



Trustees at their last meeting. Trustee Morales indicated that she brought these questions forward at the last meeting. She does believe that there was no intent for any gender inequality and that we give women less monies; however, because of what she saw, she had to ask the questions. As a board member, we should have the right to ask these types of questions and this is the place to do so. The difference in salary jumped out at her and thought that we may want to revisit the salary offer, but we hired Dr. Mitchell to run the college and this is her recommendation. Trustee Morales thanked Dr. Whitehead for the information, but asked if next time she could see the contract schedule for levels of degrees, such a B, M, etc., it would be helpful. Trustee Morales commented that she would like to come in and meet with Dr. Whitehead to see the full scope of the Faculty placement. Dr. Whitehead commented that she appreciates Trustee Morales bringing forward the questions and they can always do a double check on the information. Dr. Whitehead reminded the Board that all union contracts are on line and can be viewed by the Board. When we are recommending salaries, we are constantly checking to make sure we are equitable not just based on gender but on any and all of the protected factors. To reiterate on the two positions in question, they were placed appropriately on internal equity and the contract. Trustee Morales suggested that administration might want to consider presenting on the contracts at the next Board retreat to help all trustees better understand the formula used in determining salaries.

- 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 everyone for attending the meeting tonight and noted that former Chairman of the Board of Trustees of Joliet Junior College, Bob Wunderlich was in the audience this evening.
- 1.4.1 Disability Employment Awareness Month Dr. Mitchell indicated that this evening we have a student present to read the Disability Employment Awareness Month proclamation, Constance Vann. Ms. Vann read the proclamation. Trustee Mahalik moved, seconded by Trustee Garcia Guillen that the Board of Trustees of Joliet Junior College approve the proclamation designating October, 2021 as Disability Employment Awareness month in Illinois Community College District 525. The motion carried unanimously. Ayes: Mahalik, Morales, Budzinski, Garcia Guillen, Lee and O’Connell. Student Trustee Lozano favored the motion.
- 1.4.2 Retiree Kosicek Trustee Garcia Guillen read the resolution honoring Tina Kosicek for her dedicated service from 2008 – 2021 for 13 years of service. Trustee Mahalik moved, seconded by Trustee Garcia Guillen that the Board of Trustees of Joliet Junior College approve the resolution honoring Ms. Tina Kosicek for her distinguished service, as well as for her diligence, perseverance and loyalty in executing those duties. The motion carried unanimously. Ayes: Mahalik, Morales, Budzinski, Garcia Guillen, Lee and O’Connell. Student Trustee Lozano favored the motion. Chairman O’Connell indicated that it is our understanding the Ms. Kosicek would be joining the meeting virtually; however, she was not present.
- 1.4.3 Retiree Derrig Trustee Mahalik moved, seconded by Trustee Lee that the Board of Trustees of Joliet Junior College approve the resolution honoring Ms. Derrig for her dedicated service for 26 years, from 1995 – 2021; as well as for her distinguished service, her diligence, perseverance and loyalty in executing those duties. The motion carried unanimously. Ayes: Mahalik, Morales, Budzinski, Garcia Guillen, Lee and O’Connell. Student Trustee Lozano favored the motion.

- 1.4.4 Faculty Union Report Dr. Robert Marcink, President of the Faculty Union, was present virtually. He thanked the Board for the opportunity to address them this evening. Dr. Marcink acknowledged former Board Chair Robert Wunderlich who was in the audience this evening. Dr. Marcink stated that he felt Dr. Whitehead did a very good job of explaining the initial placement schedule for the Faculty. Each contract, we work extremely hard to make sure that all is fair and equitable. We also want to reward people for accomplishments. We are very confident that we have an excellent placement schedule as we worked very diligently for several contracts to make sure it was exactly the way it should be. Dr. Marcink commented that the Faculty Union is happy to learn that Dr. Mitchell has considered staying on for another year. The Board made an excellent choice when they selected Judy Mitchell as president and she has done an excellent job under incredibly trying times. Dr. Marcink indicated that it is extremely important that we find the right person as our next president. The Faculty, as well as other work groups, hope to be very involved in the presidential search process. The various work groups and Faculty have a good feel for what is needed and would give excellent feedback for the selection of the next JJC President.
- 1.4.5 Adjunct Faculty Union Ms. Dieskow indicated that she would like the Board to know that the adjunct faculty continue working hard to make sure that the students are served properly. Ms. Dieskow would like to acknowledge our retirees and indicated that she did not know Kathy Derrig very well; however, Tina Kosicek has been a biology instructor in the Natural Sciences department. She always made a solid effort to do the best that she could for her students. We are off to really good start for the semester. Contract negotiations are ongoing.
- 1.5.1 Regular Meeting Trustee Garcia Guillen moved, seconded by Trustee Morales that the minutes of the Board of Trustees meeting held on August 5, 2021 be approved as submitted. The motion carried unanimously. Ayes: Garcia Guillen, Lee, Mahalik, Morales, Budzinski and O'Connell. Student Trustee Lozano favored the motion.
- 1.5.2 Retreat Meeting Trustee Morales moved, seconded by Trustee Lee that the minutes of the special meeting of the Board of Trustees held on August 25, 2021 be approved as submitted. The motion carried unanimously. Ayes: Morales, Budzinski, Garcia Guillen, Lee, Mahalik Morales, and O'Connell. Student Trustee Lozano favored the motion.
- 1.6 Communications No further communications have been received.
- 1.7 Agenda Trustee Garcia Guillen moved, seconded by Trustee Morales that the agenda be approved. The motion carried unanimously. Ayes: Garcia Guillen, Lee, Mahalik, Morales, Budzinski and O'Connell. Student Trustee Lozano favored the motion.
- 1.8 Consent Agenda Trustee Garcia Guillen moved, seconded by Trustee Lee that the items identified as consent agenda items be approved. Trustee Budzinski requested that agenda item, 4.2.2 be pulled from the agenda. Trustee Morales requested that agenda item 2.1.3 be pulled from the consent agenda.
- 2.1.1 President recommends the approval of appointment of dean, nursing, health and public services
  - 2.1.2 Recommending the approval of retirement extension agreement for college president, as requested
  - 2.2.1 President recommends approval of retirement as requested by one faculty member

- 2.9.1 President requests acceptance of the classified staff report that includes new hires, replacements and separations
- 4.1 The President recommends approval to pay the listing of bills for the period ending June 30, 2021 as presented
- 4.2 The President recommends approval to award bids/contracts as follows under Business Services:
  - 4.2.1 Bid: Campus Police Renovation
  - 4.2.3 Bid: Elevator Maintenance
  - 4.2.4 Bid: Food Supplies (over 10% of previous approved amount)
  - 4.2.5 Bid: Uniform & Linen Laundry Services
  - 4.2.6 Consortium: CARLI (over 10% of previous approved amount)
  - 4.2.7 Contractual Service: Presidential Search
  - 4.2.8 RFP: Flexible Spending Accounts (FSA) & Cobra
  - 4.2.9 Sole Source: Backupify
  - 4.2.10 Sole Source: Joliet Junior College Bookstore
- 4.3 Treasurer's Report
- 4.4 Financial Report
- 4.5 Board of Trustees Approval of Village of Plainfield TIF Extension Intergovernmental Agreement
- Approval and Third Reading of Board Policies (CONSENT AGENDA)
- 8.5 2.01.02 Nepotism
- 8.6 2.01.03 Whistleblower Protection
- 8.7 2.01.10 Governmental Ethics and Gift Ban Act
- 8.8 2.01.11 Conflicts of Interest
- 8.9 3.02.02 Out of District Residents
- 8.10 3.03.03 Partial Tuition Support
- 8.11 4.17.00 Final Exams

The motion carried unanimously. Ayes: Garcia Guillen, Lee, Morales, Broderick, Budzinski and O'Connell. Student Trustee Lozano favored the motion.

2.1.3 New Position Executive Vice President Trustee Morales moved seconded by Trustee Mahalik that the Board of Trustees of Joliet Junior College approve the President's recommendation of the establishment of one new full-time administrator position titled executive vice president. Trustee Morales indicated that she made a mistake and wanted to pull agenda item 2.3.1 from the consent agenda, not 2.1.3. She has no comments on this item. The motion carried unanimously. Ayes: Morales, Budzinski, Garcia Guillen, Lee, Mahalik and O'Connell. Student Trustee Lozano favored the motion.

2.3.1 Support Staff President recommends the establishment of one new full-time support position titled sr. administrative assistant. It was noted that this position has already been approved, but there could be discussion. Trustee Morales commented that her understanding is that this is a full-time support position to support the new executive vice president. President Mitchell indicated that this is a two-fold position that will support the EVP as well as the President's office. We had discussed the need for a part time position due to the work load in the President's office. Trustee Morales asked how many people were in the President's office currently. President Mitchell stated that Kelly Rogers is her full-time executive assistant and in prior years the President's office always had two full time and one part time positions.

4.2.2 Bid Trustee Budzinski indicated that he asked that this item be pulled from the consent agenda as he has a conflict of interest and wishes to abstain on the voting, Trustee Garcia

Guillen moved, seconded by Trustee Morales that the Board of Trustees of Joliet Junior College approve the Bid: Cisco Smartnet Renewal. The motion carried. Ayes: Garcia Guillen, Lee, Mahalik, Morales and O'Connell. Abstain: Budzinski. Student Trustee Lozano favored the motion.

6.0  
New/Old  
Business

Trustee Morales asked President Mitchell to give an update on the direction that the Small Business Development Center is taking from their conversation. President Mitchell indicated that the Small Business Development Center was in place several years ago, but when the grant ended we closed the operations of that area. Since there is a great need we have decided to reopen the center with a part time employee and allocate budget funds to do so. Since that time the state has offered a grant with a 100 percent match, but there are many restrictions and guidelines that need to be followed. As an example, we made an offer to an individual to take the position; however, the state declined the first applicant, but approved the second applicant. JJC was not able to match the salary of the second applicant. We will be discussing this situation at cabinet and we are considering declining the grant because of the restrictions. We will decide if the college can absorb the dollars to get the candidate of our choosing and have a full time and part time positions to expand this area. President Mitchell will forward additional information to the Board on the SBDC.

Trustee Morales indicated that she would like to talk about the process of applications for vacant job positions. She has been told by many individuals that they have applied at JJC for different positions and have never heard back from the College regarding their applications. Trustee Morales indicated that she was told that one of the applicants heard back from the college after three months asking her to come in for an interview, but she had already taken another position. We want to attract good talent but the entire process takes too long. President Mitchell indicated that we had many positions on hold and not funded for budgeting purposes and because of COVID; however, with the funding we have received, it has allowed us to move forward with some of those positions on hold. The process is being looked at and with our new Workday system, this will help us address the slow and sometimes unresponsiveness to our applicants. We have had many in depth conversations about this issue and agree that we do lose great applicants because of the length of time involved in the process. We expect to see improvements very soon.

Trustee Lee asked if the 15 people have been chosen for the cohort group for the Mends project. President Mitchell indicated that Dr. Farmer is not present, but she will get the information and forward it to the Board.

Trustee Morales indicated that with some new positions being created, we may want to consider additional help for Cindy Vasquez Barrios so she is not working so many hours. President Mitchell indicated that we have created two full time temporary positions from their part time status in that department. Today, Dean Vasquez Barrios presented to cabinet and requested additional positions which we are looking into at this time. President Mitchell commented that there are so many areas that need additional staffing. For many years we have been cognizant about carefully watching the budget and keeping tuition flat, while servicing our student's needs. With that hold on staffing, COVID and Workday there comes a cost to our current employees, as we strive to take care of the needs of our students. Our entire campus is tired. We are very proud of our entire campus employees and all of the extra hours that have been worked to make so many things happen for JJC. President Mitchell indicated that she wishes we could hire additional staffing for so many areas that need it. Trustee Morales indicated that she feels Pat Van Duyne needs additional staffing as well. President Mitchell stated that, once again, positions in this area are being filled, but very strategically. Trustee Morales asked

how we are handling classes that only have seven students registered and wondered if we would be combining classes. President Mitchell stated that we do have limits; however, with COVID we have replaced those requirements due to on campus students and the enforcement of social distancing. Trustee Morales asked if we were still opening up sections for our students due to the social distancing limitations and if so the Faculty would be teaching the same number of students, just in more sections, President Mitchell stated that was correct and we are opening up additional sections as needed.

9.1  
Foundation  
Report

Ms. Kristi Mulvey has no report for this meeting.

9.2  
ICCTA  
Report

No report this evening.

9.3  
Student  
Trustee  
Report

Mr. David Lozano indicated Welcome Week was held to welcome back the students and he was able to meet many students. The Pet Mural is amazing and if you can find the time to visit this mural, please do so. The artists are Sarah Ferrell, Andi Martinez, Jennifer Gaydos and Kylee Rosenfield. A special thanks to these artists who devoted their summer to painting the mural. Student Trustee Lozano held his first Meet the Student Trustee on September 1<sup>st</sup> and is hoping for a better turnout on the future dates that he has scheduled. A socially distanced OSA Drive-In movie was held on August 27<sup>th</sup> and was enjoyed by all that attended. The Collegiate Club Council meetings have begun with one to two representatives attending to plan and discuss future events. They meet monthly via teams. Student Trustee Lozano indicated that he has his first filming date for the Student Trustee Show—September 14<sup>th</sup>. The current plan is to post on You Tube. Student Trustee Lozano asked President Mitchell if she would be a guest on his show. President Mitchell agreed to do so. OSA is sponsoring a free meal kit for each month from September 2021 – February 2022. The LEDA internships for JJC Business students is in the works.

9.4  
Buildings and  
Grounds  
Committee  
Report

Trustee Mahalik indicated that the committee was updated on the campus police renovation project, which we voted on this evening; and the elevators, which we voted on tonight, as well. The current projects are: The Renaissance Center Façade; replacement of the J-Building elevators which is with the Capital Development Board; repairing leak in A-Building; repair the D & G roofs-chilled water piping insulation and air handler replacement. Other items in process are the camera replacements; keyless entry; City Center is on the final punch list; respiratory therapy is also on their final punch list; the Workday project is moving along successfully with updates occurring already Mr. Serr commented that there will be two releases to update the system each year.

9.5  
Board Policy  
Committee  
Report

Chairman O'Connell indicated that this a new board committee with Trustee Lee and Trustee Morales and asked if there was a report this evening. Trustee Lee indicated that have met once and are scheduled to meet again soon. We are happy to be able to meet and review the policies and recommend them to the Board. Trustee Morales commented that the first meeting basically was to review the current process and to go over the new recommended process. This allows the Board to be involved at the beginning rather than coming in at the tail end. The current way did not make sense as we are supposed to be a policy board, yet not a part of the policy making. We should have a more detailed report for the next meeting.

9.6  
Finance  
Committee  
Report

Chairman O'Connell indicated that this is another new board committee with Trustee Budzinski and Trustee Mahalik. Trustee Budzinski commented that there was a introductory finance committee meeting last week and there is another meeting scheduled for October.

9.7 President's Report President Mitchell indicated that we have been dealing with the new Executive Order released by Governor Pritzker which was not expected. As always, the Emergency Response Resource Group met immediately to discuss the implications and the next steps for the college. Effective September 20<sup>th</sup> you will be required to be vaccinated or test which currently are the minimum requirements. We have been looking at a new system Cleared4 that will allow all of our employees and students to upload their vaccination card so it can be scanned when entering the college. We are still looking at logistics for visitors to our campus. We do have testing available with Shield Illinois which is overseen by Cara Anderson and we are in the process of finding ways to expand the testing. President Mitchell thanked her team and all of the staff for continuing to do so much extra work during this ongoing pandemic. We will get through this, we always do as we are fighters and survivors. We have been hosting table talks to talk with our employees and she, Dr. Whitehead and Dr. Irvin (virtually) will do so again tonight at 10 p.m. for our night shift employees. So once again this shows the dedication of our employees.

9.8 Chairman's Report Chairman O'Connell indicated that on behalf of the board, I want to say thank you to Dr. Mitchell for agreeing to extend her retirement through August 31,2022 while we complete the search for Joliet Junior College's 10<sup>th</sup> president. Her last five years of leadership will provide the necessary guidance for the college to successfully navigate this transition.

The board has agreed to engage the Pauly Group to lead a national presidential search, a firm that specializes in academic and executive leadership placement. The Pauly Group brings over 30 years of experience in this field, and has specific community college expertise. We will share more very soon! Thank you.

Closed Session Trustee Garcia Guillen moved, seconded by Trustee Morales that the Board of Trustees, Joliet Junior College, move to a closed session for the reasons of 2 (c) ( 5), 2 (c) ( 8) and 2 (c) (11) (6:28 p.m.) The motion carried unanimously. Ayes: Garcia Guillen, Lee, Mahalik, Morales, Budzinski and O'Connell. Student Trustee Lozano favored the motion.

Return to Open Session Trustee Mahalik moved, seconded by Trustee Garcia Guillen that the Board of Trustees of Joliet Junior College return to regular session at 8:04 p.m. Ayes: Garcia Guillen, Lee, Mahalik, Morales, Budzinski and O'Connell. Student Trustee Lozano favored the motion.

10 Adjourn Trustee Mahalik moved, seconded by Trustee Garcia Guillen for the meeting to adjourn at 8:05 p.m. A voice vote was taken. The motion carried unanimously.