

MINUTES OF THE REGULAR MEETING OF THE
BOARD OF TRUSTEES
OF ILLINOIS COMMUNITY COLLEGE DISTRICT 525
JOLIET JUNIOR COLLEGE

- 1.0 Call to Order The regular meeting of the Board of Trustees of Joliet Junior College, Illinois Community College District #525, held at Joliet Junior College, 1215 Houbolt Road, Board Room, Joliet, IL was called to order by Chairman O’Connell at 5:31 p.m. on Wednesday, February 16, 2022.
- 1.0.1 Roll Call Trustees Maureen Broderick (In person) Jim Budzinski (In person)
Present: Nancy Garcia Guillen (In person) Michelle Lee (Virtual)
 Alicia Morales (In person) (joined meeting at 5:39 p.m.)
 Dan O’Connell (In person)
- Trustee
Absent: Jake Mahalik
- Student
Trustee Present: David Lozano (Virtual)
- Welcome Chairman O’Connell welcomed the guests to the Joliet Junior College Board meeting.
- Pledge Chairman O’Connell led the Board in the Pledge of Allegiance.
- Public Comments: Chairman O’Connell asked if there were any requests received to speak before the Board this evening. No comments were heard.
- 1.2 Moment of Silence A moment of silence was observed for members of the College family, students, community leaders, or relatives thereof, who had passed away since the last meeting.
- 1.3 Special Guests Chairman O’Connell thanked those in attendance at the meeting this evening, either virtually or in person.
- 1.4.1 Proclamation Women’s History Month President Mitchell indicated that Student Samantha Zigmant will be reading the Women’s History Month proclamation this evening. Ms. Zigmant read the proclamation designating March as Women’s History month in Illinois Community College District 525. Trustee Broderick moved second by Trustee Garcia Guillen that the Board of Trustees of Joliet Junior College approve the Women’s History month proclamation as read. The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Morales and O’Connell. Student Trustee Lozano favored the motion.
- 1.4.2, 1.4.3, 1.4.4, 1.4.5 Retirees Christianson Trustee Broderick moved, seconded by Trustee Budzinski that the Board of Trustees approve the resolutions for retirees Pat Christianson, David Harney, Karen Greaves, and Elizabeth Budd for their distinguished services to Joliet Junior College. The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Morales and

Harney, O'Connell. Student Trustee Lozano favored the motion.
Greaves & Budd

1.4.6 Faculty Union Report Dr. Robert Marcink, President of the Faculty Union, indicated that he would like to speak to the agenda item regarding the Faculty Tenure. Dr. Marcink indicated that the process that is used by the college is very rigorous, as it should be and helps us to retain the best Faculty. Dr. Marcink explained the many steps that must be accomplished by the Faculty member seeking tenure and is happy to see that many of our Faculty members have accomplished these steps. Dr. Marcink commented on the proclamation this evening for Women's History Month and indicated that it is important that we recognize the contributions of Women. Chairman O'Connell thanked Dr. Marcink for his report.

1.4.7 Adjunct Faculty Report Ms. Laurel Dieskow indicated that it was nice to see everyone. The semester is going pretty well, at this point. Our contract negotiations are hopefully in the home stretch. Ms. Dieskow offered congratulations to retiree Ms. Libby Budd who is retiring as a manager, but started as an Adjunct Faculty member. All of her interfacings with Ms. Budd were excellent. Best wishes to her and all of the other retirees. Chairman O'Connell thanked Ms. Dieskow for her report.

1.5.1 Regular Meeting Minutes Trustee Broderick moved, seconded by Trustee Garcia Guillen that the minutes of the Board of Trustees meeting held on January 19, 2022 be approved as submitted. The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Morales and O'Connell. Student Trustee Lozano favored the motion.

1.5.2 CCW Trustee Broderick moved, seconded by Trustee Garcia Guillen that the notes of the CCW Board Work Training session of December 15, 2021 be reviewed and approved. The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Morales and O'Connell. Student Trustee Lozano favored the motion.

1.6 Communications No further communications have been received.

1.7 Agenda Trustee Broderick moved, seconded by Trustee Garcia Guillen that the agenda be approved. The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Morales, Lee and O'Connell. Student Trustee Lozano favored the motion.

1.8 Consent Agenda Trustee Budzinski moved, seconded by Trustee Lee that the items identified as consent agenda items be approved. Trustee Broderick requested that agenda item 2.8.3 and 4.2.2 be pulled from the consent agenda. Trustee Morales requested that consent agenda items 4.2.3, 4.5, 4.6 and 4.7 be pulled from the consent agenda.

- 2.2.1 President recommends tenure for five faculty members
- 2.2.2 President recommends reappointment of fifteen non-tenured faculty members
- 2.2.3 President recommends to not grant tenure to one non-tenured faculty member
- 2.2.4 President recommends non-reappointment of one non-tenured faculty member
- 2.8.1 President recommends approval of the compensation study salary increases for full-time administrators, professional and non-union support staff
- 2.8.2 President recommends approval of college paid option days during winter break for full-time administrators, professional and non-union support staff
- 2.8.4 President recommends approval of educational degree achievement program for full-time administrators, professional and non-union support staff
- 2.9.1 President requests acceptance of the classified staff report that includes new hires, replacements and separations
- 3.1 Approval of Revision to the School Calendar for 2021-2022

- 3.2 Approval of Revision to the School Calendar for 2022-2023
- 3.3 Approval of Revision to the School Calendar for 2023-2024
- 3.4 Approval of Revision to the School Calendar for 2024-2025
- 3.5 Approval of Revision to the School Calendar for 2027-2028
- 4.1 The President recommends approval to pay the listing of bills for the period ending January 31, 2022 as presented
- 4.2 The President recommends approval to award bids/contracts as follows under Business Services:
 - 4.2.1 Consortium: A-1 Corporate Hardware – Campus Police
 - 4.2.4 Sole Source: Assessment Technologies Institute
 - 4.2.5 Sole Source: Electrical/Electronic Automated Systems Lab Expansion
 - 4.2.6 Sole Source: Simformotion
- 4.3 Treasurer’s Report
- 4.4 Financial Report
 - Approval and Third Reading of Board Policies
- 8.6 01.27.00 Committees of the Board
- 8.7 01.65.00 Policy Amendments
- 8.8 05.01.00 Institutional Compliance
 - The motion carried unanimously. Ayes: Budzinski, Garcia Guillen, Lee, Morales, Broderick and O’Connell. Student Trustee Lozano favored the motion.

2.8.3 Tuition Reimbursement Trustee Garcia Guillen moved, seconded by Trustee Morales that the Board of Trustees of Joliet Junior College approve the tuition reimbursement program for full-time administrators, professional and non-union support staff. Trustee Broderick commented that we should include verbiage that states the grade must be at least a C and the length of employment should be one year. President Mitchell indicated that the information Trustee Broderick has stated has already been placed in the document. We also stated that the employee must remain employed at the college for one year after the tuition reimbursement has been granted. The motion carried unanimously. Ayes: Garcia Guillen, Lee, Morales, Broderick, Budzinski and O’Connell. Student Trustee Lozano favored the motion.

4.2.2 Contractual Service Cleared4 Trustee Garcia Guillen moved, seconded by Trustee Morales that the Board of Trustees of Joliet Junior College approve the Contractual Service: Cleared4 – (Over 10% of previous approved amount). Trustee Broderick inquired why we were over the approved original amount. President Mitchell indicated that it was because of the increased use of this item by students and staff coming to campus. Trustee Broderick asked if we have the ability to renegotiate this contract because the Governor may be calling off the mask mandate on February 28th. President Mitchell indicated that this is completely separate and is used to track the vax or test, which is a requirement of the Executive Order. Trustee Lee stated that in the Judge’s order, everything considered in the quarantine was ruled against the Governor’s order. JCAR supported that today with a vote of 9-0. Trustee Lee asked Attorney Buck if the Board is likely to get sued for obstructing due process on our students. Attorney Buck stated that no, because you are following regulations that the Board did not impose. As long as you follow laws that you did not impose, there is no liability. Trustee Lee stated that these are not laws and the judicial branch that is responsible for interpreting those laws has struck down IDH’s requirements and the Illinois State Board of Education requirements stating they are unconstitutional. We are not following laws. We are following mandates that a Judge has ruled unconstitutional and a second Judge that has ruled the same after Governor Pritzker appealed the ruling. Attorney Buck indicated that the Board still does not have any liability. The motion carried. Ayes: Garcia Guillen, Morales, Broderick, Budzinski and O’Connell. Nays: Lee. Student Trustee Lozano favored the motion.

4.2.3
Contractual
Service:
WIOA

Trustee Garcia Guillen moved, seconded by Trustee Morales that the Board of Trustees of Joliet Junior College approve the Contractual Service: Workforce Innovation and Opportunity Act (WIOA) Training Services. Trustee Morales inquired if the \$1.4 million grant was a cumulative amount. Is the Will County Adult Readiness grant of almost \$400,000 and Grundy Adult of \$273,000 and the Grundy Youth of \$186,000 all part of WIOA grant or are they all separate? Dr. Gray indicated that they all fall under the WIOA grant. Trustee Morales asked for the headcount for the last five years and the largest headcount was in 2015 with 120 students and for 2021 we had 33 students. According to her figures it is about \$43,571 per student, which is not the right way to look at it because it is a service that we are offering. Dr. Gray commented that WIOA is over a period of time, but not for just one year. Trustee Morales commented that if we use the highest enrollment year of 120 students the amount is \$11,982, but we shouldn't look at the cost this way because it is a service. Trustee Morales indicated that she wanted to do the math for a reason because we are not selling a product, rather we are offering much needed services to our community. Dr. Gray commented that many of our WIOA students are credit students and she will get a complete expenditure on what we are doing with our WIOA funds. The grant is renewed every three to four years. Trustee Lee commented that WIOA is a grant received from the government and helps us to support various programs, but is not an expense to the college. This is a grant that we apply for because we like to support our unions. President Mitchell indicated that once we have gathered the information, we will share it with the full board. The motion carried unanimously. Ayes: Garcia Guillen, Lee, Morales, Broderick, Budzinski and O'Connell. Student Trustee Lozano favored the motion.

4.5
Tuition
Increase

Trustee Garcia Guillen moved, seconded by Trustee Morales that the Board of Trustees of Joliet Junior College approve the tuition increase recommendation. Trustee Morales indicated that the recommendation is for an increase of tuition of \$3 per credit hour and commented that this will be the second tuition increase under Dr. Mitchell's leadership if this is approved. President Mitchell indicated that the first increase was due to the lack of state funding, but was refunded to students once state funding came through. Trustee Morales indicated that when many of the other colleges were struggling many of them did furloughs or had a hiring freeze and we have not had to do any of this. President Mitchell commented that we have had contingencies where they could not be released until the funds became available. Trustee Morales stated that you can sugar coat things, but the reality is that no one has lost their jobs at Joliet Junior College, which she is in favor of. COVID forced the college into many different types of platforms such as online teaching. This allows our students to work a midnight shift at a job and still take classes. Trustee Morales would like to delay the request for the tuition increase to give us an opportunity to increase enrollment. If we increase our enrollment we will increase revenue and there will not be a need for a tuition increase. Trustee Budzinski stated that if we do not do this tuition increase, we will be falling short in revenue for the next three years. If we do not get the enrollment, in three years we will be looking at a \$14 to \$15 tuition increase. Trustee Morales asked about the surplus. President Mitchell stated that the surplus is a one-time item and is not a recurring surplus. At the end of the year, if there is a surplus, it is transferred into the O & M restricted fund which allows the college to use these funds one time. The purpose of the tuition increase is that even though we currently have the money to support the positions, is for ongoing surplus to support the new positions, as was explained at the last workshop. President Mitchell indicated that she does not appreciate the sugar coating comment, as she has been honest and upfront with the Board. We have not taken the tuition increase lightly and talked about this at length. For one student taking 15 credit hours in the fall, it is a \$45 increase. President Mitchell stated that the students are always at the forefront of her mind every single day. There are many positions that we do not fill every year. We have \$1 to \$2 million in surplus from not filling positions. Trustee Morales indicated that she knows the staff has done an excellent job when we went virtual

and because we are offering more virtual classes, can we reconsider the \$3 per credit hour increase maybe for one year. Trustee Lee commented that she appreciates all of the hard work the college does and feels that Dr. Mitchell has done a phenomenal job. An increase of \$3.00 per credit hour is reasonable to keep us out of debt. As Dr. Mitchell has previously stated, we are unsure of state funding. To be responsible to not leave the college in debt and to not be able to fund the amazing programs that we want to continue with would be unfortunate. Trustee Lee asked Student Trustee Lozano how he felt about the increase and if it would create a financial hardship for him. Also, if he felt it was reasonable for our students and their parents to raise tuition under \$100 per year so that the college does not go into debt and so that we can be fiscally responsible. Student Trustee Lozano indicated that he would be able to speak from the student's perspective, but not the parents. Student Trustee Lozano indicated that he brought this issue to the Student Government and explained the reasons to them. They felt that \$3.00 was not too much and that the increase would not deter students from coming to JJC. Student Trustee Lozano commented that personally he feels the same—it is reasonable and should not deter students from coming to JJC. Trustee Lee thanked Student Trustee for all of the hard work that he does. Trustee Morales pointed out that if it is a variable rate course, it will be double. We have many students that fill out FAFSA forms and this may be unaffordable for some parents. Dr. Farmer indicated that we have 24% of our students that receive monies from the FAFSA. Trustee Morales feels that we should try to utilize all of the different platforms that we have available for our students and would like to defer this agenda item for one year. Trustee Garcia Guillen indicated that she shares the same concern as Trustee Morales in terms of an additional financial burden for the parents and students. Even though it is only an increase of \$3 per credit hour it will add up and could negatively impact our enrollment. Trustee Broderick commented that in regards to the National Legislative Summit, both U S Senators Tammy Duckworth and Richard Durbin feel this should not hurt enrollment at community colleges as enrollment is down across the nation. Trustee Broderick stated that if we get our enrollment up we could always give back the money to students as we have done in the past. In addition, in talking with ICCTA many of the community colleges in Illinois will also be increasing tuition to remain financially viable. Trustee Budzinski asked Trustee Morales what we would do if we didn't get the increase in enrollment and we have a budget shortfall for year two? Trustee Morales stated the same thing we did when Governor Rahner withheld funding. Trustee Budzinski commented that the outside costs of running this college continue to increase. The answer is not to cut and certainly is not to delay in paying bills. Trustee Morales stated that she is not saying not to pay bills. Trustee Budzinski commented that if we do not have a tuition increase and we have a budget shortfall, you are talking about cutting which is the same thing as not paying a bill. Also, Trustee Morales stated earlier that it so very important to have services, so if you cut staff you are cutting some kind of service for our students. Trustee Morales asked if services were cut previously when we had no state funding. President Mitchell indicated that services were not cut, but contingencies were held. Chairman O'Connell called for the question. Trustee Broderick moved, seconded by Trustee Budzinski to call for the question. The motion carried. Ayes: Broderick, Budzinski, Lee and O'Connell. Nays: Garcia Guillen and Morales. Student Trustee Lozano favored the motion. The debate has ended.

The motion to approve tuition increase of \$3 per credit hour carried. Ayes: Lee, Broderick, Budzinski and O'Connell. Nays: Garcia Guillen and Morales. Student Trustee Lozano favored the motion.

4.6
Variable
Tuition Rate
Respiratory

Trustee Garcia Guillen moved, seconded by Student Trustee Lozano that the Board of Trustees of Joliet Junior College approve the Respiratory Therapy Variable Tuition Rate. Trustee Morales stated that we are being asked to approve a tuition rate double of the in district tuition rate. President Mitchell indicated that this is a new program and we are

Therapy awaiting HLC approval. Trustee Morales asked why our goal is to only attract 20 students. President Mitchell explained that this is tied to our clinical site availabilities. Trustee Morales inquired if we are only working with hospitals or if there were other clinical sites that could be used. Dr. Gray indicated that our hope is to attract 30 to 32 students in the program, but that will depend on our clinical sites. This type of program needs more clinical sites as they will typically only take one student per site. President Mitchell pointed out that there is a high equipment cost for this program, which is another reason for the request for variable tuition. Trustee Morales asked if we could begin marketing this new program now as there is a short time window from the HLC approval to the enrollment program. Dr. Gray explained that we legally cannot do advertising until the program is approved. The motion carried unanimously. Ayes: Garcia Guillen, Lee, Morales, Broderick, Budzinski and O’Connell. Student Trustee Lozano favored the motion.

4.7 Trustee Morales moved, seconded by Trustee Budzinski that the Board of Trustees approve the Course Fees effective Fall 2022. Trustee Morales commented on the \$240 Course Fees one on one instruction and wondered if that was more like tutoring. Dr. Gray stated that when a student signs up for this class it is like an independent study with one instructor working with one student such as a voice lesson. Also included in this fee is an electronic book and various classroom materials. The motion carried unanimously. Ayes: Morales, Broderick, Budzinski, Garcia Guillen, Lee and O’Connell. Student Trustee Lozano favored the motion.

6.1 President Mitchell indicated that Dr. Farmer and Mr. Serr will be providing additional Kudo information on the Kudo options, which was discussed at last month’s board meeting. Options Dr. Farmer commented that she and Jim Serr have completed some additional research to support the Board’s goal of making a truly informed decision regarding Kudo. Dr. Farmer summarized the Board’s request as follows: Share accessibility accommodations to support students and parents who need to have information translated for classes and student support services (financial aid, scholarships, etc.); and Share the number of users (data) since the inception of Microsoft Live Event viewing and virtual Teams meetings using these services except for employees or guests that the Board has invited to the board meeting. Dr. Farmer reviewed the current services for Admissions, Financial Aid, Classes and other support services offered at the college. Mr. Serr indicated that he will be reviewing information on what we are doing at our board meetings as follows: Meetings supported both virtually and on campus since the beginning of the pandemic in April 2020; Microsoft Teams technology for Board of Trustees (BoT), Cabinet, Administrators, and invited speakers/guests; Call in number provided in the BoT agenda for the public to call in and listen to the meeting; Microsoft Teams Live Event – live stream of BoT meeting available to public (jjc.edu/bot); Viewers can select closed captioning in 7 different languages-English, Spanish, French, Polish, German, Czech, and Slovak; and American Sign Language (ASL) interpreter \$40/hr. We also offer the following: board meetings recorded, post-produced, and uploaded to JJC’s [YouTube](https://www.youtube.com/channel/UC8l1R1198t9Fz1z7GtL111w) page; auto closed captioning available; BoT meeting video distributed to outlets pre-COVID; BoT agendas posted in both English and Spanish; social media posts encouraging BoT meeting attendance with agendas embedded; and post translation in 111 languages. We have also introduced live translation & closed caption in Spanish that includes the following: providing live translation & closed captioning in Spanish through ACS; live operator remotely views the Microsoft Teams Live Event stream, listens, and translates from the meeting audio; live operator utilizes software that translates what they speak and that is published to a website URL that is made available for BoT meeting viewers; and the cost of this service is approximately \$390/meeting for a 2-hour meeting. Meetings are running longer than 2 hours. Mr. Serr reviewed the summary of costs noting that IT support staff has increased

from three to five individuals to support the meetings as we have added more services and accessibility. The live Spanish translation captioning viewing data is only garnered live in the meeting and for tonight's meeting we have had a maximum of nine viewers. At the start of the meeting we had four viewers and it rose to nine and currently is at eight viewers. The third-party vendor does not give us access to historical data on the number of viewers. Our team can see this information at each meeting and it can be reported each month during the meeting, but the average is about 10 viewers each month. If we were to move to Kudo, we have learned since the last meeting, that we would be able to track usage through monthly attendance reports via MS Teams integration. Mr. Serr reviewed the cost of Kudo, for monthly board meetings only, to be \$23,750 annually. Mr. Serr reviewed the parameters for Kudo Multilingual meetings expanded for campus use. The cost would be \$98,750 including one-time costs. It was noted that interpretation services are pay as you go. Unused hours carry forward to subsequent subscription years. The recommended use would be for student support events and activities and is not intended for academic course support. Trustee Garcia Guillen thanked Dr. Farmer and Mr. Serr for the comprehensive presentation on things that have already been discussed as well as new items. Trustee Garcia Guillen thanked Mr. Serr for this wonderful five team members helping with the board meetings. Trustee Garcia Guillen indicated that she would like to know, if Dr. Farmer and Mr. Serr in their professional opinion, if it would be beneficial for the College to use Kudo or any other software to help the community members and students. Dr. Farmer commented that utilizing technology is always beneficial for students. We do a really good job of investing in technology at the College and with Workday we will continue to scale up. Dr. Farmer stated that we do have many supports services already in place with technology that is available. Mr. Serr and myself wanted to provide this information to the Board so that they could make the decision. Trustee Garcia Guillen indicated that she believes discussion on this item began in September of 2020 and last month it was finally voted on, which was good but disappointing that it took that long to bring it forward for voting. Trustee Garcia Guillen stated that administration has done their job, the President has done her due diligence and now it is up to the Board to do their job. Last month the proposal was tabled. We need to act and not continue to push it down the road. She realized there are costs, but it is a service that is being provided to community members and our students. While we do not see a great amount of participation, if we are able to offer this service not only in Spanish, but other languages as well, it would be very beneficial to community members, students and parents. It will help in engagement and down the road with enrollment. Trustee Garcia Guillen understands that we will not be voting on it today, but we do need to vote on its next month.

Trustee Morales asked Dr. Mitchell if we won an award for DEI. President Mitchell responded that yes, for advancing Diversity, Equity and Inclusion. Trustee Morales commented that diversity refers to the demographic make-up of our workforce; equity refers to the level of access to opportunity; and inclusion refers to how welcoming the environment is that JJC fosters. She hopes that the award we received has significant quantitative and qualified merits. We hear about DEI everywhere and it was front and foremost at the ACCT conference in San Diego this fall. Colleges are places where students are given the opportunity to get to know each other, challenge what is being taught, ask questions in the classrooms and learn. This is where we break cycles like poverty. Inclusion is our approach to workplace culture. Trustee Morales commented that she is a first-generation student and understands what her father went through so she could go to college. She is a multi-cultural person and shared an example of how difficult it is for parents that do not speak English concerning her father's death and having to translate that for her mother. As leaders we have to set the culture and if it does not exist in this board room, when will it exist? We should be defending the moral value of maintaining linguistic diversity. It is an ethical aim of cultural exchanges and language that also involves values

of identity. Trustee Morales indicated that we have faculty that are paid over \$100,000 and if we have 20 students in the classes it equates to \$5,000 per student. Again, this is not the right way to figure the cost, but this is a service that we are offering to our students and community. Trustee Morales asked what the last census said about our diversity. The census showed how our demographics were changing and we should be pay attention to the census data. Trustee Morales commented that from an ethical position, she would like to see cooperation of the Board in making this investment. She is also asking that this item be placed on the agenda for a vote at the next Board meeting. Trustee Garcia Guillen stated that the agenda item should be for the expanded Kudo services.

Trustee Broderick stated that at the last meeting it appeared as if we did not have services; however, we now have documentation that we have all of these services. The speaker at the last board meeting may not have realized all of the services that the College already provides. Trustee Broderick commented that even when she was on another school board, she never saw parents attend the board meetings. It has been discussed that we average about 10 viewers per meeting and suggested that rather than expend the monies for this service, we offer anyone that would like to attend the meeting the option to come to campus where we would have a room set up with an interpreter. The cost would be much less than using the Kudo program. Trustee Broderick commented that both Trustee Garcia Guillen and Trustee Morales voted no for the tuition increase, yet they would like to approve the Kudo program. You both are negating the tuition increase, yet want to offer services for a board meeting that we already offer. We have a sign language interpreter in the room right now signing the meeting. Tomorrow the YouTube video will be posted and available in different languages. Trustee Broderick commented that she has a problem with this reasoning.

Trustee Lee shared that she believes we offer a very wide variety of services and feels it would not be financially responsible for us to enact a program when we already offer these services at the College. Trustee Lee feels Trustee Broderick's suggestion to bring in an interpreter in a separate room would be more cost effective. Trustee Lee was disappointed in how the topic was presented as if we do not offer services of live interpretation at the board meetings and finds that unacceptable. Trustee Lee indicated that she spoke with an individual that is a minority and asked if they would come to board meetings if we had a live interpreter. The response was no, because that is why they elected her. We have a very busy community and they don't have a lot of time to attend the board meetings. That is one of the reasons they put their trust in us by electing us to represent them. We have plenty of services for translation and Trustee Lee feels that we do a great job and is happy with the services that the College offers. Trustee Morales stated that, again, inclusion is an approach to workplace culture and starts at the top. Equity is how we get there. Cooperation is an aim of cross-cultural exchanges and supports the Kudo proposal. Trustee Morales feels that this makes our College board look really bad.

Trustee Budzinski asked what gaps are we not filling and where is this going to plug a hole. We have all of the services, so he is confused by the request to hire Kudo. You are saying that we are marginalizing a part of our community and would like to know who they are and what services need to be provided that is not already being provided. Trustee Morales commented it would be translation at the board meetings. Trustee Budzinski commented that we just had a presentation that stated that is available and all that is needed is to click on the Spanish language. Trustee Garcia Guillen indicated that as a reminder we are not making it accessible to them and it is not only for the Spanish language but multiple languages. Trustee Budzinski commented that there is already a link available and there would be no difference as they would still have to go to a link. Trustee Garcia Guillen indicated that she disagrees. Trustee Budzinski does feels that spending \$98,000 is too

much because we already have the services available. Trustee Morales commented that we pay a faculty member \$100,000 to teach 20 people so what is the difference. Trustee Budzinski indicated that those are students in a classroom being educated versus a board meeting that provides no education to a student. Trustee Morales commented that it provides information to the parents and the students, which is very valuable information. Trustee Budzinski asked again, where is the hole that we are trying to plug. Trustee Morales commented that this is very valuable information that can be provided for the parents and the students. Trustee Budzinski stated that if the question cannot be answered, he does not feel that there is a need for the software. Chairman O'Connell stated that we have reached the point of enough discussion on this agenda item. President Mitchell asked if she could have direction from the Board as to which proposal should be added to the agenda for voting purposes next month. It was indicated that the Kudo Multilingual meetings expanded for campus use in the amount of \$98,750 should be added to the March agenda.

6.2 Model Standards and Code of Behavior President Mitchell indicated that Trustee Lee and Trustee Morales will address this agenda item as it came out of the Policy Committee. Trustee Lee indicated that at the front of the Board books there are two separate documents, Model Standards and Code of Behavior. the two documents were made into one and we wanted to make sure that the Board was in agreement with the change.

7.2 and 7.3 Board Policies Trustee Broderick referred to the tuition waiver for employees and eligible dependents and asked how long they are eligible and how many hours can be taken and the grade requirement. President Mitchell commented that she will add more specific language to the policies and discuss with the policy committee and bring back to the Board next month.

Trustee Lee indicated that she would like to do a quick review of the first readings of the Board Policies as we will begin the two readings of board policies next month.

7.1, 01.51.00 Requests for Public Information and Inspection of College Records-states that Joliet Junior College complies with the provisions and terms of the Illinois Freedom of Information Act to maintain transparency and accountability and the biggest change was the removal of named position that reports to the President in the event that position changes. 7.2, 02.04.19 Fringe Benefits for Full-Time Administrators and Professional Staff and 7.3, 02.04.20 Fringe Benefits for Full-Time Support Staff (Non-Union) will have additional changes as requested by Trustee Broderick. The biggest change was that we added Juneteenth as a National paid holiday. 7.4, 03.05.01 Scholarships and Awards biggest change was the removal of the suggested guideline. 7.5, 12.01.00 Environmental Health and Safety-a paragraph was condensed to avoid repetition.

9.1 Foundation Report President Mitchell indicated that Kristi Mulvey is with us virtually this evening. Ms. Mulvey gave the following report: Our annual JJC Sock campaign was successful. All 250 pair of socks were sold and we raised \$3500 for the Alumni Fund. As a reminder to all of you, the Night of Stars will be held on Thursday, April 28th. Ms. Mulvey indicated that she thinks it is important for all Trustees to be present and thank all of our donors that have given so generously to help our students this past year. Several awards will be given out and we are very excited for Dr. Judy Mitchell to receive the Distinguished Alumni Award. Award Spring has gone live on the JJC website and we are seeing an increase of students applying for scholarships for the Fall semester. The Foundation Executive board meeting was held this morning and a presentation was given on our Investment portfolio by Northern Trust. The next Foundation board meeting will be held on March 16th at 7:30am.

9.2 ICCTA Trustee Broderick indicated that the National Legislative Summit was held in Washington D.C. on February 6th-9th, this past week, with 700 community college leaders in attendance.

The attendance was lower due to COVID and we chose not to attend as meetings with our legislators were being held virtually. We took the opportunity to meet virtually with our legislators here in Illinois. President Mitchell, Kelly Rohder Tonelli, David Lozano and myself met with Congressman Bill Foster, Congressman Kelly and Congresswoman Underwood. The ICCTA had a virtual meeting with Senators Tammy Duckworth and Richard Durbin. Trustee Broderick indicated that Durbin and Duckworth are very engaged with us about short term Pell grants, the continuation of the Dream Act, job training programs with internships and relationship building with our businesses. The Build Back Better Act, how we utilized the CARES Act funding and tuition increase, they felt were reasonable and would not deter students coming to community colleges. Dr. Jill Biden spoke on the first day of the conference and stated that the Biden Administration will continue its ambitious efforts to support community colleges despite legislative setbacks. The President is keeping his promise to rebuild middle class and knows that community colleges do just that. Dr. Biden recalled saying at her last appearance at the NLS conference that Joe was going to fight for community colleges and noted that the American Rescue Plan and \$1 trillion infrastructure bill signed into law last year, provided billions of dollars in support to community colleges and created new opportunities for the workforce training. With the Build Back Better package stalled currently and the elimination of free community college proposal, Dr. Biden expressed her own disappointment for the students. US Education Secretary, Miguel Cardona, pledged to continue support for tuition free community college; urged community colleges to advocate with their legislators, which we did; everyone should know a personal story about how the Rescue Plan helped community college students; we need to lift up the stories about the students, the families and the economy we are benefiting, or we will continue to hear the negatives. Please drown this information out. He also emphasized the access to higher education prioritized by community colleges as compared with some selective four-year universities. Community colleges are one of the nation's best treasures and people are recognizing that so we need to amplify this message. On Monday we were briefed on the sector's legislative priorities. Ricardo Torres, CEO of the National Student Clearinghouse, outlined how changing enrollments trends during the pandemic speak to broader workforce changes. Trustee Broderick requested that President Mitchell give a report on their meetings with our legislators. President Mitchell gave the following report on the Legislative meetings: we met with Congressman Foster and Congresswomen Underwood and Kelly this past week, along with participating in a joint community college meeting with U.S. Senators Tammy Duckworth and Richard Durbin, again with highlights to be shared on Wednesday.

- Enact Community College Priorities in the Build Back Better Act
 - Support Dreamers, Enact the Dream Act to give Dreamers permanent legal status
 - JJC's student population is 29% Hispanic
 - In 2021 we opened the Center for Multicultural Access & Support
 - Minority students; first-generation students; undocumented students; English language learners; under-prepared students and international students
 - One on one meetings with advisors, financial aid and transfer assistance
 - Student learning and leadership skills
 - Free tutoring, advocacy and enrichment activities
- Authorize a community college led job training program fund that links training to jobs
 - The pandemic's massive economic dislocation has exacerbated the need for a dedicated community college job training program that integrates institutional programs with business and local workforce needs. While today's economy still has millions of jobs available for qualified applicants, colleges lack the funding to adequately address the situation. Community colleges call for an

investment that builds on the demonstrated success of the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant program, which tightly linked training programs to jobs. The Back Better Act provided \$1.2 billion for TAACCCT program and created an extremely important \$4.9 billion community college-industry workforce training program at the Department of Education.

- Support Pell Grants for Students in short-term workforce programs
 - Currently, a program must be two-thirds of a year in length to qualify for Pell Grants. Community colleges offer many short-term workforce-oriented programs that provide great benefit to both individuals and local businesses. However, these programs cannot be accessed because of cost. Pell Grant eligibility for shorter-term programs should be established, with quality standards set in place. To achieve this, community colleges strongly support the JOBS Act. The JOBS Act would lower the threshold for Pell Grant eligibility to 150 clock hours and therefore enable more individuals to access training programs for jobs in high-demand fields.

President Mitchell requested that Kelly Rohder Tonelli come to the podium to share any additional information she might have. Ms. Rohder Tonelli commented that there will be a redistricting taking place and Representative Foster will no longer be in our district. He was a tremendous advocate of Joliet Junior College and for education as a whole. Congressman Foster took two of our students to the State of the Union Addresses in Washington, D.C. With the shift in districts, we will have more coverage with Congresswoman Underwood. She has been to our campus before and has tested our virtual reality equipment. Her enthusiasm and vigor during our meeting last week were incredible. Trustee Broderick indicated that Senator Underwood indicated that there are township funds available and we will be following up on this. Ms. Rohder Tonelli indicated that Senator Underwood was asking how we used our funds and to reach out to our townships and counties to see how they distributed their funds. Student Trustee Lozano indicated that he thanked them for their support and gave a brief summary of what students are struggling with currently. Student Trustee Lozano commented that it was a very good opportunity and thanked the Board for giving him the chance of meeting with the legislators. Trustee Broderick indicated that March 11th and 12th is the quarterly meeting in Peoria and if anyone is interested in attending, please let Ms. Tierney know. On March 23rd to 25th, there is a Governance Leadership Institute being hosted by the Community College of Philadelphia. The GLI is for in person educational training and team building for the Board Chair, the Vice Chair and for the CEO of the College. Trustee Broderick has a list of all of the Higher Education Bills and if anyone would like a copy, please let Ms. Tierney know. Trustee Broderick provided the following deadlines: February 18th: Deadline for key sessions; February 25th: Deadlines Senate third reading deadline; March 4th: House third reading deadline. The state has seen a decline in COVID cases state wide mask mandate expires February 28th. Municipal League proposes funding increases and permanent remote meetings. Trustee Lee inquired about the GLI event of March 23rd-25th. Trustee Broderick indicated that it is for the Board Chair, Vice Chair and CEO of the College. Trustee Lee indicated that we already have chosen those two dates for presidential finalists' interviews on March 23rd and March 25th. Trustee Broderick indicated that March 25th date has been cancelled.

9.3
Student
Trustee
Report

Mr. David Lozano indicated he will be speaking to several items this evening. The Black History Month; MLK Events; Mainstreet Spring 2022; Student Government Update; OSA Free Meal Kit; Blood Drive and Survey Results. Student Trustee Lozano reviewed the many events being offered in February in honor of Black History Month. For MLK day,

Student Trustee Lozano reported on speakers for several events: Comfort Zone – Joliet Historical Museum speaker and discussion on history; The Other Boys of Summer was an online event; and an ICCSAA speaker Clint Smith. Mainstreet Spring 2022 was held on February 9th and 10th and is held by the JJC Clubs to showcase their club and to attract additional members. Student Government hosted a Cleared4 session to help students understand how to use the system when they were entering campus. Student Government is part of the presidential search and are working on questions and organizing the committee together in order to help form an interview committee. We have recruited many students for our Student Government and the next meeting is tomorrow. We hosted a Blood Drive on February 1st and will be hosting another Blood Drive on April 12th. Student Trustee Lozano indicates that the Free Meal Kit event will be the last one and will be replaced with JJC Eats. JJC Eats is a program to ensure that no one goes hungry while on campus. The student can take up to two coupons worth \$10 of food and use for free food at the Main Campus in the cafeteria. Over 1500 coupons were distributed last week with 300 redeemed. Student Trustee Lozano indicated that he had sent out a student survey to gauge the needs of the students to present to the Board and illustrate possible areas that may need to be addressed. The survey was launched January 28th and ended February 14th. The platform used was Microsoft Forms and 207 students participated in the survey. Question: What type of classes are you currently taking? 36% online; 27% in-person; hybrid 22% and all of the above 15%. Question: What type of classes do you prefer? Online 28%; in person 40%; hybrid 19%; and all of the above; 13%. Question: What personal or academic challenges are you facing while taking classes? The three largest challenges were: mental health, 111; financial 97; and work schedules 94. Question: How have your classes been so far this semester? The scale was up to five stars and the average was 3.95 stars. Question: Do you feel Diversity, Equity and Inclusion are a priority at JJC? 76% said yes. One thing mentioned was that they would like to see more diverse faculty and staff. Question: Do you feel welcomed and supported on campus? 64% said yes and the following comments were recurring: Older students felt welcomed; welcoming staff, faculty and student body; COVID fatigue; JJC has helped them to continue their journey by providing many different options for classes; and teachers are very supportive and easy to communicate with. Question: Is there anything else that you would like to share with the student trustee? The main themes were: Online classes/tech issues; financials; books; work schedules; and mental health. Trustee Broderick inquired where the funding for the JJC Eats is coming from. It is coming from CARES and HEERF funding and will continue through May. Trustee Morales inquired if the 207 students that responded to the survey were asked about their feelings on a tuition increase or was it just asked of the student government. Student Trustee Lozano indicated that he just went to student government with the tuition increase issue. Trustee Morales suggested that it might have been nice to include the tuition increase issue on a survey to get a broader perspective from the student body. Trustee Lee thanked Student Trustee Lozano for doing such a great job in his role. It took a good amount of time to put together the survey and compile the results and the information is very much appreciated. You are to be commended on all of the initiatives that you take in your role. Trustee Lee indicated that she is hopeful that the next Student Trustee will be as dedicated as Mr. Lozano is. Chairman O’Connell thanked Student Trustee Lozano for his report.

9.4
Buildings &
Grounds
Committee
Report

Chairman O’Connell indicated that the Buildings and Grounds meeting was cancelled; however, there are summary points in front of each of the Board members places.

9.5
Policy

Trustee Morales indicated that she believes we already discussed the policies earlier and has nothing more to add, unless Trustee Lee wishes to add something. Trustee Lee stated

Committee that she would like to ask the Board how they felt about her explaining the policies during the first read so that when we get to this area we can only cover things that we need to discuss further. Chairman O’Connell commented that method was fine. Trustee Lee indicated that next meeting we will begin the two reads process and there will be many things on the approval agenda due to the new method. During the policy committee meeting, we were reviewing a possible time limit on topic discussions. We looked at Roberts Rules of Order on this issue and it explains that every member would get a certain amount of time to speak about the topic that is pulled from the agenda or the topic in discussion and then every member gets a certain amount of time for rebuttal and then the topic would be tabled. Trustee Lee suggested that the Board consider adhering to this method and we have a time keeper at the meetings. When something is pulled each Trustee would have five minutes to state their position; however, you could pass and not feel as though you have to use the five minutes. After that, each Trustee would have two minutes additional time to state their opinion. This Board has had very lengthy discussions on topics and with this method we would be adding one hour per topic if everyone were to use their allotted amount of time. The idea is to keep more structure at the meeting and help the meeting go smoothly. Trustee Broderick stated this is part of parliamentary procedure and if you adhere to this it is good practice. The Chair can recognize everyone the first time of discussion and if the Chair wants to recognize anyone after that it is up to him to do so. The time keeper would set the timer and when five minutes are up we the move on to the next individual and thought that the secretary could be the timekeeper. Chairman O’Connell indicated that he was fine with that idea. Trustee Lee indicated that they also discussed if we should allow a majority vote to extend the discussion and Attorney Buck has indicated that he does not believe that is a good idea as that could allow for a filibuster where we are not able to move on to other agenda items. Trustee Lee agrees with Attorney Buck and feels if after the seven minutes have been used by each Trustee we could table the item until the next meeting. Trustee Lee indicated that Trustee Broderick had asked about adding the institutional procedure to each policy at the last meeting. In discussing this request, we would like to send the information in the confidential memo rather than placing it in the Board book. This way the Board would have the information ahead of the meeting if they wished to look further into the procedure. Trustee Lee asked if it would be able to be sent to the Board electronically with links to click to take us to the area needed. President Mitchell indicated that she would look into this request further, but feels we can send as a separate attachment with those links. Chairman O’Connell thanked Trustee Lee and Trustee Morales for their report.

9.6 Trustee Budzinski indicated that the committee has met once since the last Board meeting. Finance There was a strong financial presentation at the last meeting. We met quickly this week as a Committee Report kickoff to review the process for the audit that will begin later in the year. Trustee Broderick inquired if a firm has been selected yet. Trustee Budzinski stated that they are at the beginning stages, so that discussion has not taken place. Chairman O’Connell thanked Trustee Budzinski for his report.

9.7 President Mitchell indicated that she is pleased to share with you that her community outreach has started up again now that COVID is giving us a bit of a reprieve. President’s Report James Walker, Amazon - \$50k towards books and student emergency funds

- Will be scheduling a tour with our team to support all employees
- Pete Colarelli, Exxon Mobil – Total give to the JJC Foundation is \$192,500
- Jen Hannon, Citgo – Total giving to JJC Foundation is \$353,800 – Will be recognized at the Night of Stars event!

External partnership continued conversations:

- GEDC, Lyondell and Aux Sable – OET expansion and continuation

- Mayor Chris Brown regarding Morris opportunities
- Kelly Rohder-Tonelli and I met with Mayor Argoudelis of Plainfield – future invite, embraced university partnership concept
- Dr. Ervin and Roxanne Venegas presented JJC’s DEI presentation to the Will County CED Board of Directors. They did a phenomenal job and all 50+ in attendance were impressed with the college’s accomplishments. Roxanne will continue to work with our local vendors and partner with the community to support training opportunities for MBE/WBE vendors as always.

Will County Board hosted a Higher Education and Workforce meeting with an emphasis on creating collaborative partnerships to meet the needs of our community. The County received \$134 million in CARES funding with plans to create a strategic vision for usage and support for all partners. She will be working with three teams: addressing teacher shortages; health care workers; and, looking at business incubator models over the next couple of months with a goal to submit inclusive and visionary proposals.

Lastly, on Friday Dr. Farmer and I drove down to ISU to visit newly appointed president, Terri Kinzy. Dr. Kinzy and her team were wonderful hosts and planned meetings with several departments, sharing information about transfer and reverse transfer opportunities for JJC and ISU. Dr. Farmer also coordinated virtual attendance with JJC staff members to discuss and share events and opportunities for our shared students. President Mitchell was also pleased to see the report on how well our transfer students do as compared to other community colleges.

President Mitchell requested that Kelly Rohder Tonelli come to the podium to discuss the Board engagement throughout our community. A draft calendar has been prepared with dates and activities of school districts. Ms. Rohder Tonelli indicated that this calendar is in front of the Board and we are asking that the Board look at the calendar and indicate which events they are interested in attending and return their selections to President Mitchell. There is also an outline on what you can expect while attending these meetings and we will work with each of you to help prep for the community engagement. Trustee Broderick commented that some of us have already indicated activities that we are interested in attending but she does not see her name on the calendar list just distributed. Ms. Rohder Tonelli indicated that we have received three responses, but this is the actual calendar with firmed up dates, so please indicate which ones you are willing to attend. President Mitchell stated that Trustee Broderick could scan the information to her or give her a call. Trustee Broderick indicated that she and Trustee Budzinski live in close proximity and wondered if they both want a certain date and place, would they both attend the meeting. President Mitchell indicated that is why we are asking for the commitment on this calendar, so we can coordinate the visits. Trustee Broderick commented that the March dates should be checked as the Board will be interviewing finalists for the Presidential position of our college; March 14th should be removed as it is an interview day. Trustee Morales asked if we were including Bolingbrook on the calendar. Ms. Rohder Tonelli stated that Valley View is Bolingbrook. Chairman O’Connell thanked President Mitchell for her report.

9.8
Chairman’s
Report

Chairman O’Connell thanked everyone for being here today and indicated that there is not a Chairman’s Report this evening.

Closed
Session

Trustee Broderick moved, seconded by Trustee Budzinski that the Board of Trustees, of Joliet Junior College, move to a closed session for the reasons of 2 (c) (1), 2 (c) (2) and

2 (c) (8) (8:09 p.m.) The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Morales and O'Connell. Student Trustee Lozano favored the motion.

Return to Trustee Broderick moved, seconded by Trustee Morales that the Board of Trustees of
Open Session Joliet Junior College return to regular session at 9:24 p.m. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Morales and O'Connell. Student Trustee Lozano favored the motion.

Adjourn Trustee Broderick moved, seconded by Trustee Morales for the meeting to adjourn at 9:24 p.m. A voice vote was taken. The motion carried unanimously.