,728,135</u>	<u>\$ 13,380,282</u>	<u>\$ 505,613</u>	<u>\$ 4,592,947</u>	<u>\$ 1,076,293</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	\$ -	\$ -	\$ 62,994	\$ 1,352,673	\$ 9,553,193
Replacement Taxes	-	-	-	-	538,352
ICCB Grants	-	-	-	-	13,160,589
Federal Grants	-	-	-	-	8,023,274
Tuition & Fees	-	-	-	-	13,219,024
Charges for Services	-	21,343	-	-	2,578,075
Interest	68,081	16,529	88	11,241	1,054,532
Other Revenues	-	517,472	-	1,428	1,366,925
Total Revenues	<u>68,081</u>	<u>555,344</u>	<u>63,082</u>	<u>1,365,342</u>	<u>49,493,964</u>
EXPENDITURES					
Payroll	-	-	-	-	17,488,627
Benefits	-	-	-	145,357	3,252,949
Contractual Services	-	5,805	60,100	532,157	3,808,764
Supplies	-	25,871	-	6,436	3,262,482
Travel	-	5,945	-	-	679,472
Fixed	-	-	-	534,203	2,324,920
Utilities	-	-	-	-	1,245,373
Capital Outlay	-	-	-	-	3,665,466
Other	-	11,553	-	1,503,380	3,133,898
Scholarships, Student Grants, & Waivers	-	478,590	-	-	10,810,932
Total Expenditures	<u>-</u>	<u>527,764</u>	<u>60,100</u>	<u>2,721,533</u>	<u>49,672,883</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>68,081</u>	<u>27,580</u>	<u>2,982</u>	<u>(1,356,191)</u>	<u>(178,919)</u>
TRANSFERS					
Net Transfers	-	-	-	-	-
Total Transfers	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Change in Fund Balance	<u>68,081</u>	<u>27,580</u>	<u>2,982</u>	<u>(1,356,191)</u>	<u>(178,919)</u>
Fund Balance - Beginning	6,307,110	551,565	615	349,566	46,982,356
Fund Balance - Ending	<u>\$ 6,375,191</u>	<u>\$ 579,145</u>	<u>\$ 3,597</u>	<u>\$ (1,006,625)</u>	<u>\$ 46,803,437</u>

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
April 30, 2025

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 15,000,718	\$ 13,692,877
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	25,500
CDB PROJECT TRUST	4,502,657	3,973,434
PREPAID EXPENSES	57,508	8,391
INVESTMENTS	25,549,804	31,025,012
RECEIVABLES	3,817,960	3,754,334
ACCRUED REVENUE	74,714	45,095
INTERFUND RECEIVABLES	1,500,000	-
INVENTORY	625,408	571,230
OTHER ASSETS	484,848	458,357
FIXED ASSETS (Net of Depr)	33,887,327	26,223,981
TOTAL ASSETS AND OTHER DEBITS:	\$ 85,547,744	\$ 79,799,511
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 277,346	\$ 4,182
ACCOUNTS PAYABLE	129,556	450,575
DEFERRED REVENUE	2,549,446	2,830,929
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	1,900,631	375,857
TOTAL LIABILITIES:	18,481,123	18,118,189
FUND BALANCES:		
FUND BALANCE	38,480,510	40,048,758
INVESTMENT IN PLANT (Net of Depr)	33,887,327	26,223,981
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(13,624,144)	(14,456,646)
RESERVE FOR ENCUMBRANCES	8,322,928	9,865,229
TOTAL EQUITY AND OTHER CREDITS	67,066,621	61,681,322
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 85,547,744	\$ 79,799,511

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
March 31, 2025

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 16,629,437	\$ 14,907,838
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	25,500
CDB PROJECT TRUST	4,614,304	4,006,229
PREPAID EXPENSES	86,262	39,132
INVESTMENTS	26,215,119	31,019,048
RECEIVABLES	2,700,587	2,143,104
ACCRUED REVENUE	88,246	45,095
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	638,738
OTHER ASSETS	479,659	453,125
FIXED ASSETS (Net of Depr)	33,498,143	25,845,457
TOTAL ASSETS AND OTHER DEBITS:	\$ 84,983,965	\$ 79,144,566
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 279,892	\$ 2,121
ACCOUNTS PAYABLE	290,577	30,133
DEFERRED REVENUE	1,276,255	963,162
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:	15,470,868	15,452,062
FUND BALANCES:		
FUND BALANCE	39,356,296	39,224,674
INVESTMENT IN PLANT (Net of Depr)	33,498,143	25,845,457
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(13,624,144)	(14,456,646)
RESERVE FOR ENCUMBRANCES	10,282,802	13,079,019
TOTAL EQUITY AND OTHER CREDITS	69,513,097	63,692,504
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 84,983,965	\$ 79,144,566

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
Comparative Combined Balance Sheets - All Funds
January 31, 2025

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 15,105,199	\$ 15,100,241
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	4,614,304	4,006,229
PREPAID EXPENSES	143,769	100,614
INVESTMENTS	27,229,845	31,935,808
RECEIVABLES	3,307,996	3,097,717
ACCRUED REVENUE	144,282	106,260
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	638,738
OTHER ASSETS	479,659	453,125
FIXED ASSETS (Net of Depr)	33,503,664	24,804,815
TOTAL ASSETS AND OTHER DEBITS:	\$ 85,200,926	\$ 80,279,347
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 275,013	\$ -
ACCOUNTS PAYABLE	(22,292)	364,470
DEFERRED REVENUE	78,523	94,911
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:	13,955,388	14,916,027
FUND BALANCES:		
FUND BALANCE	38,150,085	40,693,990
INVESTMENT IN PLANT (Net of Depr)	33,503,664	24,804,815
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(13,624,144)	(14,456,646)
RESERVE FOR ENCUMBRANCES	13,215,933	14,321,161
TOTAL EQUITY AND OTHER CREDITS	71,245,538	65,363,320
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 85,200,926	\$ 80,279,347

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
December 31, 2024

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 14,965,261	\$ 15,901,893
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	4,614,304	3,947,286
PREPAID EXPENSES	172,523	131,355
INVESTMENTS	27,331,834	31,410,265
RECEIVABLES	3,708,139	3,407,810
ACCRUED REVENUE	196,943	106,260
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	638,738
OTHER ASSETS	476,041	444,410
FIXED ASSETS (Net of Depr)	33,160,165	24,651,091
TOTAL ASSETS AND OTHER DEBITS:	\$ 85,297,418	\$ 80,674,908
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 3,431	\$ 4,529
ACCOUNTS PAYABLE	73,005	104,260
DEFERRED REVENUE	71,942	52,772
L-T DEBT GROUP (FUND 9)	7,343,497	2,425,237
OPEB (Prior Year Restated for GASB 75 Implementation)	6,280,647	5,856,409
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	13,772,522	8,443,207
FUND BALANCES:		
FUND BALANCE	36,435,186	39,745,168
INVESTMENT IN PLANT (Net of Depr)	33,160,165	24,651,091
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(13,624,144)	(8,281,646)
RESERVE FOR ENCUMBRANCES	15,553,689	16,117,088
TOTAL EQUITY AND OTHER CREDITS	71,524,896	72,231,701
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 85,297,418	\$ 80,674,908

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
November 30, 2024

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 16,464,260	\$ 16,201,068
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	4,614,304	3,947,286
PREPAID EXPENSES	201,276	162,096
INVESTMENTS	27,400,255	30,910,182
RECEIVABLES	3,341,092	2,927,562
ACCRUED REVENUE	273,477	106,260
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	638,738
OTHER ASSETS	476,041	444,410
FIXED ASSETS (Net of Depr)	32,231,453	24,529,929
TOTAL ASSETS AND OTHER DEBITS:	\$ 85,674,366	\$ 79,903,331
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 4,762	\$ -
ACCOUNTS PAYABLE	77,178	231,724
DEFERRED REVENUE	50,052	56,214
L-T DEBT GROUP (FUND 9)	8,683,496	2,925,237
OPEB (Prior Year Restated for GASB 75 Implementation)	6,280,647	5,856,409
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	15,096,135	9,069,584
FUND BALANCES:		
FUND BALANCE	35,472,960	37,304,874
INVESTMENT IN PLANT (Net of Depr)	32,231,453	24,529,929
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,964,143)	(8,781,646)
RESERVE FOR ENCUMBRANCES	17,837,961	17,780,590
TOTAL EQUITY AND OTHER CREDITS	70,578,231	70,833,747
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 85,674,366	\$ 79,903,331

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
October 31, 2024

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 16,819,165	\$ 16,941,545
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	4,614,304	3,946,504
PREPAID EXPENSES	230,030	192,837
INVESTMENTS	28,470,633	30,138,695
RECEIVABLES	2,491,640	2,233,164
ACCRUED REVENUE	298,993	163,779
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	701,173
OTHER ASSETS	476,041	444,410
FIXED ASSETS (Net of Depr)	32,223,470	24,384,726
TOTAL ASSETS AND OTHER DEBITS:	\$ 86,296,484	\$ 79,182,633
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 12,287	\$ 9,387
ACCOUNTS PAYABLE	34,818	414,750
DEFERRED REVENUE	54,524	63,420
L-T DEBT GROUP (FUND 9)	8,683,496	4,255,237
OPEB (Prior Year Restated for GASB 75 Implementation)	6,280,647	5,856,409
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	15,065,772	10,599,203
FUND BALANCES:		
FUND BALANCE	34,518,128	37,667,003
INVESTMENT IN PLANT (Net of Depr)	32,223,470	24,384,726
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,964,143)	(10,111,646)
RESERVE FOR ENCUMBRANCES	19,453,257	16,643,347
TOTAL EQUITY AND OTHER CREDITS	71,230,712	68,583,430
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 86,296,484	\$ 79,182,633

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
September 30, 2024

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 14,406,122	\$ 15,994,671
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	4,614,304	3,946,504
PREPAID EXPENSES	258,783	254,319
INVESTMENTS	28,189,958	24,136,973
RECEIVABLES	2,694,267	2,696,776
ACCRUED REVENUE	367,328	163,779
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	701,173
OTHER ASSETS	467,338	440,364
FIXED ASSETS (Net of Depr)	31,528,189	24,174,731
TOTAL ASSETS AND OTHER DEBITS:	\$ 83,198,497	\$ 72,545,090
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 24,101	\$ 270
ACCOUNTS PAYABLE	57,466	446,527
DEFERRED REVENUE	69,116	110,878
L-T DEBT GROUP (FUND 9)	8,683,496	4,255,237
OPEB (Prior Year Restated for GASB 75 Implementation)	6,280,647	5,856,409
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	15,114,826	10,669,321
FUND BALANCES:		
FUND BALANCE	29,760,693	28,564,015
INVESTMENT IN PLANT (Net of Depr)	31,528,189	24,174,731
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,964,143)	(10,111,646)
RESERVE FOR ENCUMBRANCES	21,758,932	19,248,669
TOTAL EQUITY AND OTHER CREDITS	68,083,671	61,875,769
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 83,198,497	\$ 72,545,090

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
August 31, 2024

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 13,384,931	\$ 13,528,152
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	3,915,659	3,864,479
PREPAID EXPENSES	287,537	254,319
INVESTMENTS	28,931,141	19,136,580
RECEIVABLES	3,947,363	10,057,367
ACCRUED REVENUE	568,168	163,779
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	701,173
OTHER ASSETS	467,338	440,364
FIXED ASSETS (Net of Depr)	30,988,253	23,945,457
TOTAL ASSETS AND OTHER DEBITS:	\$ 83,162,598	\$ 72,127,470
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 3,746	\$ 16,588
ACCOUNTS PAYABLE	199,851	433,882
DEFERRED REVENUE	76,065	129,279
L-T DEBT GROUP (FUND 9)	8,662,950	4,255,237
OPEB (Prior Year Restated for GASB 75 Implementation)	6,280,647	5,856,409
OTHER LIABILITIES	375,857	-
TOTAL LIABILITIES:	15,599,116	10,699,671
FUND BALANCES:		
FUND BALANCE	28,935,525	27,271,313
INVESTMENT IN PLANT (Net of Depr)	30,988,253	23,945,457
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,943,597)	(10,111,646)
RESERVE FOR ENCUMBRANCES	22,583,301	20,322,675
TOTAL EQUITY AND OTHER CREDITS	67,563,482	61,427,799
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 83,162,598	\$ 72,127,470

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
July 31, 2024

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 11,802,522	\$ 13,136,316
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	3,915,659	3,864,479
PREPAID EXPENSES	316,290	238,918
INVESTMENTS	29,647,641	19,656,168
RECEIVABLES	3,999,221	4,017,586
ACCRUED REVENUE	568,168	180,449
INTERFUND RECEIVABLES	-	-
INVENTORY	625,408	701,173
OTHER ASSETS	467,338	440,364
FIXED ASSETS (Net of Depr)	27,484,144	21,476,765
TOTAL ASSETS AND OTHER DEBITS:	\$ 78,873,191	\$ 63,748,018
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ -	\$ -
ACCOUNTS PAYABLE	468,426	148,544
DEFERRED REVENUE	48,197	63,724
L-T DEBT GROUP (FUND 9)	8,662,950	4,228,644
OPEB (Prior Year Restated for GASB 75 Implementation)	5,856,409	13,963,316
OTHER LIABILITIES	375,857	392,859
TOTAL LIABILITIES:	15,411,839	18,805,363
FUND BALANCES:		
FUND BALANCE	25,886,898	19,098,194
INVESTMENT IN PLANT (Net of Depr)	27,484,144	21,476,765
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,519,359)	(18,191,960)
RESERVE FOR ENCUMBRANCES	24,609,669	22,559,656
TOTAL EQUITY AND OTHER CREDITS	63,461,352	44,942,655
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 78,873,191	\$ 63,748,018

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
June 30, 2024

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2024	2023
ASSETS:		
CASH	\$ 12,268,225	\$ 14,585,567
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	3,973,434	3,864,479
PREPAID EXPENSES	76,868	265,464
INVESTMENTS	29,797,988	20,161,552
RECEIVABLES	4,259,177	3,795,457
ACCRUED REVENUE	45,095	204,819
INTERFUND RECEIVABLES	-	-
INVENTORY	571,230	701,173
OTHER ASSETS	458,357	437,696
FIXED ASSETS (Net of Depr)	27,108,221	21,076,915
TOTAL ASSETS AND OTHER DEBITS:	\$ 78,605,395	\$ 65,128,922
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 684	\$ 7,020
ACCOUNTS PAYABLE	-	30,403
DEFERRED REVENUE	4,320,996	3,979,685
L-T DEBT GROUP (FUND 9)	8,600,237	4,073,092
OPEB (Prior Year Restated for GASB 75 Implementation)	5,856,409	13,963,316
OTHER LIABILITIES	375,857	392,859
TOTAL LIABILITIES:	19,154,183	22,446,375
FUND BALANCES:		
FUND BALANCE	38,407,495	34,274,319
INVESTMENT IN PLANT (Net of Depr)	27,108,221	21,076,915
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,456,646)	(18,036,408)
RESERVE FOR ENCUMBRANCES	8,392,142	5,367,721
TOTAL EQUITY AND OTHER CREDITS	59,451,212	42,682,547
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 78,605,395	\$ 65,128,922

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
May 31, 2024

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2024	2023
ASSETS:		
CASH	\$ 13,840,626	\$ 15,655,336
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	3,973,434	3,876,650
PREPAID EXPENSES	4,196	-
INVESTMENTS	29,792,930	20,161,414
RECEIVABLES	4,460,412	4,570,928
ACCRUED REVENUE	45,095	-
INTERFUND RECEIVABLES	-	-
INVENTORY	571,230	610,360
OTHER ASSETS	458,357	437,696
FIXED ASSETS (Net of Depr)	26,430,676	20,865,652
TOTAL ASSETS AND OTHER DEBITS:	\$ 79,623,756	\$ 66,213,836
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 6,068	\$ -
ACCOUNTS PAYABLE	(5,240)	899,181
ACCRUED EXPENSES	-	-
INTERFUND PAYABLES	-	-
DEFERRED REVENUE	3,922,186	3,777,586
L-T DEBT GROUP (FUND 9)	8,600,237	4,073,092
OPEB (Prior Year Restated for GASB 75 Implementation)	5,856,409	13,963,316
OTHER LIABILITIES	375,857	392,859
TOTAL LIABILITIES:	18,755,517	23,106,034
FUND BALANCES:		
FUND BALANCE	40,840,790	33,266,991
INVESTMENT IN PLANT (Net of Depr)	26,430,676	20,865,652
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,456,646)	(18,036,408)
RESERVE FOR ENCUMBRANCES	8,053,419	7,011,567
TOTAL EQUITY AND OTHER CREDITS	60,868,239	43,107,802
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 79,623,756	\$ 66,213,836

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
April 30, 2024

	ALL FUNDS	
	Fiscal Year 2024	Fiscal Year 2023
ASSETS:		
CASH	\$ 13,692,877	\$ 15,867,101
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	3,973,434	3,876,650
PREPAID EXPENSES	8,391	-
INVESTMENTS	31,025,012	20,155,561
RECEIVABLES	3,754,334	3,900,830
ACCRUED REVENUE	45,095	-
INTERFUND RECEIVABLES	-	-
INVENTORY	571,230	610,360
OTHER ASSETS	458,357	437,696
FIXED ASSETS (Net of Depr)	26,223,981	20,827,931
TOTAL ASSETS AND OTHER DEBITS:	\$ 79,799,511	\$ 65,711,929
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 4,182	\$ 5,010
ACCOUNTS PAYABLE	450,575	466,970
ACCRUED EXPENSES	-	-
INTERFUND PAYABLES	-	-
DEFERRED REVENUE	2,830,929	2,734,225
L-T DEBT GROUP (FUND 9)	8,600,237	4,073,092
OPEB (Prior Year Restated for GASB 75 Implementation)	5,856,409	13,963,316
OTHER LIABILITIES	375,857	392,859
TOTAL LIABILITIES:	18,118,189	21,635,472
FUND BALANCES:		
FUND BALANCE	40,048,758	32,167,862
INVESTMENT IN PLANT (Net of Depr)	26,223,981	20,827,931
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,456,646)	(18,036,408)
RESERVE FOR ENCUMBRANCES	9,865,229	9,117,072
TOTAL EQUITY AND OTHER CREDITS	61,681,322	44,076,457
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 79,799,511	\$ 65,711,929

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
March 31, 2024

	ALL FUNDS	
	Fiscal Year 2024	Fiscal Year 2023
ASSETS:		
CASH	\$ 14,907,838	\$ 16,675,331
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	4,006,229	3,909,022
PREPAID EXPENSES	39,132	28,253
INVESTMENTS	31,019,048	19,655,005
RECEIVABLES	2,143,104	2,921,886
ACCRUED REVENUE	45,095	-
INTERFUND RECEIVABLES	-	-
INVENTORY	638,738	610,360
OTHER ASSETS	453,125	438,300
FIXED ASSETS (Net of Depr)	25,845,457	20,623,949
TOTAL ASSETS AND OTHER DEBITS:	\$ 79,144,566	\$ 64,897,906
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 2,121	\$ -
ACCOUNTS PAYABLE	30,133	347,724
ACCRUED EXPENSES	-	
INTERFUND PAYABLES	-	
DEFERRED REVENUE	963,162	1,628,992
L-T DEBT GROUP (FUND 9)	8,600,237	4,073,092
OPEB (Prior Year Restated for GASB 75 Implementation)	5,856,409	13,963,316
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	15,452,062	20,013,124
FUND BALANCES:		
FUND BALANCE	39,224,674	31,615,821
INVESTMENT IN PLANT (Net of Depr)	25,845,457	20,623,949
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,456,646)	(18,036,408)
RESERVE FOR ENCUMBRANCES	13,079,019	10,681,420
TOTAL EQUITY AND OTHER CREDITS	63,692,504	44,884,782
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 79,144,566	\$ 64,897,906

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
February 29, 2024

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2024	2023
ASSETS:		
CASH	\$ 16,585,318	\$ 15,590,262
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	14,500
CDB PROJECT TRUST	4,006,229	3,909,022
PREPAID EXPENSES	69,873	56,506
INVESTMENTS	30,985,682	19,654,586
RECEIVABLES	1,817,263	2,067,402
ACCRUED REVENUE	106,260	5,029
INTERFUND RECEIVABLES	-	-
INVENTORY	638,738	610,360
OTHER ASSETS	453,125	438,300
FIXED ASSETS (Net of Depr)	25,187,919	20,552,582
TOTAL ASSETS AND OTHER DEBITS:	\$ 79,897,207	\$ 62,919,849
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 2,366	\$ -
ACCOUNTS PAYABLE	(2,954)	330,942
ACCRUED EXPENSES	-	-
INTERFUND PAYABLES	-	-
DEFERRED REVENUE	82,108	70,983
L-T DEBT GROUP (FUND 9)	8,600,237	4,073,092
OPEB (Prior Year Restated for GASB 75 Implementation)	5,856,409	13,963,316
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	14,538,166	18,438,333
FUND BALANCES:		
FUND BALANCE	42,238,428	30,648,197
INVESTMENT IN PLANT (Net of Depr)	25,187,919	20,552,582
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,456,646)	(18,036,408)
RESERVE FOR ENCUMBRANCES	12,389,340	11,317,145
TOTAL EQUITY AND OTHER CREDITS	65,359,041	44,481,516
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 79,897,207	\$ 62,919,849

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
January 31, 2024

	ALL FUNDS	
	Fiscal Year 2024	Fiscal Year 2023
ASSETS:		
CASH	\$ 15,100,241	\$ 18,368,756
IMPREST FUND	21,300	21,300
CHECK CLEARING	14,500	14,500
CDB PROJECT TRUST	4,006,229	3,909,022
PREPAID EXPENSES	100,614	84,758
INVESTMENTS	31,935,808	19,652,871
RECEIVABLES	3,097,717	3,368,925
ACCRUED REVENUE	106,260	5,029
INTERFUND RECEIVABLES	-	-
INVENTORY	638,738	610,360
OTHER ASSETS	453,125	438,300
FIXED ASSETS (Net of Depr)	24,804,815	20,372,331
TOTAL ASSETS AND OTHER DEBITS:	\$ 80,279,347	\$ 66,846,152
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ -	\$ -
ACCOUNTS PAYABLE	364,470	281,316
ACCRUED EXPENSES	-	-
INTERFUND PAYABLES	-	-
DEFERRED REVENUE	94,911	85,393
L-T DEBT GROUP (FUND 9)	8,600,237	4,073,092
OPEB (Prior Year Restated for GASB 75 Implementation)	5,856,409	13,963,316
OTHER LIABILITIES	-	-
TOTAL LIABILITIES:	14,916,027	18,403,117
FUND BALANCES:		
FUND BALANCE	40,693,990	32,853,864
INVESTMENT IN PLANT (Net of Depr)	24,804,815	20,372,331
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(14,456,646)	(18,036,408)
RESERVE FOR ENCUMBRANCES	14,321,161	13,253,248
TOTAL EQUITY AND OTHER CREDITS	65,363,320	48,443,035
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 80,279,347	\$ 66,846,152

**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 April	% of Budget	Budget	Spent Thru April	% of Budget	Tentative Budget	Spent Thru April	% of Budget	
Frontier	Bills		\$ 754,459			\$ 647,729			\$ 680,163		
	Payroll		1,928,323			1,922,234			1,963,929		
	Waivers		671,703			659,098			468,289		
	Totals	\$ 3,873,183	3,354,485	64%	\$ 3,936,161	3,229,061	82%	\$ 4,523,243	3,112,381	69%	83%
Lincoln Trail	Bills		\$ 980,179			\$ 1,017,255			\$ 958,846		
	Payroll		2,076,428			1,954,405			2,106,045		
	Waivers		783,567			880,514			640,670		
	Totals	\$ 4,727,391	3,840,174	62%	\$ 4,542,114	3,852,174	85%	\$ 4,760,106	3,705,561	78%	83%
Olney Central	Bills		\$ 1,605,405			\$ 1,716,611			\$ 1,609,755		
	Payroll		4,114,514			3,879,787			3,801,797		
	Waivers		633,972			686,998			527,291		
	Totals	\$ 7,402,072	6,353,891	64%	\$ 7,643,937	6,283,396	82%	\$ 7,622,079	5,938,843	78%	83%
Wabash Valley	Bills		\$ 1,137,642			\$ 1,307,475			\$ 1,164,884		
	Payroll		2,816,089			2,601,729			2,544,008		
	Waivers		1,161,744			1,195,544			752,075		
	Totals	\$ 6,271,689	5,115,475	64%	\$ 5,915,330	5,104,748	86%	\$ 5,816,006	4,460,967	77%	83%
Workforce Educ.	Bills		\$ 166,593			\$ 180,639			\$ 192,518		
	Payroll		571,724			638,219			613,054		
	Waivers		1,598,774			1,728,869			1,841,420		
	Totals	\$ 2,761,446	2,337,091	58%	\$ 2,619,370	2,547,727	97%	\$ 2,740,542	2,646,992	97%	83%
District Wide	Bills		\$ 3,744,035			\$ 4,398,398			\$ 3,786,000		
	Payroll		2,231,708			2,835,110			3,059,208		
	Waivers		152,775			61,316			1,029,320		
	Totals	\$ 10,045,343	\$ 5,760,364	57%	\$ 9,824,759	\$ 6,640,461	68%	\$ 9,389,968	7,874,528	84%	83%
GRAND TOTALS		\$ 35,081,124	\$ 26,761,480	76%	\$ 34,481,671	\$ 27,657,567	80%	\$ 34,851,944	\$ 27,739,272	80%	83%

ILLINOIS EASTERN COMMUNITY COLLEGES
Operating Funds Revenues & Expenditures Report
For the Period Ended April 30, 2025

Unaudited

REVENUES

	FY 2025		FY 2024		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Property Taxes	\$ 6,229,005	19.02%	\$ 4,959,604	18.18%	\$ 1,269,401
Replacement Taxes	538,352	1.64%	875,117	1.93%	(336,765)	-38.482%
ICCB Grants	11,841,053	36.16%	12,088,113	30.55%	(247,060)	-2.044%
Tuition & Fees	13,018,455	39.76%	12,900,810	47.96%	117,645	0.912%
Charges for Services	134,316	0.41%	137,785	0.30%	(3,469)	-2.518%
Interest	524,503	1.60%	509,241	0.80%	15,262	2.997%
Other Revenues	460,621	1.41%	233,086	0.27%	227,535	97.618%
	<u>\$ 32,746,305</u>	<u>100.00%</u>	<u>\$ 31,703,756</u>	<u>100.00%</u>	<u>\$ 1,042,549</u>	<u>3.288%</u>

EXPENDITURES

	FY 2025		FY 2024		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Salaries	\$ 14,088,041	50.79%	\$ 14,521,381	46.93%	\$ (433,340)
Employee Benefits	2,559,241	9.23%	2,640,977	8.23%	(81,736)	-3.095%
Contractual Services	2,206,821	7.96%	2,481,866	7.66%	(275,045)	-11.082%
Materials	1,624,173	5.86%	1,753,289	6.03%	(129,116)	-7.364%
Travel & Staff Development	184,959	0.67%	204,084	0.69%	(19,125)	-9.371%
Fixed Charges	44,690	0.16%	43,761	0.25%	929	2.123%
Utilities	1,245,373	4.49%	1,175,731	3.78%	69,642	5.923%
Capital Outlay	397,942	1.43%	730,076	1.28%	(332,134)	-45.493%
Other	5,388,032	19.42%	5,670,044	25.14%	(282,012)	-4.974%
	<u>\$ 27,739,272</u>	<u>100.00%</u>	<u>\$ 29,221,209</u>	<u>100.00%</u>	<u>\$ (1,481,937)</u>	<u>-5.071%</u>

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

	Funding Source	Estimated Budget										
Center for Technology - LTC	CDB	\$11,160,000	[Progress bar: ~25%]									
Applied Technology Center - OCC	CDB	\$3,076,400	[Progress bar: ~75%]									
Power Hub - WVC	CDB	\$300,000	[Progress bar: ~50%]									
LTC - Athletic Facility	2024 Debt Certificates	\$2,400,300	[Progress bar: ~95%]									
OCC - 370 kW Solar Array	2024 Debt Certificates	\$1,472,990	[Progress bar: ~95%]									
OCC - Salvage Vehicle Storage	Deferred Maintenance	\$40,000	[Progress bar: ~50%]									
WVC - Athletic Facility	Insurance Proceeds	\$2,549,720	[Progress bar: ~80%]									
LTC - Natatorium Pool Liner Replacement	DCEO Grant	\$212,604	[Progress bar: ~95%]									
GRAND TOTAL		\$21,212,014	Board Approval	Preliminary Design	Materials	Begin Construction	30% Completed	60% Completed	80% Completed	100% Completed	Fully Accepted	

4/30/2025

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 27, 2025

RE: Personnel Report

Mr. Chairman, I recommend that the Board of Trustees approve the May Personnel Report. Additional information for items 400.1, 400.2, 400.3, & 400.5 have been sent under separate confidential cover.

INDEX

- 400.1. Employment of Personnel**
- 400.2. Change in Status**
- 400.3. Change of Status for Specific Positions Related to FLSA Legislation (Separate Cover)**
- 400.4. Educational Level Change**
- 400.5. Retirement Ratification(s)**

PERSONNEL REPORT

400.1 Employment of Personnel

1. Temporary, Full-time Automotive Instructor, OCC, Academic Affairs effective August 13, 2025 – May 14, 2026
2. Head Women's Basketball Coach, WVC effective June 2, 2025

400.2 Change in Status

1. Manager of Technology Infrastructure, DO to Chief Information Officer, DO effective May 12, 2025
2. Business Office Assistant, FCC, Business Operations to Business Office Specialist, FCC, Business Operations effective June 2, 2025
3. Student Services Specialist, FCC, Student Affairs to Student Services Software Specialist, FCC, Student Affairs effective June 2, 2025.
4. Coordinator of ICAPS & Instruction to Director of ICAPS and Instruction & Transition effective June 2, 2025
5. Coordinator of Adult Literacy to Director of Literacy and AE Operations effective June 2, 2025

400.3 Change of Status for Specific Positions Related to FLSA Legislation (Separate Cover)

400.4 Educational Level Change

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Angelia Williams	MA+36	MA+48	\$1,000

400.5 Retirement Ratification(s)

1. Calvin Melvin, MIT Instructor effective May 31, 2025