

ILLINOIS EASTERN COMMUNITY COLLEGES

BOARD OF TRUSTEES

IECC Board of Trustees Meeting

Tuesday, October 21, 2025



Location:

**Lincoln Trail College, Statesmen Grill
11220 State Highway 1
Robinson, IL 62454**

**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, October 21, 2025
6:15 p.m.**

**Lincoln Trail College, Statesmen Grill
11220 State Highway 1
Robinson, IL 62454**

- | | | |
|---------------------------------------|-------------------|----|
| 1. Call to Order & Roll Call | Chairman Carter | |
| 2. Welcome from the Chair | Chairman Carter | |
| 3. Recognition of Visitors and Guests | President Ambrose | |
| A. Visitors and Guests | | |
| B. IECCEA Representative | | |
| 4. Public Comments | | |
| 5. Reports | | |
| A. Trustees | | |
| B. Chancellor | | |
| C. Vice Chancellors | | |
| 6. Approval of Consent Agenda | Chancellor Gower | |
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B.	Approval of Financial Obligations		
13.	Executive Session	Chancellor Gower	
A.	2(c)(1) Employment/Appointment Matters		
B.	2(c)(2) Collective Negotiating Matters		
C.	2(c)(12) Litigation		
14.	Approval of Executive Session Minutes	Chancellor Gower	
A.	Written Executive Session Minutes		
B.	Audio Executive Session Minutes		
15.	Approval of Personnel Report	Mrs. McDowell	89
16.	Litigation	Chancellor Gower	
17.	Other Items		

18. Adjournment

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
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

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 – Julie Dehart, Jodi Peach, Linda Monge, Nixie Hnetkovsky, Steve Hnetkovsky, Dustin Wiggins, Cassandra Goldman, & Tyler Henry

3.B. IECCEA Representative – Nixie Hnetkovsky provided a report on back-to-school matters.

4. Public Comments - None

5. Reports

5.A. Trustees

- Student Trustee Rose provided an update on student plans and activities for the upcoming school year and also reported on back-to-school events and activities.
- Chairman Carter reported that the FCC Athletic Facility groundbreaking ceremony was a success.

5.B. Chancellor – Chancellor Gower provided verbal updates in addition to his submitted electronic report.

5.C. Vice Chancellors – Verbal updates were provided in addition to their submitted electronic reports.

5.D. Preliminary 10-Day Enrollment – Vice Chancellor of Institutional Outreach Tona Ambrose presented an enrollment report for Fall 2025. The headcount stands at 3,494 students, with a full-time equivalent (FTE) enrollment of 1,992.27, representing a 0.47% decrease compared to Fall 2024.

6. Approval of Consent Agenda

Motion to approve the consent agenda as presented. This motion, made by Barbara Shimer 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

6.A. Disposition of Minutes – Open meeting minutes as prepared for the special meetings on August 4, 2025 and September 3, 2025 in addition to the regular meeting held on August 19, 2025 were presented for approval.

6.B. IECC Emergency Response Plans – IECC develops and maintains a National Incident Management System (NIMS) compliant, all-hazards emergency response plan for each of the IECC campuses. The plans outline each of the campus procedures for managing major emergencies and are annually submitted to the Illinois Emergency Management Agency (IEMA) Region 9 Coordinator and the ICCB. **Document Registry 25-09-01**

6.C. 2025 Annual Security Report – The report contains security information for the past three years, relevant policy statements, and training and educational programming related to campus safety and security, crime prevention, alcohol and drug use, and sexual misconduct. **Document Registry 25-09-02**

6.D. IECC Violence Prevention Plan – In accordance with the Campus Security Enhancement Act of 2008, the plan is updated annually to reflect current contact information and Threat Assessment and Behavioral Intervention Team (TABIT) team members. **Document Registry 25-09-03**

7. Action on Items Removed from Consent Agenda - None

8. Policy First Reading (and Possible Approval)

8.A. Policy 400.22 Salary Basis

Motion to waive the second reading and approve revisions to Salary Basis Policy 400.22 to use more general language, including the removal of the minimum weekly pay and clarification of how the Act applies to IECC's exempt employees. **Document Registry 25-09-04** This motion, made by Roger Browning and seconded by Brenda Culver, 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.B. Policy 400.13 Wages

Motion to waive the second reading and approve the revisions to Wages Policy 400.13 to now include wages for full-time non-faculty employees with the addition of formalizing existing practices and establishing clear guidelines through the corresponding administrative procedure. **Document Registry 25-09-05** This motion, made by Susan Batchelor 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

8.C. Board / Foundation Policy: Adopt 100.41; Delete 600.1

Motion to conduct the first reading of Board of Trustees and Foundations Collaboration Policy 100.41 to include clear guidelines and assigned responsibilities and deletion of Relationship with College Foundations Policy 600.1. The policy will be presented for a second reading at the October meeting. **Document Registry 25-09-06** 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

9. Policy Second Reading - None

10. Staff Recommendations for Approval

10.A. OCC Sale of Property

Motion to authorize Chancellor Gower to move forward with listing the property adjacent to OCC's soccer fields for public sale with a deed restriction requiring that it be developed exclusively for student housing serving OCC students. This motion, made by Brenda Culver 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

10.B. IECC Athletics Report

Motion to accept the AY26 IECC Athletics Report as presented. This motion, made by John McLaughlin 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

10.C. Naming Rights LTC Process Lab/ FCC Athletic Floor

Motion to approve naming recognitions at two campuses in honor of generous donor support. Marathon Petroleum Corporation contributed toward the new Technology Center at Lincoln Trail College. In recognition, the Process Technology Skills Lab will be named for Marathon Petroleum for a 20-year term. Longtime supporter Jerry Cox made a pledge toward the new athletic facility at Frontier Community College with the naming of the basketball court in his honor for a 20-year term. This motion, made by Brenda Culver and seconded by Jan Ridgely, 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.D. CDB Project 810-042-010 Intergovernmental Agreement / Joint Purchasing Agreement

Motion to approve an Intergovernmental Agreement with the Illinois Capital Development Board to procure furniture, fixtures, and equipment (FF&E) for the nearly completed Allied Health Programs addition at Olney Central College. Stocks Office Furniture (Champaign, IL) was selected through the State's competitive process, and purchases will be made under the Joint Purchasing Act via IECC's participation in the Illinois Public Higher Education Cooperative (IPHEC) and OMNIA Partners, with eligible expenses reimbursed by the State. **Document Registry 25-09-07** This motion, made by Mireya Rose 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

11. Bid Committee Report - None.

12. District Finance

12.A. Financial Report

12.B. Approval of Financial Obligations

Motion to approve payment of district obligations for September 2025 in the total amount of \$2,286,428.36. This motion, made by Jan Ridgely 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

13. Executive Session - None

14. Approval of Executive Session Minutes

Motion to approve the closed minutes of the regular meeting held on August 19, 2025 and special meeting held on September 3, 2025. This motion, made by John McLaughlin 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. Approval of Personnel Report

400.1 Employment of Personnel

1. Jaeda Thomason, TRIO SSS Academic Advisor, FCC, Student Affairs effective September 22, 2025

400.2 Annual Bonus for MIT Instructors

Name	Bonus
Todd Byerline	\$1,000
Wendy Coles	\$1,000
Josh Hoffert	\$1,000
Joe Myers	\$1,000
Wes Taylor	\$1,000
Mike Woods	\$1,000

400.3 Non-College Employment Notification

Name Employer

Doug Robb Oakland City University

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

16. Litigation - None

17. Other Items - None

18. Adjournment

Motion to adjourn at 7:42 p.m. This motion, made by Susan Batchelor and seconded by Jan Ridgely, 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: October 21, 2025
RE: Student Complaint Annual Review

As required by HLC Federal Compliance Policy FDCR.A.10.030 and HLC Assumed Practices Policy CRRT.B.10.020, institutions must maintain records of formal, written student complaints submitted through official channels, including the Vice Chancellors, Deans, and Office of Admissions.

Each year, the District compiles these records into a Student Complaint Log to ensure institutional accountability, transparency, and continuous improvement. The log provides evidence of institutional responsiveness to student concerns and demonstrates that appropriate procedures for review and resolution are in place.

We ask that the Board accept the Student Complaint Log for FY2025 (July 1, 2024 – June 30, 2025) as presented.

RG/sc

Illinois Eastern Community Colleges
FCC, LTC, OCC, WVC
Federal Compliance Report - Institutional Record of Student Complaints
FY2023-FY2025
9/16/2025

Complaint Categories	FY2023	FY2024	FY2025
Commercial driver's license (CDL) training schedule	10		
Course/Instructor - distance delivery content	1		
Disagreement with instructor regarding lab assignments		1	
Housing/roommate	1		
Dissatisfaction with Refund policy	1		
Request to be reinstated into clinical			1
Request to reapply scholarship to student's account			1
Work-study position		1	
TOTAL	13	2	2

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: October 21, 2025
RE: Cosmetology and Nail Technology Fees

The Cosmetology and Nail Technology programs require students to purchase equipment kits essential for course participation. These kits are available through the OCC Bookstore, which procures them from the vendor and sells them to students plus applicable sales tax. The kits are already approved as financial aid-eligible purchases. This fee has been assessed to students in these programs for several years, but a review of our catalog revealed that the Board of Trustees has never authorized it.

To ensure consistency and transparency, we are seeking Board permission to assess a cost recovery fee and update the catalog and website to reflect these items as required program cost recovery fees, as follows:

Cosmetology

Equipment Kit – Actual Cost

Nail Technology

Equipment Kit – Actual Cost

We ask that the Board of Trustees formally approve a cost recovery fee for both Cosmetology and Nail Technology equipment kits.

RG/sc

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: October 21, 2025
RE: Identity Theft Prevention Program (Policy 100.23)

As part of the annual review of IECC’s Identity Theft Prevention Program, the Identity Theft Prevention Team conducted a concurrent review of Board Policy 100.23. The policy establishes the District’s framework for protecting sensitive personal and financial information and ensuring compliance with federal Red Flags Rule requirements.

The Team found the policy to be sound and effective, recommending only minor clarifications to better define oversight responsibilities within the comprehensive program. The revised policy has been reviewed and approved by the Strategic Engagement Planning Council.

We ask that the Board waive the second reading and approve Policy 100.23 as presented.

RG/rh

Attachment

Identity Theft Prevention Program (100.23)

Date Adopted: March 17, 2009

Revised: TBD (Pending Board Approval)

The Board of Trustees of Illinois Eastern Community College District #529 is ~~committed~~ dedicated to preventing identity theft and has implemented a comprehensive prevention program in ~~to~~ compliance with the Federal Trade Commission's Red Flags Rules ~~on Identity Theft Prevention~~. The Board of Trustees has delegated the operational oversight of the Program to the Identify Theft Prevention Team. ~~will maintain a written Identity Theft Program that:~~

The Program shall:

- ~~• outlines the Identity Theft Prevention Program requirements;~~
- include reasonable methods to identify and detects ~~the~~ red flags associated with covered accounts ~~that the program incorporates;~~
- describe appropriate ~~responds~~ ~~appropriately~~ responses to detected red flags in order to prevent and mitigate identity theft;
- provide for a monitoring process to ~~ensures~~ the Program remains effective, is ~~updated~~ updating it periodically, as necessary, to reflect change in risks or operational processes; and
- ensure adequate staff training is provided for all involved in the process.
- ~~• establishes an identity theft prevention team to monitor and update the program;~~
- ~~• conducts annual training for staff with responsibilities in the areas of student accounts, student records, and financial aid; and~~
- ~~• conducts staff training for any other employees for whom it is reasonably foreseeable may come into contact with student accounts or personally identifiable information.~~

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: October 21, 2025
RE: Weapons and Concealed Firearms Policy (100.28)

A minor revision has been made to Policy 100.28 to remove reference to the inactivated gunsmithing program.

Policy 100.28 has been reviewed and approved by the Strategic Engagement Planning Council.

I respectfully request that the Board waive the second reading and approve Policy 100.28 as presented.

RG/lb

Attachment

Weapons and Concealed Firearms Policy (100.28)

Date Adopted: November 19, 2013

Revised: October 20, 2015

Revised: December 12, 2023

Revised: TBD (Pending Board Approval)

The Board of Trustees of Illinois Eastern Community Colleges (IECC) is committed to providing a safe and secure environment for the IECC community and its guests. In support of this commitment, IECC prohibits the possession, use, and/or storage of weapons on IECC property, with limited exceptions outlined within this policy.

DEFINITIONS

"Concealed firearm" means a loaded or unloaded handgun carried on or about a person completely or mostly concealed from view of the public or on or about a person within a vehicle.

"Handgun" means any device which is designed to expel a projectile or projectiles by the action of an explosion, expansion of gas, or escape of gas that is designed to be held and fired by the use of a single hand.

"IECC property" means any property owned, leased, occupied, operated, or otherwise controlled by Illinois Eastern Community Colleges, including but not limited to vehicles, academic and auxiliary buildings, entrances to buildings, classrooms, laboratories, residence halls, elevators, stairwells, restrooms, roofs, meeting rooms, hallways, lobbies, conference facilities, athletic complexes, exterior open spaces, lots, driveways, loading docks, sidewalks, and walkways.

"Licensee" means a person issued a valid license to carry a concealed handgun.

"Weapon" includes, but is not limited to:

1. Firearm, handgun, firearm ammunition, BB gun, pellet gun, paintball gun, tear gas gun, stun, taser, or other similar type devices;
2. Dagger, dirk, knife with a blade of at least 3 inches in length, stiletto, ax, hatchet, or other deadly or other similar type devices;
3. Bludgeon, blackjack, slingshot, sandbag, sand club, metal knuckles, billy club, throwing star, nunchaku, or other similar type devices;
4. Bomb, bombshell, grenade, firework, bottle, or other container containing an explosive, toxic, or noxious substance (other than an object containing a nonlethal noxious liquid, gas, or substance designed solely for personal defense possessed by a person 18 years of age or older);
5. Dangerous chemicals or fuels; and
6. Any other weapons outlined in Article 33 of the Illinois Criminal Code of 2012 (720 ILCS 5/33A-1).

PROHIBITED ACTIVITIES

IECC prohibits all employees (faculty and staff), students, and individuals visiting or conducting business on IECC property from possessing, carrying, displaying, brandishing, storing, or using/discharging any weapon (including firearms) on IECC property, even if that person has a valid federal or state license to possess or carry the weapon.

WEAPON PROHIBITION EXCEPTIONS

1. **Possession for instructional/research purposes.**

Weapons used in connection with safety or education courses are permitted for the limited purpose of instruction, research, and/or curriculum in officially recognized District-approved educational programs, ~~including but not limited to gunsmithing~~. Further, firearms are permissible in approved courses and at approved sites for purposes of instruction and attainment of concealed carry permits.

2. **Possession by law enforcement.**

Weapons are permitted in prohibited areas for use by on duty law enforcement personnel conducting official business.

3. **Concealed firearms in a parking lot.**

Under the Illinois Firearm Concealed Carry Act (430 ILCS 66/1), a licensee shall be permitted to carry a concealed firearm on or about his or her person within a vehicle when entering into or exiting from an IECC parking area and may store a firearm or ammunition concealed in a case within a locked vehicle or locked container out of plain view within the vehicle in the parking area. For purposes of this exception, "case" includes a glove compartment or console that completely encloses the concealed firearm or ammunition, the trunk of the vehicle, or a firearm carrying box, shipping box, or other container.

Additionally, a licensee may carry a concealed firearm in the immediate area surrounding his or her vehicle within an IECC parking lot area only for the limited purpose of storing within or retrieving a firearm from the vehicle's trunk. However, the firearm must be unloaded at the time the individual exits the vehicle or retrieves the firearm from the trunk.

POSTING OF SIGNS

IECC shall clearly and conspicuously post signs at the entrance to buildings, premises, or real property to signify weapons are prohibited. Signs shall be of a uniform design and shall comply with established state regulations as to size and content. Unless otherwise provided herein or by applicable law, the failure of IECC to post a sign in accordance with this paragraph shall not comprise a defense to a charge of violation of this policy and any applicable sanctions.

VIOLATION OF POLICY

Students in violation of this policy are subject to disciplinary action per the Student Code of Conduct. Employees in violation of this policy are subject to disciplinary action which may include dismissal. Visitors in violation of this policy are subject to removal/restriction from IECC property. Violations of this policy may result in law enforcement involvement and violators may be subject to criminal prosecution.

Violations of this policy should be reported to the Chancellor or any one of the Presidents/Vice-Chancellors.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: October 21, 2025
RE: Assignment of Vehicles (Policy 300.18)

Recent updates to the District's approved drivers list process prompted a review of Policy 300.18, *Authorized Drivers*, and the corresponding administrative procedure. The review focused on aligning policy language with current operational practices and ensuring that driver authorization, training, and documentation standards are applied consistently across all campuses and departments.

The revised policy now reflects actual practices and clarifies expectations for maintaining compliance and accountability in the use of District vehicles. The policy has been reviewed and approved by the Strategic Engagement Planning Council.

I respectfully request that the Board waive the second reading and approve Policy 300.18 as presented.

RG/rh

Attachment

Assignment of Vehicles (300.18)

Date Adopted: April 20, 1993

Revised: TBD (Pending Board Approval)

~~The Chancellor may assign vehicles to staff on a 24-hour per day basis.~~ Requests for IECC-owned or -leased vehicles are coordinated by the Business Office at each location. Vehicles shall be assigned to employees on a short-term basis, subject to appropriate approvals and defined processes.

Assigned vehicles are to be used predominantly for official IECC business. Any personal use of the vehicles will be considered a taxable fringe benefit and reported to the Internal Revenue Service in accordance with prescribed guidelines. Staff will maintain vehicle use records of assigned vehicles according to existing Internal Revenue Service guidelines. Using the IECC "Worksheet for Calculating Vehicle Fringe Benefits," staff will report all non-business use of assigned vehicles to the Chief Financial Officer according to a timetable to be established by the Chief Financial Officer. The Chief Financial Officer will insure that all non-business/personal miles are reported as appropriate on the employee's annual W-2 form and that appropriate FICA taxes are withheld.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: October 21, 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 organizations:

- Greene Sullivan Special Education Cooperative

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.

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: October 21, 2025

RE: Intercollegiate Athletics (Policy 100.43)

Following discussion at the August Board Retreat, Policy 100.43, *Intercollegiate Athletics*, was developed to provide greater Board direction and clearer administrative oversight of athletics across the District. The policy establishes a formal framework aligning IECC's athletic programs with the District's mission, ensuring that athletics operates as an educational extension of the classroom while supporting student success, fiscal accountability, and community engagement.

The policy defines the respective governance roles of the Board, Chancellor, and Campus Presidents; sets expectations for compliance with NJCAA, Title IX, and applicable regulations; and affirms the Board's commitment to sustainable fiscal stewardship and equitable management of all athletic programs. It also introduces an annual reporting requirement to strengthen transparency and ensure that athletics continues to contribute positively to enrollment, student development, and community pride.

This policy formalizes practices that should already be occurring and reflects the Board's commitment to responsible, mission-driven oversight of intercollegiate athletics. The policy has been reviewed and approved by the Strategic Engagement Planning Council.

We ask that the Board waive the second reading and approve Policy 100.43 as presented.

RG/sc
Attachment

Intercollegiate Athletics (100.43)

Date Adopted: TBD (Pending Board Approval)

Illinois Eastern Community Colleges (IECC) operates intercollegiate athletics as an extension of the classroom and in service to the District’s mission. At IECC, intercollegiate athletics shall place academics at the center of the student-athlete experience, support achievement of academic and athletic goals, and prepare students for leadership on campus and beyond. Intercollegiate athletics also serves as a driver of enrollment by bringing new students to IECC who enrich the learning environment and help preserve affordable education for local families.

The Board of Trustees expects intercollegiate athletics to contribute to student success, retention, and community engagement by preparing student-athletes to excel in the classroom, persist to completion, and give back through service to their communities. The Board supports intercollegiate athletics for its role in developing students, building pride in our communities, and advancing education as the foundation for opportunity.

Governance and Compliance

Intercollegiate athletics programs at IECC operate within the framework of the District’s mission and under the authority of the Board of Trustees. The Board delegates districtwide oversight of intercollegiate athletics to the Chancellor. The Chancellor, in turn, assigns responsibility for day-to-day administration and compliance to the Campus Presidents. All programs shall be administered with accountability, fairness, and transparency, and must comply with all applicable laws, regulations, and association requirements, including, but not limited to, the NJCAA and Title IX.

Fiscal Stewardship

IECC includes intercollegiate athletics in its annual financial planning and manages athletics according to the same standards of fiscal stewardship that apply to all academic and student programs. Athletic programs are expected to be sustainable, balancing enrollment impact, scholarship investment, and operating costs in a manner that supports the District’s mission. The District affirms its commitment to stewardship by ensuring that resources dedicated to intercollegiate athletics are used responsibly, in ways that contribute to student development, strengthen community pride, and maintain teams that are competitive within the scope of the District’s mission and resources.

Accountability

The Board directs the Chancellor to establish and maintain procedures that govern athletic scholarships, student-athlete eligibility and academic support, roster expectations, community engagement, fiscal responsibility, and compliance with all applicable regulations. These procedures shall ensure consistency, equity, and accountability across all IECC campuses. An annual report on intercollegiate athletics will be provided to the Board of Trustees at the beginning of each Fall term, covering enrollment, scholarship investment, financial condition, and other areas as may be requested by the Board.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: October 21, 2025
RE: Emergency Response Plans (100.24)

The scope of Policy 100.24, *Emergency Response Plans*, has been expanded to provide a more comprehensive framework for campus safety and preparedness. The revised policy formally establishes the Campus Emergency Management Teams at each location, which coordinate emergency readiness, training, and communication activities across the District.

The revision also introduces an annual reporting requirement to ensure each campus documents its emergency management activities, training, and identified needs. This addition promotes accountability, transparency, and continuous improvement in the District's emergency preparedness efforts.

This policy update represents an intentional step toward formalizing and codifying practices that should already be occurring, helping ensure consistent implementation, oversight and accountability moving forward. The updated policy strengthens coordination, enhances institutional readiness, and aligns IECC's approach with recognized best practices in emergency management.

I ask that the Board waive the second reading and approve Policy 100.24 as presented.

RG/llb

Attachment

Emergency Preparedness and Response Plans (100.24)

Date Adopted: September 21, 2010
Revised: October 20, 2015
Revised: March 21, 2017
Revised: August 15, 2017
Revised: February 16, 2021
Revised: TBD (Pending Board Approval)

The Illinois Eastern Community Colleges (IECC) Board of Trustees recognizes the importance of ~~creating and~~ maintaining coordinated emergency-preparedness and response systems that protect the health, safety, and welfare of students, employees, and the public.

Each campus shall maintain a current Emergency Response Plan and an active Campus Emergency Management Team (EMT) to support readiness, training, and communication. Each Campus President is responsible for ensuring that the EMT meets monthly, assesses risks, updates plans, and coordinates emergency training, emergency drills and testing, and communication in accordance with applicable federal and state standards, including the Illinois Emergency Management Agency Act and the Illinois Campus Security Enhancement Act. EMT discussions and updates shall be shared broadly with the campus community through regular communication channels, including campus-wide emails, monthly faculty and staff meetings, and professional-development programming at both the Fall and Spring workshops, to promote awareness and preparedness among all employees.

~~Emergency Response Plans that outline the plan for managing major emergencies and incidents that may threaten the health, safety, and welfare of the college community or disrupt its programs or activities. The Emergency Response Plans meet the requirements of the Illinois Campus Security Enhancement Act of 2008 (P.A. 095-0881; 110 ILCS 12/20) and the Illinois Administrative Code Part 305, and are compliant with the Illinois Emergency Management Agency Act (20 ILCS 3305) and the National Incident Management System (NIMS). The Emergency Response Plans also provide for Business Continuity (Annex 10) and Academic Continuity (Annex 11) which includes a general framework for planning and decision making as it pertains to the academic and business functions of IECC in case of a campus emergency.~~

~~The President or their designee coordinates appropriate actions, on behalf of the campus, in all emergencies in accordance with the respective campus's Emergency Response Plan. A Continuity of Administration team is outlined in each Emergency Response Plan and consists of the President, Dean of Instruction, Director of Business, and Operations & Maintenance Team Leader at each campus.~~

~~Emergency Response Plans are reviewed and revised, as necessary, on an annual basis. Procedures for specific emergency scenarios are accessible to students, faculty, staff and the public through a link from the IECC homepage.~~

Initiation of Emergency Response Plan

~~The Presidents or their designees national weather service, local first responders, health service departments, campus administrators, etc., will be responsible for confirming the existence of a significant emergency or dangerous situation shall ensure that emergency notifications are sent without delay when a significant emergency or dangerous situation poses an immediate threat to the health or safety of students and employees.~~

At the conclusion of each academic year, each Campus President shall submit a written report to the Chancellor's Office summarizing campus emergency-management activities, training, and identified needs. The Chancellor's Office shall consolidate these reports into a single systemwide summary for

presentation to the Board of Trustees, reflecting the prior year's activities and establishing goals and priorities for the year ahead.

~~Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, the President or their designee will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.~~

~~The President or their designee will collaborate with Public Information and Marketing to craft the message that will be distributed via some or all of the systems described below to communicate the threat to the college community, or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.~~

~~IECC will use the Emergency Alerts through the ReGroup System to communicate an immediate threat to the campus community. The Emergency Alerts will be delivered in the form of a text message and/or email to alert students and employees, within minutes, whenever a significant emergency or dangerous situation has occurred which may pose a potential threat. The Emergency Alerts will include instructions for taking appropriate actions. Individuals of the larger community have the opportunity to opt-in to receive the Emergency Alerts based on the campus of their choice, by registering at www.iecc.edu/safety. Email notifications can also be sent via the Student Portal to notify the entire college community of an ongoing threat.~~

Emergency Drills and/or Testing

~~Emergency drills and the testing/evaluation of emergency notifications and responses are conducted on an annual basis, involving the college community at each of the campuses. The exercise and drill may be announced or unannounced and response and effectiveness will be evaluated and documented. IECC distributes its emergency response and evacuation procedures to appropriate campus officials and all relevant agencies that may serve the college community in the event of an emergency, including but not limited to local law enforcement agencies, healthcare facilities, emergency management agencies, counseling centers, fire departments, etc. Emergency evacuation information and routes are posted in all facilities.~~

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: October 21, 2025

RE: Policy on Board of Trustees and Foundations Collaboration (100.41)

Policy 100.41 was presented to the Board of Trustees for first reading last month. During that meeting, several trustees raised thoughtful questions and offered suggestions to strengthen the policy. I subsequently invited additional feedback from the Board, received and incorporated many of those recommendations, and returned the revised draft to the Strategic Engagement Planning Council for further review and approval.

This version reflects input from both the Board and administration and provides clearer guidance regarding the collaborative relationship between the District and its affiliated Foundations. The policy establishes an intentional framework that supports transparency, accountability, and shared alignment with the mission and goals of IECC.

We ask that the Board approve the second reading of Policy 100.41 as presented.

RG/sc

Attachment

Policy on Board of Trustees and Foundations Collaboration (100.41)

Date Adopted: TBD (Pending Board Approval) This replaces Policy 600.1 Relationship with College Foundations

The campus foundations are the primary fundraising arms of Illinois Eastern Community Colleges (IECC). Their work exists to strengthen and enhance the mission of the District by generating private support for students, programs, and facilities.

The Board of Trustees recognizes the independent nonprofit foundations established to support the campuses of IECC, including the Frontier Community College Foundation, Lincoln Trail College Foundation, Olney Central College Foundation, and Wabash Valley College Foundation.

The Board affirms the value of these foundations as independent, nonprofit partners. Foundation resources are intended to supplement, not replace, the financial responsibilities of the Board.

Principles of Collaboration

- The Board of Trustees, through its duly appointed leadership team, sets the vision and direction of each campus.
- Campus foundations serve as valued stakeholders and the primary fundraising organizations in support of IECC.
- Each campus president shall serve as the primary liaison between the Chancellor and the campus foundation to ensure clear and consistent communication.
- Foundation projects involving IECC property or operations require prior approval of the Board of Trustees and must adhere to all governing statutes.
- Open communication and cooperation between the Board, the presidents, and the foundations are essential to advance the mission of IECC.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: October 21, 2025
RE: IECC Resolution for USDA Grant Reporting

Illinois Eastern Community Colleges (IECC) was awarded the Distance Learning and Telemedicine Grant through the United States Department of Agriculture (Grant Number: IL0703-B66) on November 1, 2023. The college successfully completed all project work associated with this grant by June 30, 2024.

Although the grant project has been completed, IECC remains subject to ongoing reporting obligations as stipulated in the original grant agreement. Since the last reporting period, the USDA has updated its reporting protocols. A new requirement mandates that recipient institutions provide an official resolution naming an Authorized Representative responsible for submitting the necessary reports.

In response to this change, a Resolution has been prepared using the template provided by the USDA. This Resolution designates Ryan Hawkins, Chief Financial Officer, as the Authorized Representative for IECC. The Resolution also names Libby McVicker as the Administrator of the USDA's application intake and financial reporting and compliance system.

I ask the Board of Trustees to approve this resolution to allow the district to complete its reporting requirements for the USDA Grant Number IL0703-B66.

RG/akb
Attachment

RESOLUTION OF ILLINOIS EASTERN COMMUNITY COLLEGES DISTRICT 529

RESOLUTION

1. RESOLVED, that Ryan Hawkins, the Chief Financial Officer (CFO) of the Institution, is hereby designated as the Representative-Signature-Certifier on behalf of Illinois Eastern Community Colleges District 529. This individual shall be responsible for providing electronic signatures, authorizing certifications, entering and updating applications, submitting applications for consideration, and assigning access to new users in USDA's Online Application Intake System for Telecommunications Programs. If applications are awarded under these Programs, this individual shall also be responsible for entering and submitting compliance reports and assigning access to new users in USDA's Online Financial Reporting and Compliance System.

2. RESOLVED, that Olivia McVicker, the Program Director of Grants and Compliance, is hereby designated as Administrator on behalf of Illinois Eastern Community Colleges District 529. This individual shall be responsible for entering and updating applications, assigning access to new users in the USDA's Online Application Intake System, and, if awarded, entering and updating compliance reports in the USDA's Online Financial Reporting and Compliance System.

3. RESOLVED, that the Representative-Signature-Certifier and Administrator(s) shall comply fully with all security procedures and policies of the USDA's Online Application Intake System and Financial Reporting and Compliance System.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of Illinois Eastern Community Colleges this ___ day of _____, 20__.

Ryan Gower, Chancellor

Signature: _____

Illinois Eastern Community Colleges

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: October 21, 2025

RE: Health & Dental Insurance – Calendar Year 2026

Nationally, health insurance premiums are projected to rise between 6.5% and 9% in 2026, with Affordable Care Marketplace data showing a median increase of nearly 18%. These increases are driven by continued growth in medical and prescription drug costs, which are putting upward pressure on all employer-sponsored plans.

Within the IECC Health Plan, utilization trends also indicate rising costs, with early projections showing potential premium increases of up to 21%. To manage these pressures and preserve plan sustainability, adjustments have been made to deductibles, out-of-pocket maximums, and provider network design for the 2026 plan year.

IECC will continue to offer four health insurance options through BlueCross BlueShield (BCBS) and the Community College Health Consortium (CCHC). Beginning January 1, 2026, the plan will migrate to a narrower BCBS network—Blue Choice Options (BCO)—which features a three-tier structure:

1. Tier 1: Blue Choice Options (BCO) Network
2. Tier 2: PPO In-Network Providers
3. Tier 3: Out-of-Network Providers

A provider disruption analysis shows that 95.99% of providers used by employees are already within Tier 1, and 98.41% of claims have been paid to Tier 1 providers. This demonstrates that the narrower network will have minimal impact on most participants while generating significant cost containment.

The attached tables illustrate 2026 plan adjustments, showing current benefits alongside proposed updates by tier. While deductibles and out-of-pocket maximums will increase modestly, the new structure maintains consistent employee cost-sharing once deductibles are met.

For 2026, it is recommended that the District continue to cover 100% of the employee premium for IECC Option 2, which will be \$1,047.92 per month, an 8.9% increase from 2025. Employees selecting Option 1 will receive a District contribution equal to the full cost of Option 2.

Dental coverage remains stable with strong claims-to-premium performance, resulting in a rate pass for 2026. The self-only premium will remain \$26.08 per month, with the District continuing to cover 100% of the employee cost.

Employees will continue to have access to optional voluntary coverages—including vision, critical illness, accident, hospital indemnity, identity theft protection, group term life, and long-term disability insurance—at 2025 rates.

As required by the Affordable Care Act, Level 2 employees averaging 30–39.99 hours per week will remain eligible for health coverage and contribute 9% of their gross wages toward the premium cost.

I recommend that the Board accept the health and dental insurance plans and premiums for calendar year 2026, as outlined in the attached documents, reflecting the updated deductibles, out-of-pocket maximums, and premium rates.

RG/akb

Attachment

CURRENT	PPO Plan			HSA #3			HSA #2			HSA #1		
	INN	OON		INN	OON		INN	OON		INN	OON	
Individual Deductible	\$500	\$1,000		\$1,750	\$1,750		\$2,650	\$5,300		\$6,000	\$12,000	
Family Deductible	\$1,000	\$2,000		\$3,500	\$3,500		\$5,300	\$10,600		\$12,000	\$24,000	
Individual Out-of-Pocket Max	\$3,000	\$6,000		\$3,250	\$3,250		\$5,300	\$10,600		\$6,550	\$13,100	
Family Out-of-Pocket Max	\$7,000	\$12,000		\$6,500	\$6,500		\$10,600	\$21,200		\$13,100	\$26,200	
Office Visit (PCP/Specialty)	\$20 / \$40	60%		100%	80%		80%	60%		80%	60%	
Preventive Care	100%	60%		100%	80%		100%	60%		100%	60%	
Emergency Room	\$150			100%			80%			80%		
Inpatient Admission	80%	60%		100%	80%		80%	60%		80%	60%	
All Other Covered Services	80%	60%		100%	80%		80%	60%		80%	60%	
Retail Rx — Generic/ Preferred/Non-Preferred	\$10/\$20/\$35/\$150	75% after copay		100%	75% after copay		80%	75% of INN		20%	75% after copay	
90 days/Mail Rx — Generic/ Preferred/Non-Preferred	\$20/\$40/\$70	75% after copay		100%	75% after copay		80%	75% of INN		20%	75% after copay	
PROPOSED BCO TIERED	PPO Plan			HSA #3			HSA #2			HSA #1		
	Tier 1	Tier 2	OON	Tier 1	Tier 2	OON	Tier 1	Tier 2	OON	Tier 1	Tier 2	OON
Individual Deductible	\$1,000	\$2,000		\$2,000	\$4,000		\$3,000	\$6,000		\$6,500	\$14,000	
Family Deductible	\$2,000	\$4,000		\$4,000	\$8,000		\$6,000	\$12,000		\$13,000	\$28,000	
Individual Out-of-Pocket Max	\$3,500	\$7,000		\$4,000	\$8,000		\$6,000	\$12,000		\$7,000	\$14,500	
Family Out-of-Pocket Max	\$7,000	\$14,000		\$8,000	\$16,000		\$12,000	\$24,000		\$14,000	\$29,000	
Office Visit (PCP/Specialty)	\$30 / \$50	60%	50%	100%	80%	60%	80%	60%	50%	80%	60%	50%
Preventive Care	100%	50%		100%	60%		100%	50%		100%	50%	
Emergency Room	\$150			100%			80%			80%		
Inpatient Admission	80%	60%	50%	100%	80%	60%	80%	60%	50%	80%	60%	50%
All Other Covered Services	80%	60%	50%	100%	80%	60%	80%	60%	50%	80%	60%	50%
Retail Rx — Generic/ Preferred/Non-Preferred	\$15/\$25/\$40/\$175	75% after copay		100%	75% after copay		80%	75% of INN		20%	75% after copay	
90 days/Mail Rx — Generic/ Preferred/Non-Preferred	\$20/\$40/\$70	75% after copay		100%	75% after copay		80%	75% of INN		20%	75% after copay	
PROPOSED RATES	Total	EE Net		Total	EE Net		Total	EE Net		Total	EE Net	
	Premium	Premium		Premium	Premium		Premium	Premium		Premium	Premium	
Employee	1,210.68	162.76		1,132.47	84.55		1,047.92	-		968.53	(79.39)	
Employee & Spouse	2,608.53	1,560.61		2,439.98	1,392.06		2,257.81	1,209.89		2,086.75	1,038.83	
Employee & Child(ren)	1,930.43	882.51		1,805.71	757.79		1,670.87	622.95		1,544.31	496.39	
Full Family	3,522.85	2,474.93		3,295.24	2,247.32		3,049.21	2,001.29		2,818.20	1,770.28	

**IECC Marketplace Options (Dental Insurance)
Community College Health Consortium - Self-Insured Plan
Calendar Year 2026**

Rates	Calendar 2026	
	Total Premium	EE Net Premium
Employee	\$ 26.08	\$ -
Employee & Spouse	\$ 52.17	\$ 26.09
Employee & Child(ren)	\$ 62.20	\$ 36.12
Full Family	\$ 91.29	\$ 65.21

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: October 21, 2025

RE: Health Savings Accounts, Calendar Year 2026

In February of 2010, the Board approved the offering of a Qualified High Deductible Health Plan. The Board also implemented a plan allowing Health Savings Accounts (HSA) that enabled qualified employees to set aside money in pre-tax dollars.

Historically, the Board has contributed \$1,000 to each qualifying employee's HSA on an annual basis. This contribution is for bargaining unit faculty and non-bargaining unit employees working at least 40 hours of service per week and enrolled in one of the three qualifying high-deductible health options. Qualifying employees that begin mid-year receive a pro-rated contribution.

I recommend that the Board continue to make a \$1,000 contribution for Calendar Year 2026 to each qualified employee's HSA. A qualified employee being all bargaining unit faculty employees and all non-bargaining unit employees working at least 40 hours of service per week as defined in Business Procedure 300.1 for Employee Benefits.

RG/akb

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: October 21, 2025

RE: Purchase of SimCapture Subscription and Hardware Utilizing Cooperative Purchasing

The district participates as a member in cooperative purchasing consortiums that operate as cooperative purchasing agents for units of local government. The cooperatives assist in analyzing procurement, preparing and developing requests for proposals, and awarding contracts for goods and services in procurement categories based on this process. The solicitation process is a competitive process as required by 30 ILCS 525/2 – Joint Purchasing Authority.

The addition to Wattleworth Hall through Capital Development Board Project 810-042-010 is nearing completion. In September, the Board of Trustees approved an Intergovernmental Agreement with the Illinois Capital Development Board for the purchase of furniture, fixtures, and equipment to complete the space. One key component of the project is a new simulation lab for nursing.

Laerdal Medical Corporation offers a subscription-based platform with related hardware that manages simulation delivery and assessment. This product is also utilized at Wabash Valley through the Physical Therapy Assistants program. The purchase would include the necessary hardware for the two simulation rooms, the control room, and software for a period of five years. Training on the use and operation of all software and hardware is included in the purchase.

I ask the Board's approval of the attached quote under the Sourcewell Contract #011822-LAE for \$31,716.06 (Year 1 + shipping/handling) for the SimCapture Year 1 and related hardware to operate.

RG/akb

Attachment

Quote Q-1174020

Laerdal Medical Corporation

167 Myers Corners Road
 Wappingers Falls, NY 12590
 Order to: 877-LAERDAL
 Fax Order To: (800) 227-1143
 Email: customerservice@laerdal.com



Laerdal[®]
 helping save lives

Senior Territory Manager

Rob Kjar
 8452408624
 rob.kjar@laerdal.com

Simcapture Sales Specialist

Matthew Kosemund
 (845) 803-3769
 matthew.kosemund@laerdal.com

Instructions

To prevent any delays in processing your purchase, please include your quote # when ordering.

DATE: 08-22-2025

ATTN: Alani Frederick
 +1618-395-7777
 fredericka@iecc.edu

QUOTE NUMBER: Q-1174020
CREDIT TERMS: 30 days
EXPIRATION DATE: 12-20-2025
PO NUMBER:

BILL TO: 00104524
 Illinois Eastern Community Colleges
 233 East Chestnut Street
 District 529
 Olney IL 62450

SHIP TO:
 Alani Frederick
 WO: Illinois Eastern Community
 2200 College Drive
 Mount Carmel IL 62863

Sourcewell Contract #011822-LAE Applied
 Sourcewell Member ID # 530

SimCapture Software & Training

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
1	227-00950 SimCapture Pro Cloud Annual Subscription Includes: SimCapture Node with warranty and support, Cloud based storage and access, software support and maintenance, and SimCapture Mobile App. Internet access required for operation.	\$18,270.00	60	One Time	\$17,356.50	\$17,356.50
1	227-B-86050 SimCapture Pro Cloud Implementation Includes Software set up and Educational Services for all SimCapture Form Factors quoted.	\$7,557.00		One Time	\$7,405.92	\$7,405.92

SimCapture Software & Training

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
	Include: 227-83550 QTY: 1 SimCapture Pro Cloud Installation Includes installation of Node end points, configuration of networked SimCapture devices, integration with installed audio and video components, LLEAP integration, integration with our cloud provider, end to end system testing, and control room demonstration.					
	Include: 227-VT1015SC-PC QTY: 1 SC Pro Getting Started System Setup This 2-hour course is on the understanding of Configuration, Users and Security, and Recording and Sessions that are available to an organization. This course is intended for System Administrators or those responsible for system set-up and administration.					
	Include: 227-VT2025SC-PC QTY: 1 SC Pro Getting Started Features & Function Upon completion of this training, participants should possess the skill necessary to operate the SimCapture system. This training is targeted toward Faculty and is focused on providing the tools necessary to support and advance their educational goals based on current operational abilities.					
	Include: 227-81050 QTY: 1 SimCapture User Acceptance Testing Includes 1 day of on-site support for testing end-user developed workflows to confirm system usability.					
TOTAL:						\$24,762.42

(AV) Sim Room 1

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
1	227-52150 Standard Audio Package This package includes the installation of: (1) Overhead Microphone, (1) PoE Audio Module. This package requires Customer installation of (1) PoE in the plenum space per package.	\$3,258.00			\$3,062.52	\$3,062.52

(AV) Sim Room 1

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
1	227-56150 PTZ Camera Package This package includes the installation of: (1) Pan/Tilt/Zoom (PTZ) Camera. This package requires Customer installation of (1) PoE data drop in the plenum space per package.	\$2,276.00			\$2,139.44	\$2,139.44
2	227-53450 IP Paging Speaker This package includes the installation of: (1) IP paging speaker. This package requires Customer installation of (1) PoE data drop in the plenum space or in-wall per package. For use with Software Paging. (1) Overhead Paging (1) Voice of Patient	\$499.00			\$499.00	\$998.00
1	227-56550 HDMI to IP Encoder Pkg This package includes installation of HDMI Video Encoder and cables/adapters to turn a video output of a device or computer to stream over IP to SimCapture.	\$488.00			\$458.72	\$458.72
1	227-56250 Small PTZ Camera Package This package includes the installation of: (1) Pan/Tilt/Zoom (PTZ) 720P IP Camera. This package requires Customer installation of (1) PoE data drop in the plenum space per package.	\$1,026.00			\$964.44	\$964.44
TOTAL:						\$7,623.12

(AV) Sim Room 2

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
1	227-52150 Standard Audio Package This package includes the installation of: (1) Overhead Microphone, (1) PoE Audio Module. This package requires Customer installation of (1) PoE in the plenum space per package.	\$3,258.00			\$3,062.52	\$3,062.52

(AV) Sim Room 2

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
1	227-56150 PTZ Camera Package This package includes the installation of: (1) Pan/Tilt/Zoom (PTZ) Camera. This package requires Customer installation of (1) PoE data drop in the plenum space per package.	\$2,276.00			\$2,139.44	\$2,139.44
2	227-53450 IP Paging Speaker This package includes the installation of: (1) IP paging speaker. This package requires Customer installation of (1) PoE data drop in the plenum space or in-wall per package. For use with Software Paging.	\$499.00			\$499.00	\$998.00
1	227-56550 HDMI to IP Encoder Pkg This package includes installation of HDMI Video Encoder and cables/adapters to turn a video output of a device or computer to stream over IP to SimCapture.	\$488.00			\$458.72	\$458.72
1	227-56250 Small PTZ Camera Package This package includes the installation of: (1) Pan/Tilt/Zoom (PTZ) 720P IP Camera. This package requires Customer installation of (1) PoE data drop in the plenum space per package. (1) Overhead Paging (1) Voice of Patient	\$1,026.00			\$964.44	\$964.44
TOTAL:						\$7,623.12

(AV) Control Room

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
1	227-20150 Software Paging License This site-wide license includes implementation of 2-way paging software on Customer Furnished PCs. Customer required to provide USB Headset for operation.	\$1,116.00			\$1,049.04	\$1,049.04
2	227-53350 Software Paging USB Headset Includes: (1) USB Headset	\$62.00			\$58.28	\$116.56

(AV) Control Room

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
TOTAL:						\$1,165.60

(AV) Pre-Installation Site Survey

Qty	Description	List Price	Term	Billing Freq.	Unit Price	Total
1	227-83025 SimCapture Site Survey When purchasing SimCapture a Laerdal representative is required to assess the customers environment. We will discuss usage and all aspects of your installation and requirements for your site.	\$3,517.00		One Time	\$3,517.00	\$3,517.00
TOTAL:						\$3,517.00

ITEM TOTAL:	\$44,691.26
SHIPPING/HANDLING:	\$910.00
ADDITIONAL CHARGE/CREDIT:	
TAX:	\$0.00
TOTAL:	\$45,601.26

PRICE PER YEAR

Year 1 includes the subscription cost for the initial year as well as hardware, services, and shipping. Year 1 does not show tax. All additional yearly subscription fees are shown in the year-by-year breakdown

YEAR 1 :	\$30,806.06
YEAR 2 :	\$3,471.30
YEAR 3 :	\$3,471.30
YEAR 4 :	\$3,471.30
YEAR 5 :	\$3,471.30

Appropriate Sales Tax will be added to invoice - Pricing and Availability are subject to change
Shipping/Handling costs will be added to invoice

By Accepting this Quote, the following terms are hereby incorporated into customer's order:

Products:

Products that are currently on contract will be removed immediately if manufacturing or distribution of the product is discontinued.

Payment:

Net 30 Days for approved open accounts; CIA; Credit Cards accepted.

Warranty:

One(1) year warranty on manufactured products and 90 day warranty on refurbished products

Two(2) year parts replacement warranty with technical assistance by phone on all Hill-Rom refurbished products

Delivery:

If you require delivery of the product to a specific location within your building, there will be an additional charge. This charge will be included in the total Shipping and Handling cost stated in this quote.

Delivery of product to a site without a loading dock will require Lift Gate delivery and should be identified during quote process as there is an added fee. In addition, if delivery to a specific location within a building is needed, it is available at an additional cost. Please ensure that necessary delivery requirements are discussed, and the related fees are included on the quote. This will also enable us to set proper delivery expectations with our warehouse.

Training/Education:

Onsite and Virtual Education will expire one (1) year from date of purchase. Exceptions include:

- Educational Pathway trainings will expire two (2) years from date of purchase. Five (5) or more Ed Path Training days will expire in five (5) years.
- Contracts/Technology Sustainment Program (TSP)
- Advanced Care & Maintenance Courses

Cancellation/Rescheduling

CANCELLATION or RESCHEDULING of Educational, Technical, AV, or Implementation Services WILL RESULT in CANCELLATION / RESCHEDULING FEES as detailed below:

5 Business Days or Less Prior to Appointment = 100% of Educational, Technical, AV, or Implementation Services

6-14 Business Days Prior to Appointment = 50% of Educational, Technical, AV, or Implementation Services

15 Business Days or More Prior to Appointment = No Fee

Customer will be required to submit a new PO to reschedule a cancelled Educational, Technical, AV, or Implementation Services.

Confidential

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: October 21, 2025

RE: Emergency Repairs Request – Lincoln Trail College

On May 16, 2025, Lincoln Trail experienced a significant weather event that included lemon and some baseball sized hail. Impacts on the campus included roofs, HVAC units, vinyl siding, and vehicle damage.

Since the storm, the staff at Lincoln Trail have been identifying leaks and other on-going maintenance required from the damage as we awaited assessment by Wright Insurance regarding coverage under our property policy. On October 1, 2025, Wright provided a preliminary report and assessment that will provide insurance proceeds to complete work on the roofs and HVAC units that were damaged in the storm. A few of the images provided from Wright's assessment are included for Board of Trustees' perspective of the damage.

Both internal and assessment by Wright insurance indicates a need to replace multiple roofs (metal and shingle) as well as significant repairs to the HVAC systems. We have pursued estimates of the repairs and are asking the Board of Trustees to approve the quotes as emergency repairs to allow the work to proceed and prices to be set.

Under this request, Martinsville Roofing of Martinsville, IL will replace roofs on the Baseball dugouts, press box, and shed, the Broadband Telecom Training Lab and Modular Building, the construction trades building, van garage, and the north campus annex buildings. Finally, the skylights at Williams Hall will be replaced. The roof replacements and repairs will total \$315,242.

HVAC work would be performed by Entec totaling \$142,920. This work will involve straightening condenser coils where possible, replacing condenser coils where appropriate, replacing condenser fans and fan brackets, straightening exhaust elbows and repairing ductwork damage, and recharging all units. This work will be included at the Gymnasium, Recreation Center, Pool, Professional Annex, and Theater.

Under ILCS 805/3-27.1(m), a $\frac{3}{4}$ majority of the Board may approve such an expenditure. I ask the Board to approve the expenditure, totaling \$458,162, and allow the district to begin the process of contracting the repairs. Repairs will be paid for from insurance proceeds received through the claim filed with Wright Insurance.

RG/akb
Attachment



Photo No. B32: Skylight with two fractures on roof of Williams Hall



Photo No. B64: Enlarged view of dents in roof of Lackey Music Hall

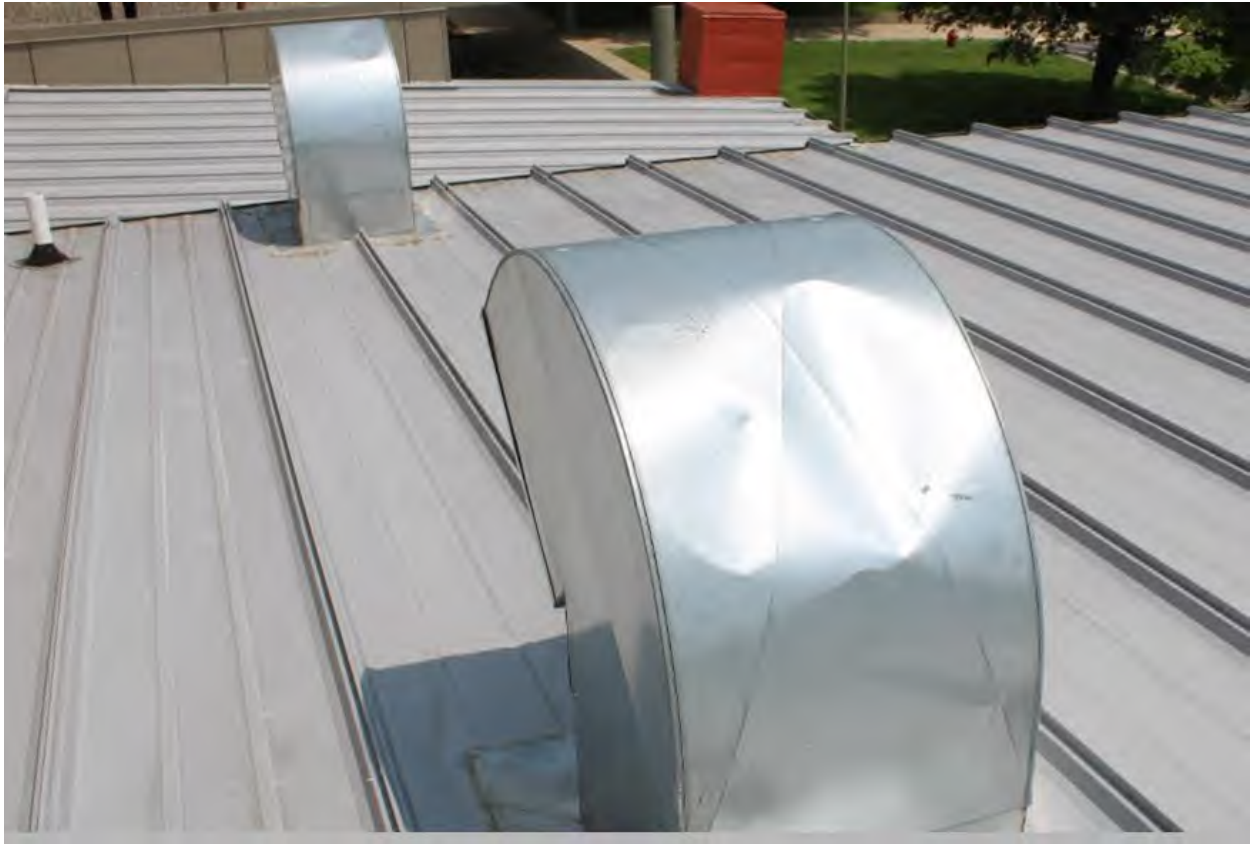


Photo No. B66: Large dents in exhaust vents on roof of Lackey Music Hall

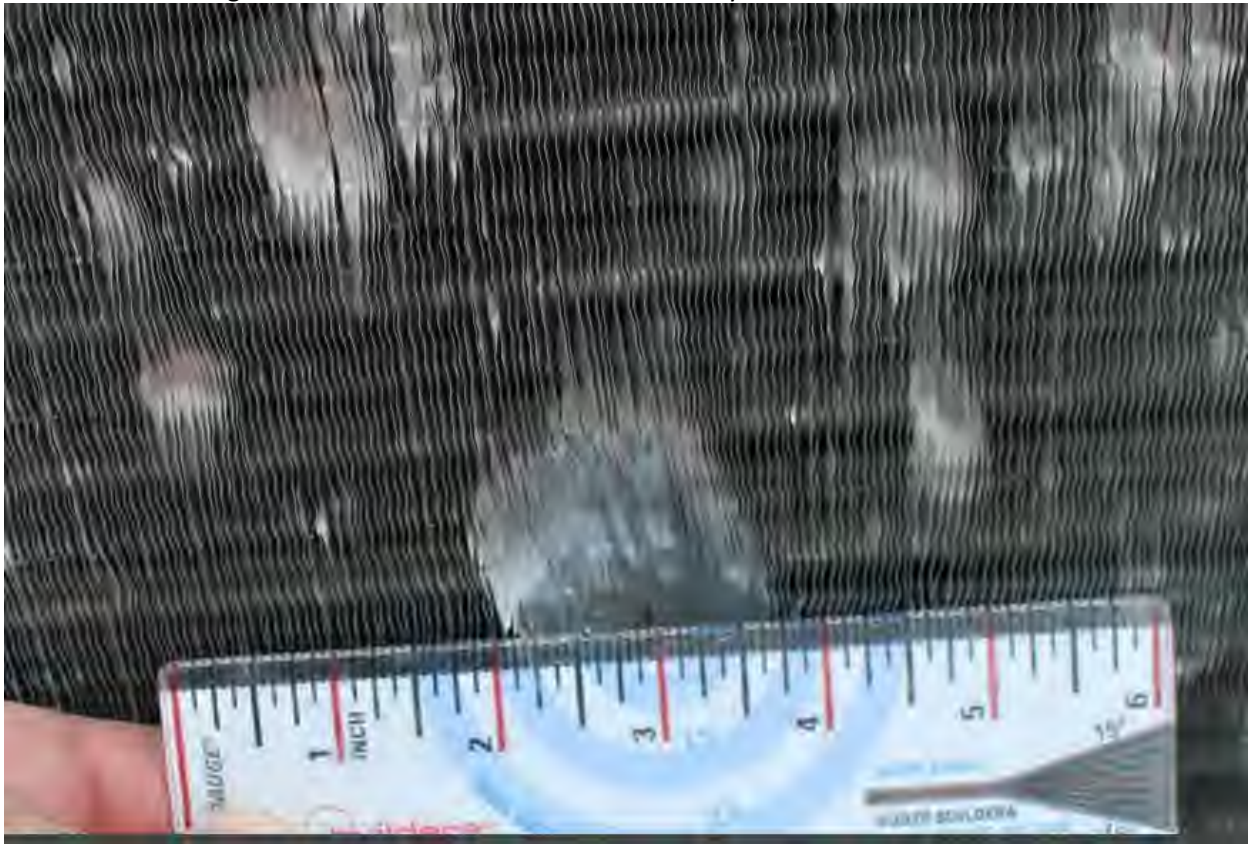


Photo No. B88: Upper range of dent size in HVAC cooling fins on roof of Zwermann Arts Center



Photo No. B92: Enlarged view of dents/deformations at north-facing roof slope of LTC Foundation Pavilion – note disengaged seams



Photo No. B109: Enlarged view of dents at press box roof – note disengaged seams



Photo No. B172: Typical fractured solar panel at outdoor charging station



Photo No. C27: Torn, creased and detached shingle tabs on Maintenance Building roof.



Photo No. C97: Indentations on the west-facing roof slope with disrupted paint coating.



Photo No. C112: Detail of a punctured roof area, coincident spatter.

BID COMMITTEE REPORT

October 21, 2025

TLB West Richland Center

1. TLB WRC HVAC Units Replacement

TO: Board of Trustees

FROM: Bid Committee

DATE: October 21, 2025

RE: TLB WRC HVAC Units Replacement

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

The Bid Committee recommends accepting the bid from Dan’s Electric Shop for a total of \$30,342.74.

TLB WRC HVAC Units Replacement		
Company	Base Bid	Alternate #1 Unit #6 Replacement
Alpha Mechanical Service Louisville, KY	\$36,167.00	\$17,970.00
Dan’s Electric Shop Noble, IL	\$20,899.60	\$9,443.14
Ohana Contracting Mount Vernon, IL	\$27,860.87	\$15,720.27
Read’s Inc. Olney, IL	\$24,355.00	\$11,990.00

Respectfully submitted,

Ryan Gower
Ryan Hawkins
Sonja Wease

Department: Operations and Maintenance.

Source of Funds: TLB WRC budget.

Rationale for Purchase: The lowest responsible bidder in conformity with specifications.

The three roof top units (RTU) included in this project (two RTU included in the base bid and one RTU included in the alternate #1 bid) were included in the FY2025-2026 TLB WRC O&M budget as part of the long term plan of replacing the facility RTUs, which are beyond typical life cycle given that they were manufactured in 1997 based on their serial numbers and to address the deferred maintenance associated with these units.

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

REQUEST FOR PROPOSAL

ILLINOIS EASTERN COMMUNITY COLLEGES

TIME AND PLACE OF BIDS

Notice is hereby given that sealed bids for Terry L. Bruce West Richland Center HVAC Units Replacement shall be received at the office of the Owner: Illinois Eastern Community Colleges District 529, 233 East Chestnut Street, Olney, IL 62450 until 2:00 p.m. local time, on Thursday, October 9, 2025, and then publicly opened. The Owner reserves the right to accept or reject any bid or waive informality or errors in bidding, to award the contract to his interests, and to hold the bids for a period of thirty (30) days from the bid date.

PRE-BID MEETING / SITE VISIT

A pre-bid meeting is scheduled for Thursday, September 25, 2025, at 1:00 p.m. at Terry L. Bruce West Richland Center HVAC Units Replacement, 320 East North Avenue, Noble, IL 62868. A walk through of the proposed project site will take place as part of the pre-bid meeting.

Attendance of the scheduled pre-bid meeting or a separate/additional site visit is not a requirement of submitting a bid proposal, but it is the responsibility of the contractor to field verify measurements of the installation areas as well as to provide all labor, materials, equipment, and tools necessary for the complete project. If a site visit, other than the scheduled pre-bid meeting, is desired prior to submitting a bid, schedule a visit with Arron Brown, TLB WRC O&M Team Leader, to determine an acceptable date and time. Mr. Brown can be contacted at (618) 204-9073. Any questions concerning anything contained herein should be directed, in writing, to Nicholas Knapp, Construction Project Manager, at 233 E. Chestnut, Olney, IL 62450. Questions may also be submitted to bids@iecc.edu. Please include TERRY L. BRUCE WEST RICHLAND CENTER HVAC UNITS REPLACEMENT in the subject line of any inquiry. The deadline for questions is 2:00 p.m., Friday, October 3, 2025.

ADDENDUM

If it becomes necessary to revise any part of the RFP, an official written addendum will be issued by Illinois Eastern Community Colleges to all bidders of record.

Vendor must clearly understand that any verbal representation made or assumed to be made during any oral discussion held between vendor's representative and any Illinois Eastern Community Colleges personnel is not binding. Only the information issued in writing and added to the Request for Proposal specifications file by an official written addendum are binding.

METHOD OF BIDDING

Bids should include all items bid as one contract price. Bidders shall examine all documents contained herein. Failure to do so will not relieve a successful bidder of his obligation to provide all labor, materials, training, and support necessary to carry out the provision of his contract for the sum stated thereon. Each bidder, by submitting a bid, represents that they have received, read, and understand the bidding documents.

SCOPE OF WORK

The scope of this bid is to provide all materials, labor, and equipment required to remove existing RTU #1, Carrier 50HJQ005---601, being replaced and to install a new 4-Ton RTU as well as existing RTU #3, Carrier 50HJQ006---601, being replaced and install a new 5-Ton RTU. The units are on the roof of the existing one-

story building. Provide all associated accessories as required for a complete and operable system for each unit being replaced.

The bid proposal shall include, but not necessarily be limited to the following for both units being replaced:

- Recover refrigerant from existing system and dispose of per EPA guidelines.
- Demo and remove Carrier Heat Pump RTU using crane.
- Furnish and install Heat Pump RTU of equal or greater specifications as existing unit being replaced, including, but not necessarily limited to, heating kits specifications (see photos of existing unit heating kit information for minimum specifications to be met), power connection type, louvered hail guards, economizers specifications, 460V-3Phase-60Hz, cooling stages, communicating control compatible with existing thermostat, and nominal capacity (4-ton unit and 5-ton unit as per existing unit being replaced).
- Removal and replacement of the existing electrical disconnect attached to the body of the unit with a new electrical disconnect with like electrical specifications and ratings as the Unit #1 and Unit #3 30 Amp Square D disconnects being replaced.
- Reconnect electric to new RTU.
- Connect new unit to existing thermostat. Provide new control wire as required.
- Perform start-up of new equipment.

The new units shall properly fit the existing curb systems as per manufacturer's recommendations, or a new curb system and/or manufacturer recommended curb adapter, as well as any associated roof modification scope, shall be included to install the new units per manufacturer's recommendations.

The new units shall properly attach to the existing duct work, or the appropriate duct modifications shall be included to meet the unit manufacturer's recommendations. The installation of the new units or any duct modifications completed shall not restrict the current air flow or existing duct systems functions.

Manufacturers:

- A. Basis of Design: Carrier
- B. Acceptable Manufacturers:
 - 1) Aeon
 - 2) American Standard
 - 3) Carrier
 - 4) Lennox
 - 5) Trane

ALTERNATE

ALTERNATE 1:

The scope of this bid is to provide all materials, labor, and equipment required to remove the existing RTU #6, Carrier 50HJQ005---601, being replaced and equipment required to install a new 4-Ton RTU. The unit is on the roof of the existing one-story building. Provide all associated accessories as required for a complete and operable system for the unit to be replaced.

The bid proposal shall include, but not necessarily be limited to:

- Recover refrigerant from existing system and dispose of material as per EPA guidelines.
- Demo and remove existing Carrier Heat Pump RTU using crane.
- Furnish and install Heat Pump RTU of equal or greater specifications as existing unit being replaced, including, but not necessarily limited to, heating kits specifications, power connection type, louvered hail guards, economizers specifications, 460V-3Phase-60Hz, cooling stages, communicating control compatible with existing thermostat, and nominal capacity (4-ton unit).

- Removal and replacement of the existing electrical disconnect attached to the body of the unit with a new electrical disconnect with like electrical specifications and ratings as the Unit #6 30 Amp Square D disconnects being replaced.
- Reconnect electric to new RTU.
- Connect new unit to existing thermostat. Provide new control wire as required.
- Perform start-up of new equipment.

The new unit shall properly fit the existing curb system as per manufacturer’s recommendations, or a new curb system and/or manufacturer recommended curb adapter, as well as any associated roof modification scope, shall be included to install the new unit per manufacturer’s recommendations.

The new unit shall properly attach to the existing duct work, or the appropriate duct modifications shall be included to meet the unit manufacturer’s recommendations. The installation of the new unit or any duct modifications completed shall not restrict the current air flow or existing duct systems functions.

Manufacturers:

- A. Basis of Design: Carrier
- B. Acceptable Manufacturers:
 - 1) Aaon
 - 2) American Standard
 - 3) Carrier
 - 4) Lennox
 - 5) Trane

All Base Bid and Alternate #1 work shall comply with all applicable Federal, State, and local codes. The contractor shall provide all safeguards, safety devices, protective equipment, and shall take any other actions reasonably necessary to protect the life and health of persons working at the site of the project, the safety of the public, and to protect property in connection with the performance of the work covered by the contract.

See attached location maps, scope narrative, existing pictures, and RTU location roof plan associated with the scope of this project.

PREPARATION OF BIDS

All bids must be submitted on the bid form contained herein. Bids shall be delivered in a sealed opaque envelope showing the bidders’ name and address and the name of the project.

Bid submissions should detail all materials included as part of bid.

METHOD OF BID EVALUATION

The IECC Board of Trustees reserves the right to reject all bids or parts of bids, and to waive informalities therein. Bids will be awarded to the lowest responsible bidder in conformity with bid specifications.

INSURANCE

The successful bidder will be required to furnish a certificate of insurance, naming Illinois Eastern Community Colleges as an additional insured as primary and non-contributory to any other insurance available, in the following amounts:

1. Workers’ Compensation	Statutory Limits, with Waiver of Subrogation
2. Employer’s Liability	\$1,000,000

3. Comprehensive General Liability & Property Damage including: a. Personal Injury Liability b. Blanket Broad Form Contractual Liability c. Independent Contractors d. Products and Completed Operations	\$1,000,000, with Waiver of Subrogation
4. Automobile Liability	\$1,000,000 combined and single limit
5. Owner's and Contractor's Protective Liability Insurance to protect the Owner and Architect, their agents, consultants, and employees from contingent responsibility and liability arising from work performed under the contract.	\$1,000,000

SALES TAX

Retailers Occupational Sales Taxes **are not** applicable for this project.

PREVAILING WAGE

Illinois Eastern Community Colleges is a unit of local government, and as such, any contract for public works is subject to the Illinois Prevailing Wage Act. The Prevailing Wage Act regulates wages of laborers, mechanics, and other workers employed under contract for public work. It is the bidder's responsibility to bid all work pursuant to laws and regulations outlined in the Illinois Prevailing Wage Act.

With each Application for Payment the Contractor shall submit certified payrolls for the period covered by the present Application for Payment to the Owner to demonstrate prevailing wage payrolls for each worker that works on this project.

SHIPPING & HANDLING

All freight and delivery must be included in bid.

SPECIAL PROVISIONS

Nondiscrimination: There will be no discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin by the owner or contractor.

Certification of Eligibility: Prior to contract award, all bidders must certify that neither it nor any person or firm that has an interest in the bidder's firm is a person or firm ineligible to be awarded Government contracts by virtue of section 3(a) of the Davis-Bacon Act of 29 CFR 5.12(a)(1).

No subcontracts shall be made to any person or firm ineligible to be awarded Government contracts by virtue of section 3(a) of the Davis-Bacon Act of 29 CFR 5.12(a)(1).

The penalty for making false statement is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001.

Debarment, Suspension, Ineligibility, and Voluntary Exclusions: No contract will be awarded to a bidder, nor its principals, that is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency.

Illinois Eastern Community Colleges has an aspirational goal that **20%** of this project's material and/or labor will involve small, minority-owned, veteran-owned, and/or women-owned businesses in the procurement

process. Prime contractors that do not meet the eligibility criteria as a Business Enterprise Program, are encouraged to utilize sub-contractors who do qualify or to utilize material vendors that qualify. To qualify as a Business Enterprise Program entity, prime or subcontractors must be certified by the Department of Central Management Services of the State of Illinois as BEP vendors prior to contract award. Go to (<http://www2.illinois.gov/cms/business/sell2/bep/Pages/default.aspx>) for complete requirements for BEP certification.

Bids submitted with small, minority-owned, veteran-owned, and/or women-owned (BEP) business participation; whether as primary contractor, sub-contractor, material vendor, etc.; should indicate the percentage of work associated with the BEP businesses.

BID FORM

Following Board approval, bids will be awarded on October 22, 2025.

ALL FREIGHT, SHIPPING, DELIVERY, AND HANDLING CHARGES ARE TO BE INCLUDED IN BID TOTAL AND DELIVERED TO TRRY L. BRUCE WEST RICHLAND CENTER, 320 EAST NORTH AVENUE, NOBLE, ILLINOIS 62868. THE QUOTATION, AS SUBMITTED ON THIS FORM, WILL REMAIN FIRM FOR 30 DAYS FROM THE DATE QUOTATION IS RECEIVED BY ILLINOIS EASTERN COMMUNITY COLLEGES.

BASE BID MATERIALS \$ _____

BASE BID LABOR \$ _____

TOTAL BASE BID \$ _____

(MATERIALS AND LABOR)

ALTERNATE #1 (UNIT #6 REPLACEMENT SCOPE OF WORK)

ALTERNATE #1 BID MATERIALS \$ _____

ALTERNATE #1 BID LABOR \$ _____

TOTAL ALTERNATE #1 BID \$ _____

(MATERIALS AND LABOR)

ESTIMATED TIME TO COMPLETE IN DAYS _____

ESTIMATED START DATE IF AWARDED ON OR ABOUT OCTOBER 22, 2025 _____

ACKNOWLEDGEMENT OF ADDENDUM RECEIVED _____

(IF APPLICABLE)

SIGNATURE _____

PRINT NAME _____

COMPANY _____

ADDRESS _____

TELEPHONE _____

FAX _____

DATE _____

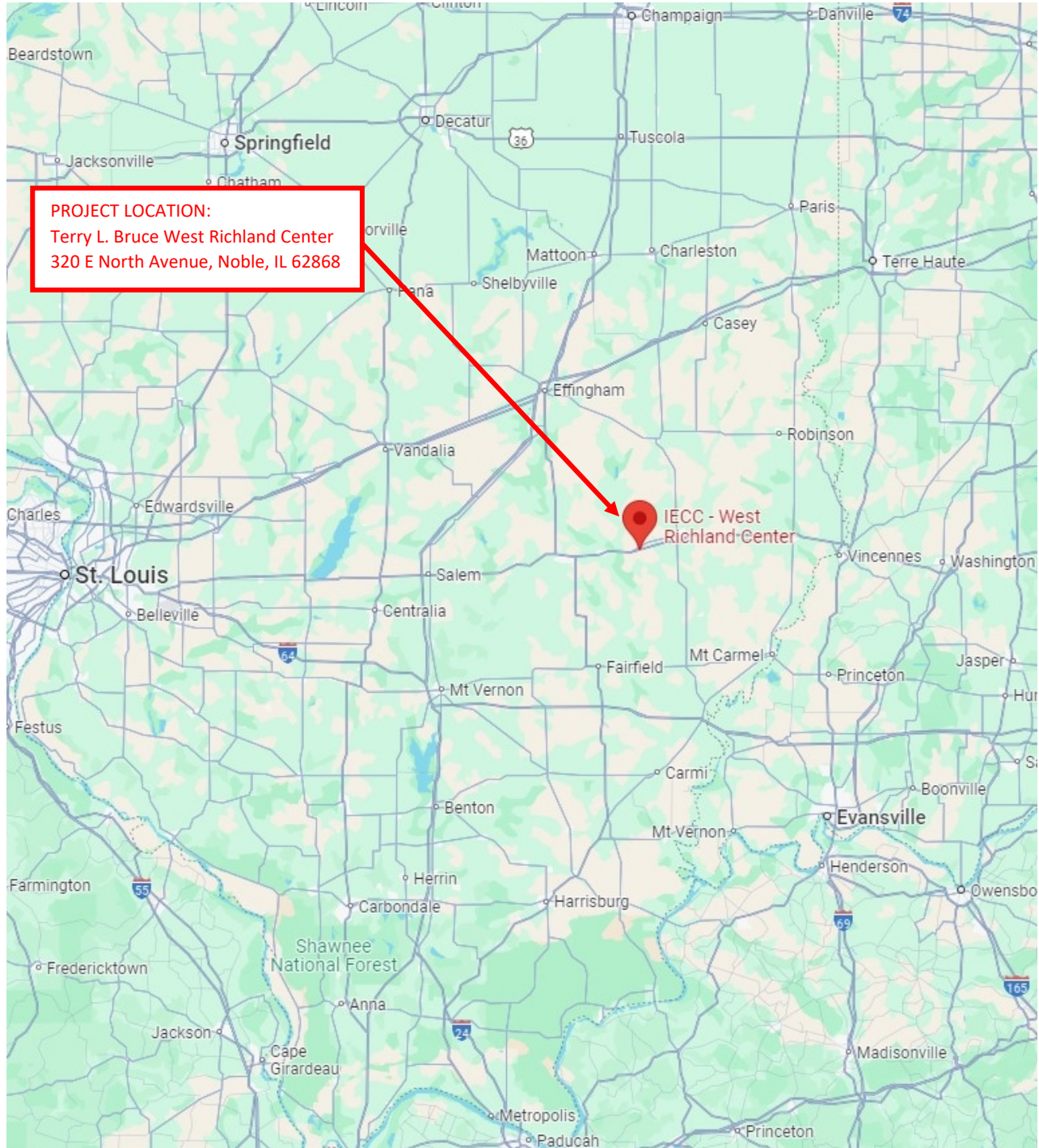
Any Certified Vendor (Primary Contractor, Sub-Contractors, or Procurement/Material Vendors) in accordance with the Business Enterprise Program (BEP) for Minorities, Females, and Persons with Disabilities Act:

Yes No If yes, you must attach a copy of the current letter of certification.

Percentage of overall work (material and/or labor) being provided by BEP Certified Vendor(s) % _____

**Illinois Eastern Community Colleges
Terry L. Bruce West Richland Center
HVAC Units Replacement**

Project Location Map



**Illinois Eastern Community Colleges
Terry L. Bruce West Richland Center
HVAC Units Replacement**

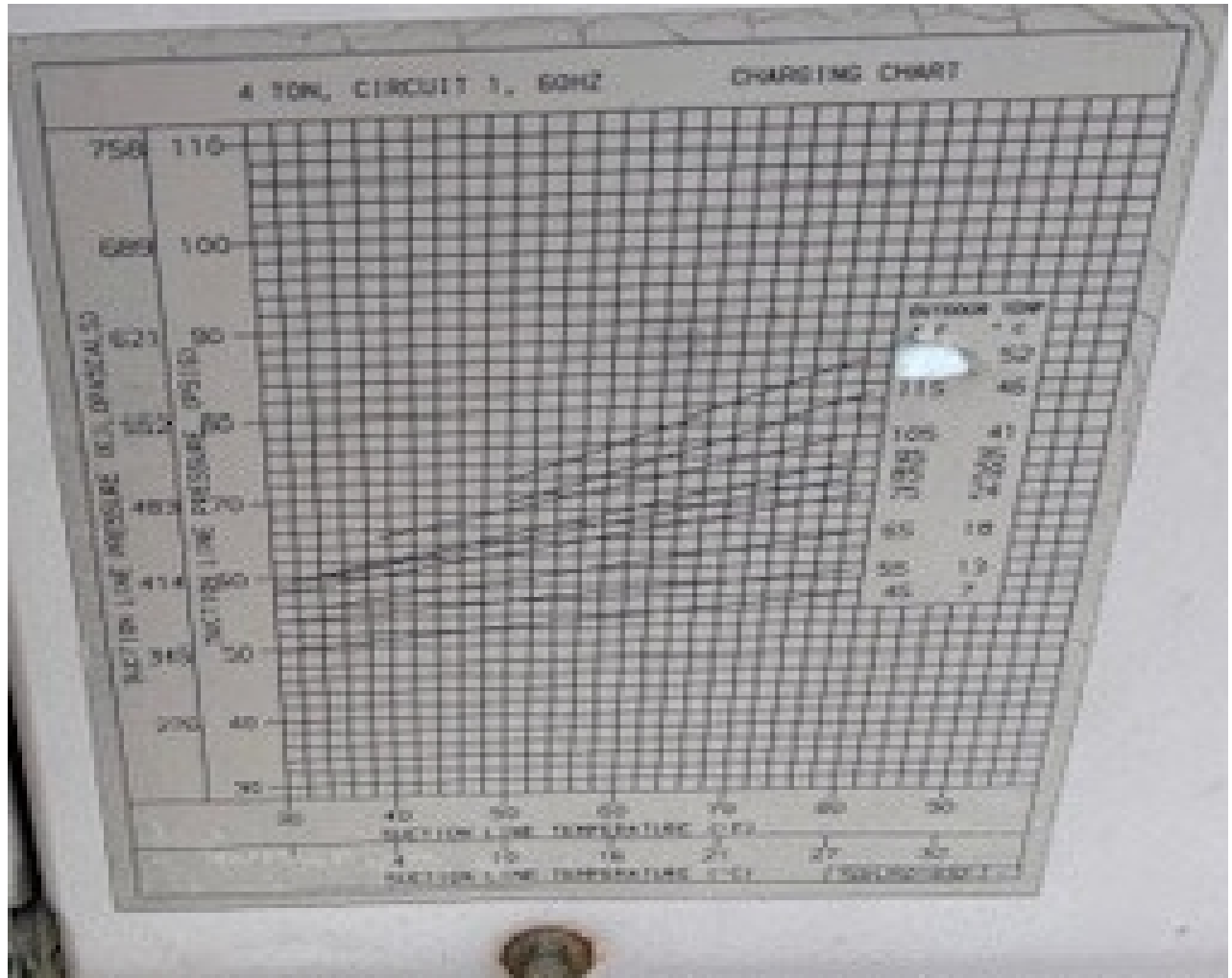
Campus Project Location



**Illinois Eastern Community Colleges
Terry L. Bruce West Richland Center
HVAC Units Replacement**

Scope Narrative

1. **Demolition Work:** Contractor shall remove existing HVAC unit systems, noted within the scope of work description in this invitation to bid, in their entirety.
2. **Execution of Work:** The contractor shall coordinate the performance of all work 10 working days in advance. The contractor shall be responsible for protection of adjacent surfaces and areas not to receive work. The contractor will be responsible for providing and furnishing all equipment needed to perform the work of the project.
3. **Disposal of Materials:** The contractor shall be responsible for disposal of all materials and removal from the property, including, but not limited to, the existing equipment and refrigerant being removed and replaced as part of this project.
4. **Clean-up:** The contractor shall keep worksite clear of debris and/or material during the work and shall accomplish clean-up of the worksite at the end of each day. Materials removed or demolished shall not be allowed to accumulate on the jobsite.
5. **Standard of Workmanship:** The contractor shall perform all work in accordance with applicable codes and manufacturers' recommendations. Contractor is responsible for any/all permits required. Contact the Village of Noble for local license and permit requirements. Workmanship shall be of the highest grade throughout this project. Any adjacent materials, roofing surface, pavement surface, yard, etc. damage due to the contractor's operations and failure to adequately protect the area or due to project associated leaks or water infiltration caused by work not being protected or completed work not being weathertight, shall be corrected to its original condition by the contractor at no cost to IECC.
6. **Acceptance of Nonconforming Work:** In the event there is nonconforming work and IECC prefers to accept the Work that is not in accordance with the requirements of the Contract Documents, IECC may do so instead of requiring its removal and correction, in which case the Contract Sum will be reduced as appropriate and equitable. Such adjustment shall be effected whether or not final payment has been made.
7. **Warranty:** Contractor shall provide one (1) year material and labor warranty to guarantee all work required and performed for this project from date of substantial completion agreed to between the owner and contractor. Standard manufacturer warranties; including but not limited to 5-year parts on electric heaters, 5-year parts on compressors, 3-year parts on the controls system, 3-year parts on all condenser and evaporator coils, and 1-year parts on all other parts; shall also be provided. Contractor shall provide warranty letter(s) and project equipment O&M Manuals as part of project close-out.
8. **Safety:** All work shall comply with all applicable Federal, State, and local codes. All work shall be accomplished in strict compliance with OSHA Safety Standards. The contractor shall provide all safeguards, safety devices, protective equipment, and shall take any other actions reasonably necessary to protect the life and health of persons working at the site of the project, the safety of the public, and to protect property in connection with the performance of the work covered by the contract. The project is located at facility that will remain in operation during the project. Please note that the existing parking lots, drives, and building exits shall remain open throughout the project.
9. **Point of Contact:** Nicholas Knapp, Illinois Eastern Community Colleges, Construction Project Manager.
10. **Measurements:** It shall be the responsibility of the contractor to field-verify conditions, dimensions, and necessary material quantities prior to bid of this project. See pictures and roof plan for additional information.
11. **Basis of Design:** Carrier, as noted within the scope of work description in this invitation to bid.



Electrical Panel Information





Electrical Disconnect



Heat Kit Information

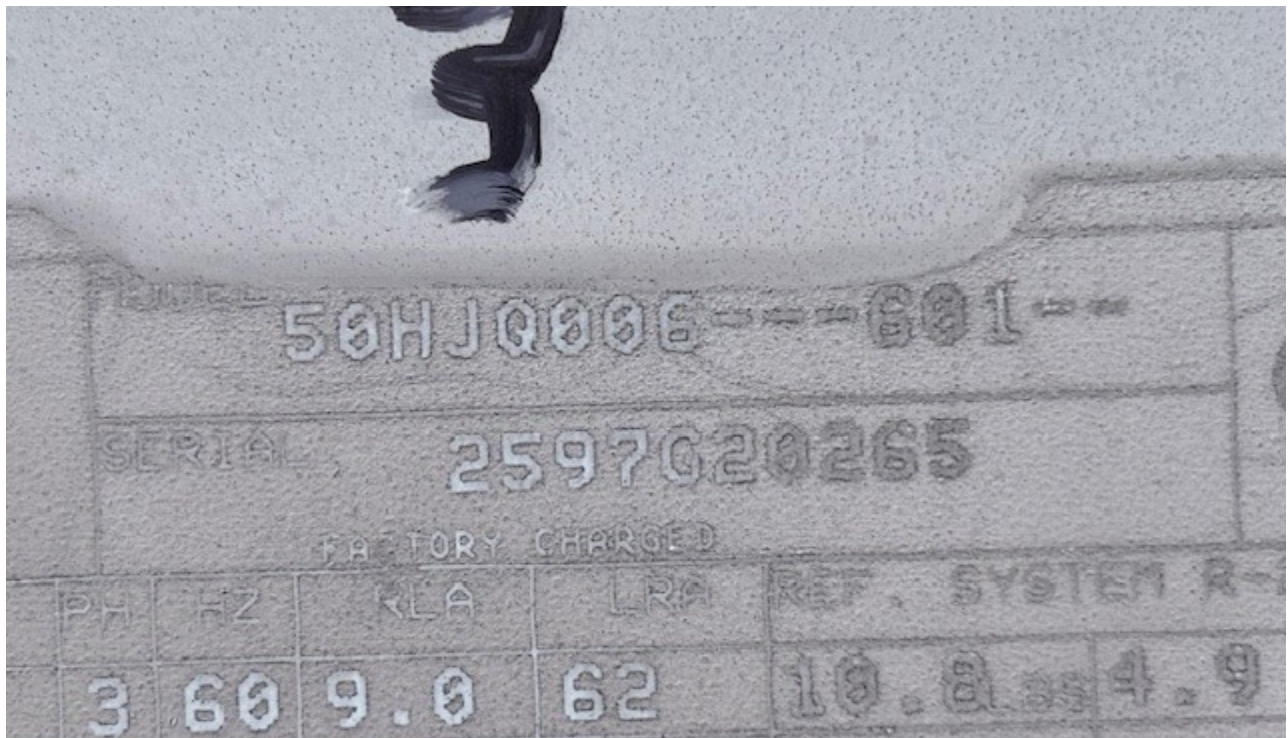
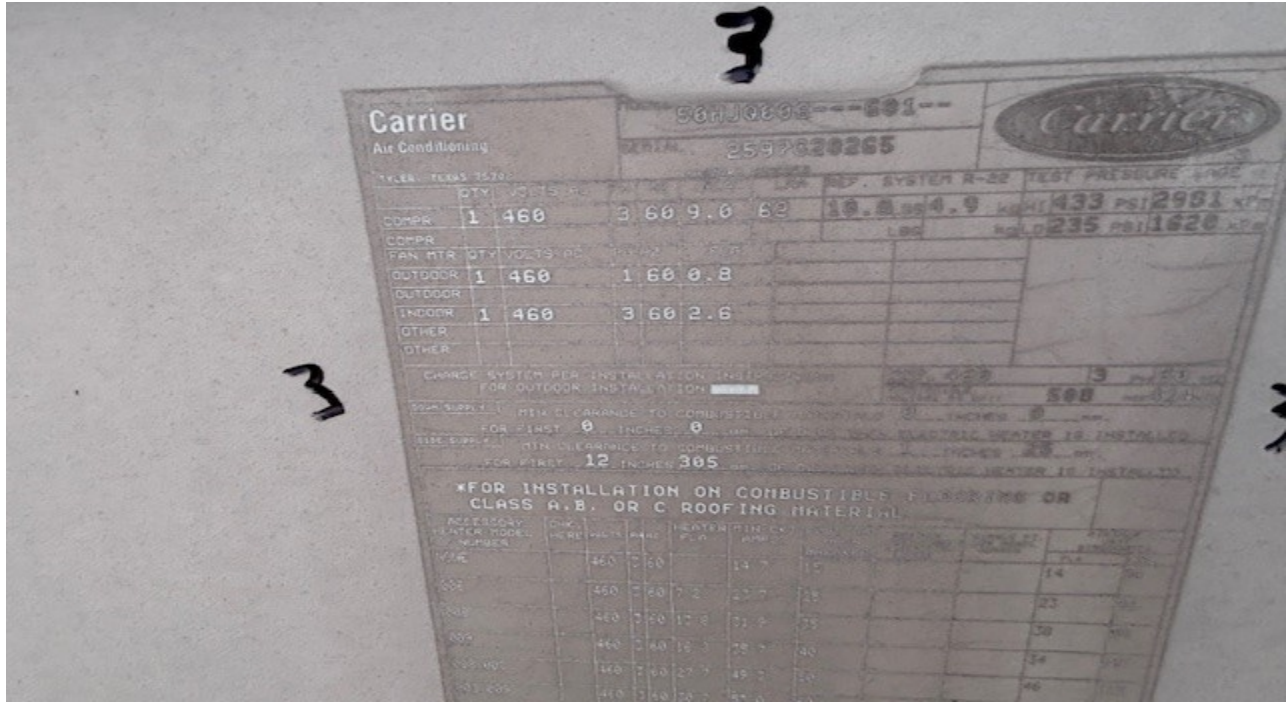


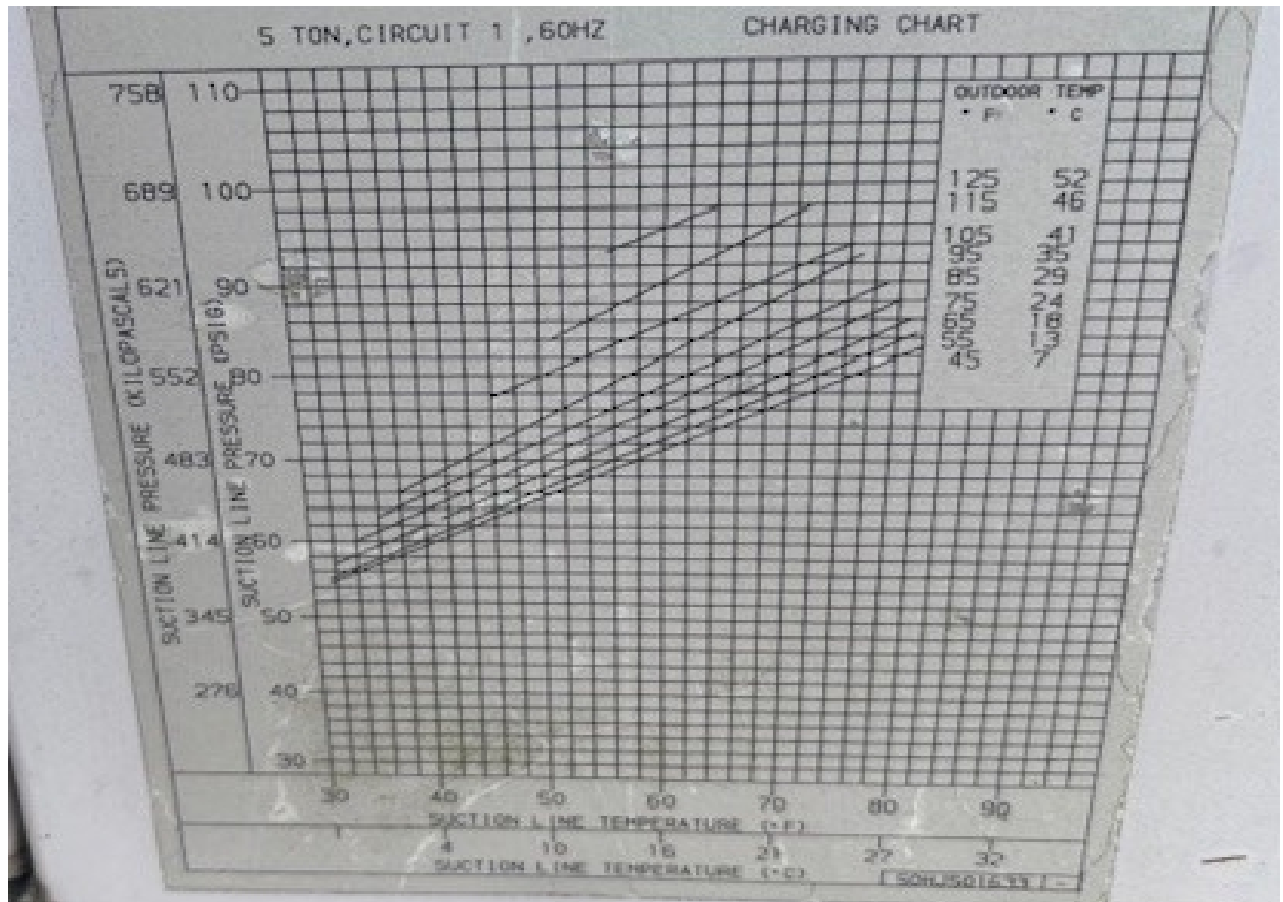
Heat Kit Information

**Illinois Eastern Community Colleges
Terry L. Bruce West Richland Center
HVAC Units Replacement**

Pictures of Existing Conditions

Base Bid - Unit #3





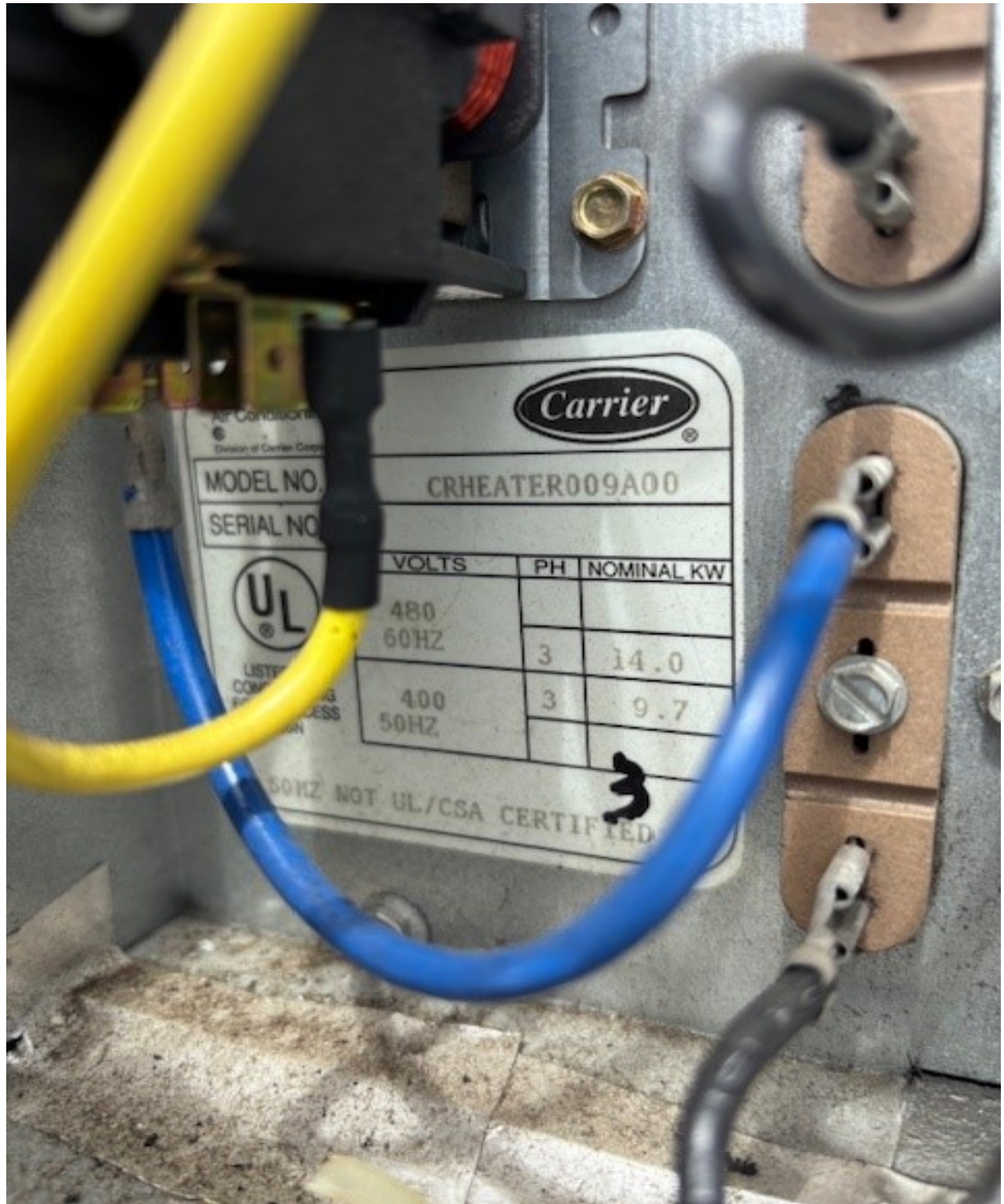
Electrical Panel Information







Electrical Disconnect



Heat Kit Information



Electrical Panel Information

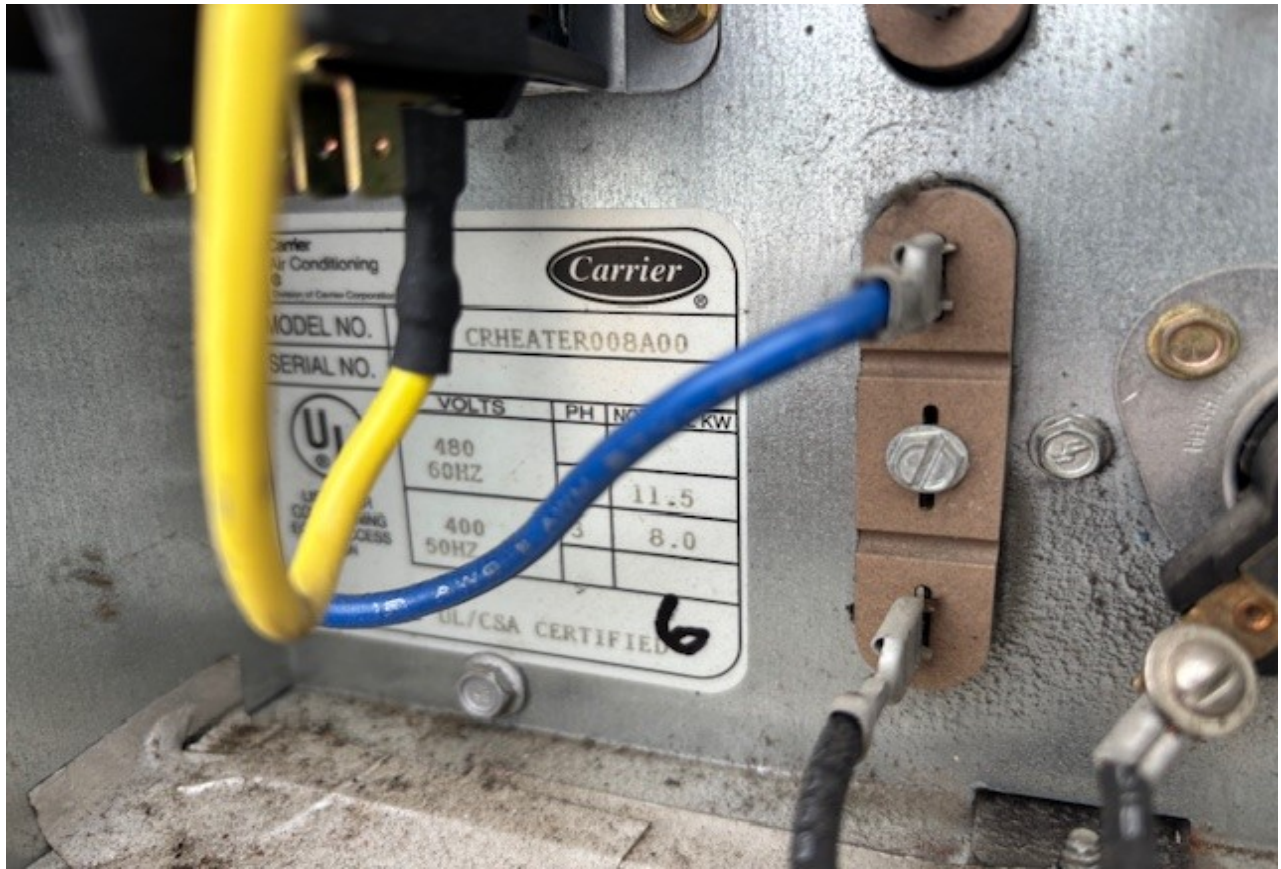


Electrical Disconnect

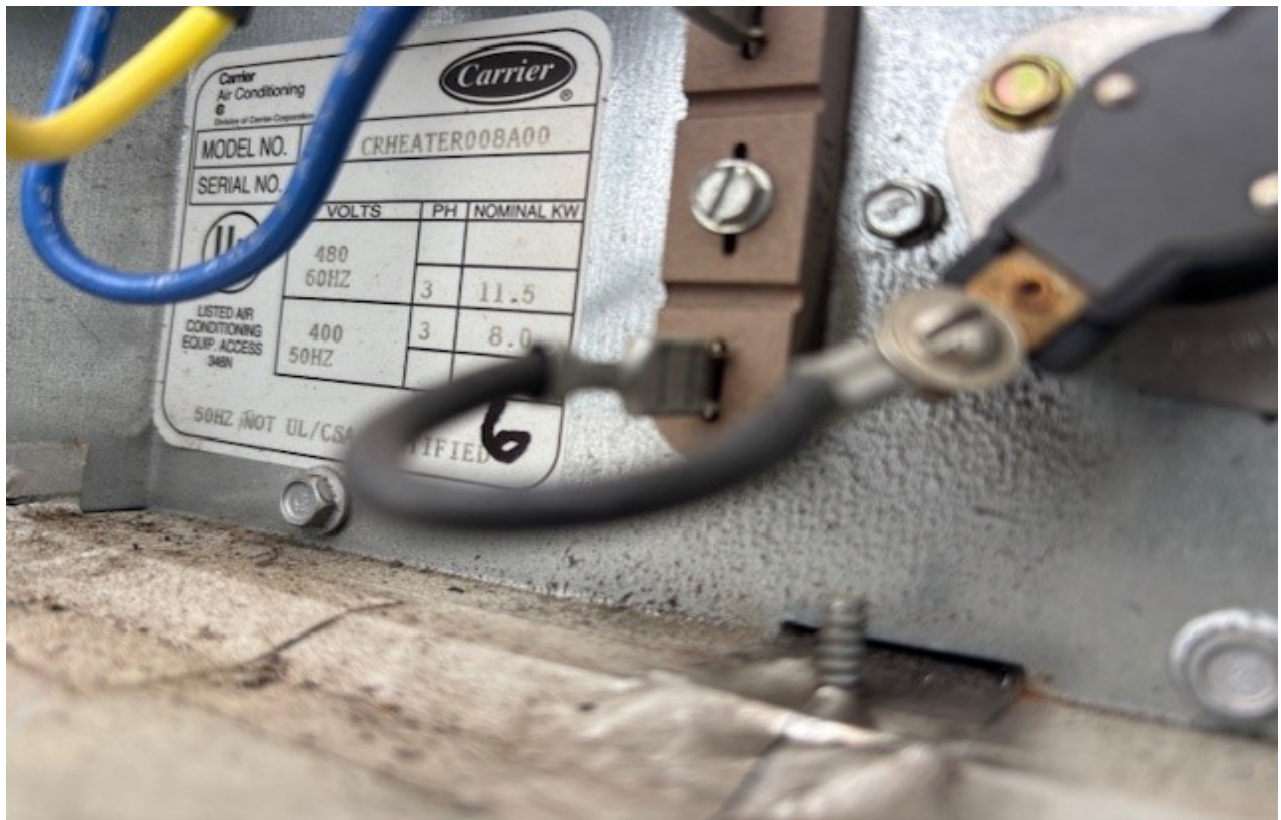


Electrical Disconnect





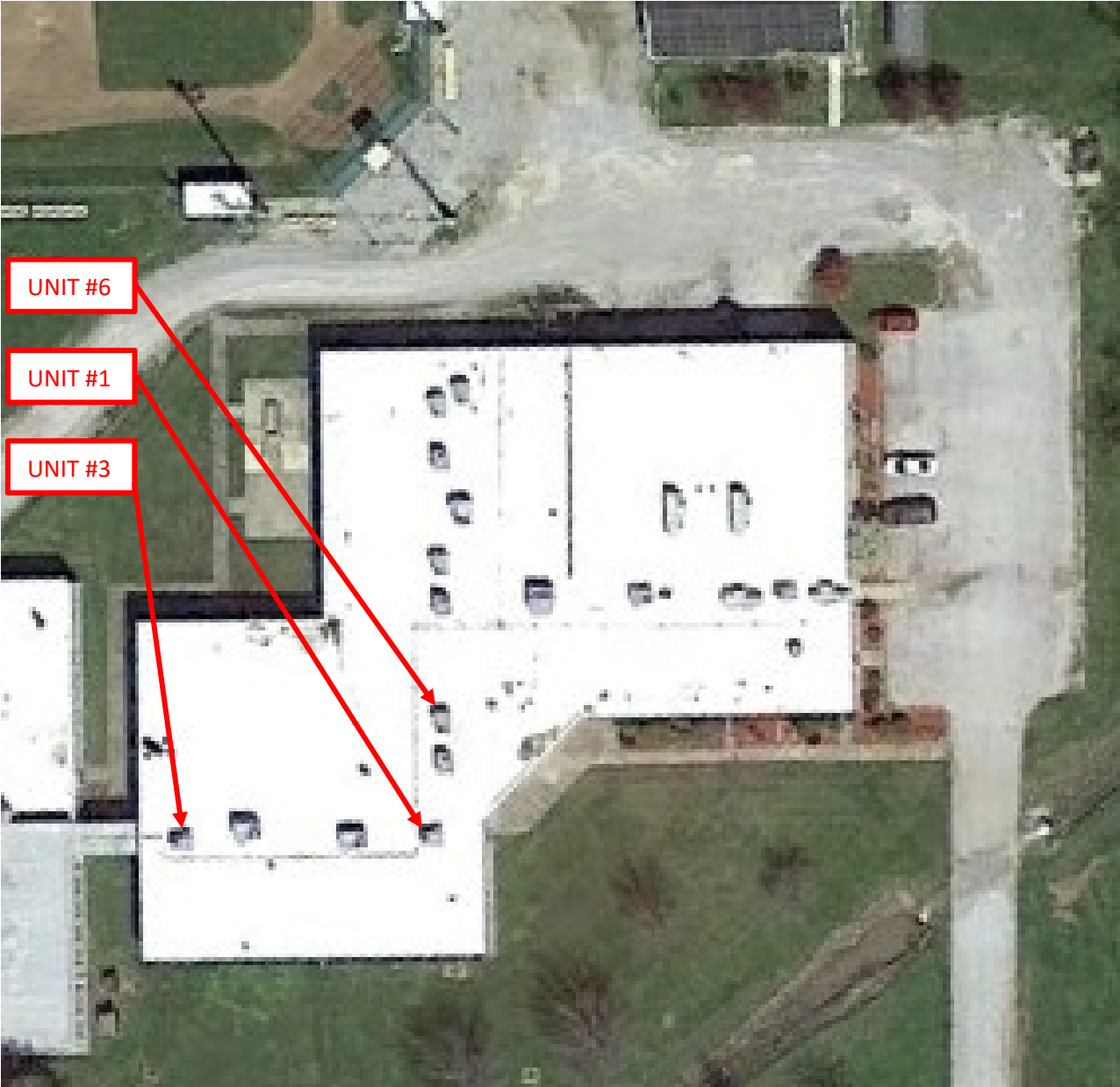
Heat Kit Information



Heat Kit Information

**Illinois Eastern Community Colleges
Terry L. Bruce West Richland Center
HVAC Units Replacement**

RTU Location Roof Plan



**ILLINOIS EASTERN COMMUNITY COLLEGES
DISTRICT #529
TREASURER'S REPORT
September 30, 2025**

FUND	BALANCE
Educational	\$ 6,417,625.44
Operations & Maintenance	1,187,496.74
Operations & Maintenance (Restricted)	2,190,927.95
Bond & Interest	1,679,809.44
Auxiliary	1,726,304.16
Restricted Purposes	159,403.74
Working Cash	75,768.44
Trust & Agency	614,196.70
Audit	42,383.29
Liability, Protection & Settlement	690,807.75
TOTAL ALL FUNDS	<u>\$ 14,784,723.65</u>

Respectfully submitted,

Ryan Hawkins, Treasurer

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

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
ASSETS						
Cash	\$ 6,443,925	\$ 1,187,497	\$ 2,190,928	\$ 1,679,809	\$ 1,746,804	\$ 159,404
Investments	8,497,214	2,813,194	5,558,867	-	1,964,500	-
Accounts Receivable	1,619,937	169,169	-	-	499,772	-
Other Receivables	787,002	11,929	56,991	-	17,371	49,869
Restricted Cash	-	-	5,070,240	-	-	-
Inventory	-	-	-	-	485,671	-
Other Assets	248,961	-	-	-	-	490,243
Due From Other Funds	-	-	-	-	-	-
Total Assets	<u>\$ 17,597,039</u>	<u>\$ 4,181,789</u>	<u>\$ 12,877,026</u>	<u>\$ 1,679,809</u>	<u>\$ 4,714,118</u>	<u>\$ 699,516</u>
LIABILITIES						
Accounts Payable	\$ 241,170	\$ 19,474	\$ 558,122	\$ -	\$ 33,120	\$ 25,323
Accrued Payroll Liabilities	(10,046)	-	-	-	-	-
Other Accrued Liabilities	115,093	-	21,997	-	32,107	-
Due to Other Funds	-	-	-	-	-	-
Total Liabilities	<u>346,217</u>	<u>19,474</u>	<u>580,119</u>	<u>-</u>	<u>65,227</u>	<u>25,323</u>
FUND BALANCES						
Non-Spendable	-	-	-	-	485,671	-
Restricted						
Board Designated	11,413,264	2,013,472	-	-	-	-
Other Purposes	-	1,115,791	6,090,642	1,679,809	-	-
Encumbered	12,446,352	1,033,052	6,206,265	-	1,955,216	973,208
Unassigned	(6,608,794)	-	-	-	2,208,004	(299,015)
Total Fund Balances	<u>17,250,822</u>	<u>4,162,315</u>	<u>12,296,907</u>	<u>1,679,809</u>	<u>4,648,891</u>	<u>674,193</u>
Total Liabilities and Fund Balances	<u>\$ 17,597,039</u>	<u>\$ 4,181,789</u>	<u>\$ 12,877,026</u>	<u>\$ 1,679,809</u>	<u>\$ 4,714,118</u>	<u>\$ 699,516</u>

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

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
ASSETS					
Cash	\$ 75,768	\$ 614,197	\$ 42,383	\$ 690,808	\$ 14,831,523
Investments	4,676,992	-	-	-	23,510,767
Accounts Receivable	-	-	-	-	2,288,878
Other Receivables	239,180	113,090	-	-	1,275,432
Restricted Cash	-	-	-	-	5,070,240
Inventory	-	-	-	-	485,671
Other Assets	-	-	-	-	739,204
Due From Other Funds	-	-	-	-	-
Total Assets	<u>\$ 4,991,940</u>	<u>\$ 727,287</u>	<u>\$ 42,383</u>	<u>\$ 690,808</u>	<u>\$ 48,201,715</u>
LIABILITIES					
Accounts Payable	\$ -	\$ (13)	\$ -	\$ 137,796	\$ 1,014,992
Accrued Payroll Liabilities	-	-	-	-	(10,046)
Other Accrued Liabilities	-	-	-	(644)	168,553
Due to Other Funds	-	-	-	-	-
Total Liabilities	<u>-</u>	<u>(13)</u>	<u>-</u>	<u>137,152</u>	<u>1,173,499</u>
FUND BALANCES					
Non-Spendable	6,315,000	-	-	-	6,800,671
Restricted					
Board Designated	-	-	-	-	13,426,736
Other Purposes	(1,323,060)	722,178	42,383	163,696	8,491,439
Encumbered	-	5,122	-	389,960	23,009,175
Unassigned	-	-	-	-	(4,699,805)
Total Fund Balances	<u>4,991,940</u>	<u>727,300</u>	<u>42,383</u>	<u>553,656</u>	<u>47,028,216</u>
Total Liabilities and Fund Balances	<u>\$ 4,991,940</u>	<u>\$ 727,287</u>	<u>\$ 42,383</u>	<u>\$ 690,808</u>	<u>\$ 48,201,715</u>

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

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
REVENUES						
Property Taxes	\$ 2,407,394	\$ 888,472	\$ 94,468	\$ 1,154,907	\$ -	\$ -
Replacement Taxes	-	27,111	-	-	-	-
ICCB Grants	2,195,012	-	-	-	-	-
Federal Grants	-	-	-	-	-	942,864
Tuition & Fees	6,012,451	458,753	-	-	74,496	-
Charges for Services	7,426	29,320	-	-	522,509	-
Interest	80,370	22,546	42,025	5,092	36,981	1,450
Other Revenues	38,808	22	100,000	-	57,529	16,250
Total Revenues	<u>10,741,461</u>	<u>1,426,224</u>	<u>236,493</u>	<u>1,159,999</u>	<u>691,515</u>	<u>960,564</u>
EXPENDITURES						
Payroll	3,332,662	311,559	-	-	482,063	353,089
Benefits	515,295	66,272	-	-	55,537	76,348
Contractual Services	538,745	114,076	195,844	-	121,771	42,755
Supplies	481,191	53,938	3,318	-	421,587	43,957
Travel	27,339	-	-	-	123,904	17,934
Fixed	4,829	-	-	-	232,962	(3,695)
Utilities	15,213	282,860	-	-	-	-
Capital Outlay	-	21,450	186,960	-	-	48
Other	63,821	156	-	-	23,887	584,214
Scholarships, Student Grants, & Waivers	1,971,635	-	-	-	131,644	60,129
Total Expenditures	<u>6,950,730</u>	<u>850,311</u>	<u>386,122</u>	<u>-</u>	<u>1,593,355</u>	<u>1,174,779</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>3,790,731</u>	<u>575,913</u>	<u>(149,629)</u>	<u>1,159,999</u>	<u>(901,840)</u>	<u>(214,215)</u>
TRANSFERS						
Net Transfers	(1,430,323)	-	-	-	1,430,323	-
Total Transfers	<u>(1,430,323)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,430,323</u>	<u>-</u>
Net Change in Fund Balance	<u>2,360,408</u>	<u>575,913</u>	<u>(149,629)</u>	<u>1,159,999</u>	<u>528,483</u>	<u>(214,215)</u>
Fund Balance - Beginning	14,890,415	3,586,401	12,446,537	519,811	4,120,407	888,406
Fund Balance - Ending	<u>\$ 17,250,823</u>	<u>\$ 4,162,314</u>	<u>\$ 12,296,908</u>	<u>\$ 1,679,810</u>	<u>\$ 4,648,890</u>	<u>\$ 674,191</u>

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

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
REVENUES					
Property Taxes	\$ -	\$ -	\$ 51,563	\$ 709,813	\$ 5,306,617
Replacement Taxes	-	-	-	-	27,111
ICCB Grants	-	-	-	-	2,195,012
Federal Grants	-	-	-	-	942,864
Tuition & Fees	-	-	-	-	6,545,700
Charges for Services	-	1,411	-	-	560,666
Interest	50,612	3,310	64	2,142	244,592
Other Revenues	-	271,969	-	14,150	498,728
Total Revenues	<u>50,612</u>	<u>276,690</u>	<u>51,627</u>	<u>726,105</u>	<u>16,321,290</u>
EXPENDITURES					
Payroll	-	-	-	-	4,479,373
Benefits	-	-	-	63,898	777,350
Contractual Services	-	-	6,000	-	1,019,191
Supplies	-	(13)	-	-	1,003,978
Travel	-	2,322	-	-	171,499
Fixed	-	-	-	300,924	535,020
Utilities	-	-	-	-	298,073
Capital Outlay	-	-	-	-	208,458
Other	-	(18,466)	-	1,054	654,666
Scholarships, Student Grants, & Waivers	-	199,227	-	-	2,362,635
Total Expenditures	<u>-</u>	<u>183,070</u>	<u>6,000</u>	<u>365,876</u>	<u>11,510,243</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>50,612</u>	<u>93,620</u>	<u>45,627</u>	<u>360,229</u>	<u>4,811,047</u>
TRANSFERS					
Net Transfers	-	-	-	-	-
Total Transfers	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Change in Fund Balance	<u>50,612</u>	<u>93,620</u>	<u>45,627</u>	<u>360,229</u>	<u>4,811,047</u>
Fund Balance - Beginning	4,941,328	633,679	(3,243)	193,428	42,217,169
Fund Balance - Ending	<u>\$ 4,991,940</u>	<u>\$ 727,299</u>	<u>\$ 42,384</u>	<u>\$ 553,657</u>	<u>\$ 47,028,216</u>

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

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 14,784,370	\$ 14,406,122
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	25,500
CDB PROJECT TRUST	5,070,240	4,614,304
PREPAID EXPENSES	248,961	258,783
INVESTMENTS	23,510,766	28,189,958
RECEIVABLES	3,198,665	2,694,267
ACCRUED REVENUE	365,644	367,328
INVENTORY	485,671	625,408
OTHER ASSETS	490,243	467,338
FIXED ASSETS (Net of Depr)	35,546,182	31,528,189
TOTAL ASSETS AND OTHER DEBITS:	\$ 83,747,542	\$ 83,198,497
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ (10,691)	\$ 24,101
ACCOUNTS PAYABLE	1,129,223	57,466
DEFERRED REVENUE	54,612	69,116
L-T DEBT GROUP (FUND 9)	14,341,509	8,683,496
OPEB (Prior Year Restated for GASB 75 Implementation)	5,983,109	6,280,647
TOTAL LIABILITIES:	21,497,762	15,114,826
FUND BALANCES:		
FUND BALANCE	24,019,041	29,760,693
INVESTMENT IN PLANT (Net of Depr)	35,546,182	31,528,189
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(20,324,618)	(14,964,143)
RESERVE FOR ENCUMBRANCES	23,009,175	21,758,932
TOTAL EQUITY AND OTHER CREDITS	62,249,780	68,083,671
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 83,747,542	\$ 83,198,497

**ILLINOIS EASTERN COMMUNITY COLLEGES
OPERATING FUNDS ONLY
COMPARISON TO BUDGET REPORT FOR FISCAL YEARS 2024-2026**

College	Category	FISCAL YEAR 2024			FISCAL YEAR 2025			FISCAL YEAR 2026			% of Year
		Budget	Spent Thru September	% of Budget	Budget	Spent Thru September	% of Budget	Tentative Budget	Spent Thru September	% of Budget	
Frontier	Bills		\$ 154,421			\$ 167,803			\$ 571,651		
	Payroll		462,650			481,115			1,685,926		
	Waivers		343,760			180,927			181,222		
	Totals	\$ 3,936,161	960,831	24%	\$ 4,523,243	829,845	13%	12,358,397	2,438,799	20%	25%
Lincoln Trail	Bills		\$ 265,473			\$ 263,178			\$ 195,530		
	Payroll		455,480			521,530			290,772		
	Waivers		471,521			325,533			374,335		
	Totals	\$ 4,480,373	1,192,474	27%	\$ 4,760,106	1,110,241	17%	3,453,233	860,637	25%	25%
Olney Central	Bills		\$ 636,442			\$ 578,640			\$ 213,765		
	Payroll		867,342			848,604			442,649		
	Waivers		369,560			259,790			213,442		
	Totals	\$ 7,643,937	1,873,344	25%	\$ 7,622,079	1,687,034	18%	3,482,828	869,856	25%	25%
Wabash Valley	Bills		\$ 428,524			\$ 347,544			\$ 221,254		
	Payroll		592,566			574,456			230,499		
	Waivers		686,005			429,056			388,365		
	Totals	\$ 5,915,330	1,707,095	29%	\$ 5,816,006	1,351,056	18%	3,343,335	840,118	25%	25%
Workforce Educ.	Bills		\$ 37,585			\$ 42,574			\$ 24,994		
	Payroll		153,644			157,943			133,047		
	Waivers		488,151			606,814			311,811		
	Totals	\$ 2,619,370	679,380	26%	\$ 2,740,542	807,331	22%	2,752,534	469,852	17%	25%
District Wide	Bills		\$ 876,084			\$ 1,116,553			\$ 957,991		
	Payroll		984,671			843,933			861,328		
	Waivers		143,487			584,753			502,460		
	Totals	\$ 9,886,500	559,362	6%	\$ 9,389,968	2,545,239	21%	7,916,139	2,321,779	29%	25%
GRAND TOTALS		\$ 34,481,671	\$ 6,972,486	20%	\$ 34,851,944	\$ 8,330,746	18%	\$ 33,306,466	\$ 7,801,041	23%	25%

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

Unaudited

	FY 2026		FY 2025		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Property Taxes	\$ 3,295,866	27.09%	\$ 2,396,362	0.00%	\$ 899,504
Replacement Taxes	27,111	0.22%	43,105	0.00%	(15,994)	-37.105%
ICCB Grants	2,195,012	18.04%	3,608,097	17.87%	(1,413,085)	-39.164%
Tuition & Fees	6,471,204	53.18%	6,844,809	81.10%	(373,605)	-5.458%
Charges for Services	36,745	0.30%	38,993	0.20%	(2,248)	-5.765%
Interest	102,917	0.85%	49,662	0.82%	53,255	107.235%
Other Revenues	38,829	0.32%	27,278	0.02%	11,551	42.345%
	<u>\$ 12,167,684</u>	<u>100.00%</u>	<u>\$ 13,008,306</u>	<u>100.00%</u>	<u>\$ (840,622)</u>	<u>-6.462%</u>

EXPENDITURES

	FY 2026		FY 2025		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Salaries	\$ 3,644,221	46.71%	\$ 3,427,581	21.43%	\$ 216,640
Employee Benefits	581,567	7.45%	630,749	4.56%	(49,182)	-7.797%
Contractual Services	652,821	8.37%	638,223	5.00%	14,598	2.287%
Materials	535,129	6.86%	635,308	5.96%	(100,179)	-15.769%
Travel & Staff Development	27,339	0.35%	40,738	0.14%	(13,399)	-32.891%
Fixed Charges	4,829	0.06%	5,535	0.15%	(706)	-12.755%
Utilities	298,073	3.82%	319,824	2.33%	(21,751)	-6.801%
Capital Outlay	21,450	0.27%	205,046	1.44%	(183,596)	-89.539%
Other	2,035,612	26.09%	2,427,742	58.99%	(392,130)	-16.152%
	<u>\$ 7,801,041</u>	<u>100.00%</u>	<u>\$ 8,330,746</u>	<u>100.00%</u>	<u>\$ (529,705)</u>	<u>-6.358%</u>

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

	Funding Source	Estimated Budget									
Center for Technology - LTC	CDB	\$11,160,000	[Progress bar: ~50%]								
Applied Technology Center - OCC	CDB	\$3,076,400	[Progress bar: ~80%]								
OCC - Salvage Vehicle Storage	Deferred Maintenance	\$40,000	[Progress bar: ~60%]								
WVC - Athletic Facility	Insurance Proceeds	\$2,549,720	[Progress bar: ~95%]								
LTC - Natatorium Pool Liner Replacement	DCEO Grant	\$212,604	[Progress bar: ~95%]								
FCC - Athletic Facility	Insurance/Bond Proceeds/Fundraising	\$5,651,000	[Progress bar: ~60%]								
LTC - Athletic Facility Sidewalk	Bond Proceeds	\$29,750	[Progress bar: ~50%]								
GRAND TOTAL		\$22,719,474	Board Approval	Preliminary Design	Materials	Begin Construction	30% Completed	60% Completed	80% Completed	100% Completed	Fully Accepted

9/30/2025

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: October 21, 2025

RE: Personnel Report

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

INDEX

- 400.1. Employment of Personnel**
- 400.2. Change in Status**
- 400.3. Dismissal of Personnel**

PERSONNEL REPORT

400.1 Employment of Personnel

1. Information Systems Technician, LTC, DO effective October 27, 2025
2. Temporary Welding Instructor (Non-Bargaining Unit Faculty), IECC, Academic Affairs effective October 27, 2025

400.2 Change in Status

1. Business & Industry Specialist, FCC, Business & Industry to Program Director of Business & Industry, FCC, Business & Industry effective October 27, 2025

400.3 Dismissal of Personnel

1. Chet Snyder, Head Volleyball Coach & Student Life Coordinator, FCC effective October 22, 2025