

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

1.0 Call to Order The regular monthly 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 Wunderlich at 5:30 p.m. on Wednesday, May 13, 2020.

1.0.1 Roll Call Trustees Maureen Broderick Nancy Garcia Guillen
Present Jake Mahalik Alicia Morales
Electronically Dan O'Connell Betty Washington

Trustee
Present on site Bob Wunderlich

Student Shalma Marin
Trustee Dontae Crowder

Welcome Chairman Wunderlich welcomed the guests to the Joliet Junior College regular monthly Board meeting.

Pledge Attorney Buck led the Board in the Pledge of Allegiance.

1.0.5 Public Comments Chairman Wunderlich indicated that we do not have requests to speak before the Board this evening.

1.1.1 Gallagher Annual Report President Mitchell requested that Ms. Malinda Carter introduce Mr. Dave Torri of Gallagher. Ms. Carter indicated that she is happy to welcome Mr. Dave Torri of Gallagher to the meeting this evening and asked that Mr. Torri move forward with his presentation. Mr. Gallagher thanked the Board for the opportunity to service Joliet Junior College and expressed their commitment to representing JJC's employee benefit plan in the marketplace. Mr. Torri reviewed the renewal highlights for our PPO and HMO. PPO has a zero percent impact to the budget/premium funding with 535 employees on the PPO plan. The HMO has a -3.7% impact to budget/premium funding with 55 employees on the HMO plan. These are very good numbers as the average trend is a 6% increase in costs. There are cost savings available for prescriptions if using Gallagher Express Scripts Alliance in the amount of \$610,480 or cost savings in the amount of \$307,581 if renewing with Express Scripts. The recommendation is to leave the budget flat for the year because of some unknown volatility due to COVID-19. There are currently some savings because of no elective procedures being done at the time, but we may see this change as we move on to different phases of the COVID-19 pandemic. This will be an ongoing analysis and watched very carefully, but this is the reason for the recommendation to leave the budget flat at this

time. There is a slight increase in the dental plan this year in the amount of 4.8%; however, there is a decrease in the vision plan in the amount of 4.6%. So, it is basically a wash. This will keep our plans competitive and is in line with the employee benefits survey.

Trustee Broderick asked what the amounts of the deductibles were for the health insurance. Mr. Torri indicated that there is not a deductible for the HMO and believes there is a \$500 deductible on the PPO. Trustee Broderick asked if the PPO \$500 deductible was for single and what the deductible was for family. Mr. Torri commented that \$500 is for single and thinks that the multiplier is two times for family, so \$1000. Trustee Broderick stated that those are low deductibles. Ms. Carter indicated that actually the deductible for single is \$1000 and \$2500 for family. Trustee Broderick commented that from the corporate America viewpoint those deductibles are still low and if we had recommended higher deductibles could we have better savings. Mr. Torri commented that options are discussed with the insurance committee and we benchmark costs with our sister colleges and with employers of our size. If you shift more costs to the employee you would be able to save money. However, the \$1,000 deductible is in-line and what we are seeing with other higher education institutions. Trustee Broderick stated that we are all equal and subjected to health costs. She is in the banking industry and has to go by what corporate USA is doing. Trustee Broderick does not like it when we refer to higher education and feels everyone should be lumped together. Trustee Morales commented that she understands what Trustee Broderick is saying and has a background in human resources and works with benefits for staff in corporate America. People are looking at a \$5,000 deductible for a single person, with higher deductibles for family, as well as paying higher premiums. Do we offer any type of tiering such as lower paid employees pay a lower insurance premium and the next tier of salaried employee would pay a little more and so on? Ms. Carter indicated that our benefits plans are tiered based on contributions, so employees making less pay a smaller premium. Employees making more do pay a higher contribution; however, the deductible is not tiered. Ms. Carter stated that we need to keep in mind that changes go through the insurance committee and must be approved by the unions during contract negotiation. All changes in benefits must go through these groups. In November, a presentation was made to the board on this subject with the recommended changes. Trustee Broderick commented that she believes discussion occurred on the costs of the amount of coverage for 80, 90 and 100 percent different cost coverage and charges. Ms. Carter stated that after the employees reach their deductible, the plan pays 80 percent and the employee pays 20 percent with out of pocket maximums. Trustee Broderick feels there should be higher deductibles to lower the cost to the college. Ms. Carter indicated that would have to go through negotiations with cost models for review by the insurance committee and unions. Trustee Broderick asked if the Board's comments from the November meeting were brought back to the insurance committee and feels that there should be someone from corporate America on the insurance committee so it would be more well-rounded. It could be very jaded and done because that is the way the college wants it. Ms. Carter pointed out that by November the union contracts were already negotiated so it would have to come back through the next negotiation cycle or reopen negotiations with the union. Trustee Morales asked when the next union cycle would occur. Ms. Carter commented that the contracts have just been closed so another three years before negotiations begin. Trustee Morales indicated that she feels the rapport has to be stronger when we are at the negotiating table because this has been brought up multiple times by some of our Board members. She feels the Board is being told that this is how it will happen and not given options on this matter and feels that they are being told after the fact and is not pleased with the process. Trustee Washington indicated that coming from corporate, management and also a staff position, benefits are always bargained for. Are we not kicking the can down the street, so to speak, as it has already been negotiated and approved, so there is nothing more that we can do at this point other than accept what has happened and look at it at a later date. Trustee Washington

commented that benefits are always up to the bargaining committee. Trustee Broderick stated that is true, but we have brought this item up several times and is a hot topic. Both Trustee Morales and herself have voiced their opinions and feels that they fell on deaf ears. Trustee Morales indicated that Trustee Washington is right, but because it is on the agenda this is the time to discuss it again. Even though the timing is off and it is a done deal we need to make sure we have these discussion months before contract approvals. Chairman Wunderlich stated that this should be put up as a red flag a few months before the next negotiations begin to look at some of the concerns that some Trustees have and to alleviate this type of situation. Trustee Broderick again indicated that she feels that education and corporate America should be similar as far as the costs of insurance are concerned and has voiced her opinion many times on this issue to administration. Chairman Wunderlich indicated that he understands what some of the trustees are saying, but at this time the decision has already been made. We will need to remember this as we begin the next round of union negotiations. President Mitchell stated that she would like to point out to everyone that the cost to the college will not increase this year. When we were going through negotiations prior to union contract approvals, the Board was apprised of the issues from the unions. President Mitchell commented that she has made a note that going forward, we will highlight insurance specifically as an issue, but we were transparent with the Board when we went through this last union negotiation process. Chairman Wunderlich requested that everyone that has joined the meeting virtually press their mute buttons until they wish to speak as there is a good deal of static occurring.

1.1.2
Rock Run
Crossing

President Mitchell requested that Mr. Rob Galick update the Board on what is going on with Rock Run Crossings. Mr. Galick indicated that Rock Run Crossings is a development that is being planned just west of Joliet Junior College that will include retail, medical offices, park space, residential space and also a movie theater. Mr. Galick displayed a map identifying where Rock Run Crossings will be located. A new interchange off I-55 will be developed near this site. There was a good deal of discussion on the connection to Houbolt Road and the decision was to connect Rock Run to Olympic Boulevard which will be extended to the development. The interchange of Olympic Boulevard and Centennial Drive will be widened and include a right turn lane from Centennial Drive. The other update is that there is a TIF that is being planned by the City of Joliet for this development. The revenue from the TIF will be used to fund the interchange from I-55 and to fund other infrastructure and roadway improvements in that area. Currently the college receives \$600 in property taxes annually from the property and when the TIF expires in 23 years it will generate approximately \$230,000 from the property. The college cannot vote no on a TIF unless the property does not qualify, but this property does qualify. We are not foregoing a large amount of property tax income on this land, currently \$600 annually, and is estimated to generate \$230,000 at the end of the TIF. Trustee Mahalik asked what the new property value be brought into the property equation for annual tax purposes. Mr. Galick indicated the EAV would be increased by \$80 million. Trustee Mahalik requested that Mr. Galick explain how this new property affects the amount of money brought in to the college. Mr. Galick commented that the basic premise of a TIF is to say to all of the taxing bodies in the TIF agreement, that the property taxes received will be held flat for the duration of the TIF agreement. In our case we will receive \$600 for the next 23 years on our property. The owners of Rock Run Crossing will pay the taxes at the normal rate and the difference is put aside to pay for the improvements that need to happen to accommodate the infrastructure for the new development. Trustee Mahalik commented that he was wondering about new property affecting the equation of figuring out the taxes for CPI purposes and if it was subtracted out. Mr. Galick indicated that it actually does not and our property tax bill will grow the same percentage that the CPI grows. Over and above that any new development or new property is consider new property tax growth over and above what CPI provides to us. In this instance we will not see the growth until the TIF expires in 23 years. Trustee

Morales asked why the length of the TIF is 23 years. Mr. Galick stated that the length is mandated by law. We have approved a few extensions to the original TIF agreements. Trustee Broderick commented that regarding the road situations such as the new interchange, were they related to the Northpoint development. Mr. Galick replied that there was no relation to the Northpoint development. His understanding is that this interchange is for the new Rock Run Crossing development and the residential area surrounding it, as well as to help alleviate traffic congestion on Route 52. Trustee Broderick expressed concerns about the timing of the road construction as Houbolt Road would be under construction for the infrastructure issue of Northpoint. We could have many problems getting our students on and off our campus. Mr. Galick stated that we have not been provided with the exact time of the construction project. With the COVID-19 pandemic and its economic impact will decide the timing of the projects for the interchange. President Mitchell indicated that at the IDOT meeting, which was Phase I, there were not any dates shared. Dr. Mitchell stated that she was pleased to see that they had included a new stop light at the intersection of Olympic Boulevard and Centennial Drive. At a prior meeting, we had shared our first concern of safety for our students and the shifting of the deer population to our property. They have been very receptive to our concerns and have worked with the college, so we are very pleased with the partnership. President Mitchell indicated that IDOT, the City of Joliet and a group from Joliet as well as the college attended this meeting. Trustee Broderick asked if there was a date identified for construction on the Houbolt Road project. President Mitchell indicated that once they begin construction on the high-rise bridge we will be involved. They are looking at a divergent diamond being constructed and we have expressed our safety concerns for our students and employees of the college. JJC has a voice at the table for all of these projects. Chairman Wunderlich stated that it is his understanding that the high-rise bridge will be south of Route 6. President Mitchell stated that was correct; however, the divergent diamond will be on Houbolt Road. Trustee Broderick stated for everyone's safety, we need to try to make sure that the projects are spaced properly so that everyone's safety is ensured. President Mitchell indicated when more information is received, the Board will be apprised of it.

1.1.3 SEM Update

President Mitchell requested that Dean Bob Morris update the Board on the closing of SEM 2.0 and kickoff SEM 3.0. Dean Morris thanked the Board for the opportunity to address them on the topic of enrollment. The process for the creation of SEM 3.0 will be explained this evening. Dean Morris indicated that we wanted to make sure that the SEM 3.0 lined up with the College's Strategic Plan. We have identified five key themes: Theme One: Admissions/Recruiting; Theme Two: Retention; Theme Three: Academics; Theme Four: Community Engagement; and Theme Five: Virtual Campus. Dean Morris reviewed the Admissions/Recruiting Strategic Goals; SEM 3.0 Admissions/Recruiting Objectives; SEM 3.0 Retention: Strategic Goals; SEM 3.0 Retention: Objectives; SEM 3.0 Academics: Strategic Goals; SEM 3.0 Academics: Objectives; SEM 3.0 Community Engagement: Strategic Goals; SEM 3.0 Community Engagement: Objectives; SEM 3.0 Virtual Campus: Strategic Goals and SEM 3.0 Virtual Campus: Objectives.

Trustee Morales asked what specific steps are we taking to expand programmatically. Dean Morris commented that we just added a medical assistant to our programs, but he cannot say at this time what will be added two to three years in the future. The part of the SEM plan that ties into this increasing the dialogue between enrollment management and academics so that we can look to see what is needed for education for our community, what our transfer partners are needing and what will be needed by new industry coming into our area. Trustee Morales commented that she is happy to see the collaboration efforts between academics and enrollment management. Trustee Morales inquired how accountability will be determined for all of these goals and metrics as she did not see it in the report. Dean Morris commented that was an excellent point, but because this was a higher level it would

not be in this report. However, with each specific tactic and measurement, that is where the accountability comes in. We will need to have extremely effective and thorough training so that our staff knows what the accountable measures will be which will allow us to hold individuals and departments accountable. We are in the process of building this into the plan and when it is complete, we will be able to share more with the Board. Trustee Morales thanked Dean Morris and indicated that she feels this should be considered when doing evaluations of staff once it is in place. Trustee Broderick asked if we are working with local businesses to build apprenticeships for our students. Dean Morris indicated that we will be doing more of this and in terms of partnerships there is a real opportunity to grow, especially with businesses that are in the area. We would like to work with their HR offices and put together specific programs that our students can participate in. We will be having one of our recruiters focus more on business opportunities. Trustee Broderick commented that we need to remember that we are not only preparing some of our students to move on to a four-year college, but some of our students want a certification or a two-year degree. This will help us to increase enrollment for those types of student needs. Dean Morris indicated that was an excellent point. When you look at the different populations that attend JJC not everyone has dreams of Harvard or Stanford. We have many students that are looking for a certification where they can get financial aid and go right to work with a good job. Trustee Morales commented that we now have many warehouses in our community and she has worked in some of these companies in the HR office. Many of those employees expressed the desire to be promoted but did not have the skill sets or degree to do so. Many times, she heard that they wished there was a way to take a class at their place of employment. This would be a good partnership opportunity. If we go out to their places of employment to offer classes that would help to increase enrollment. Trustee Broderick stated that in her line of work, she is seeing a shift to necessary skills as the co-borrower goes back into the workforce and this may be another area to pursue to increase enrollment. Dean Morris thanked Trustee Morales and Trustee Broderick for their suggestions and indicated that we need to be flexible, creative, engage with new partners, and find interesting and alternative ways to offer our product. There are opportunities out there and this SEM plan will focus on finding these opportunities and then pursuing them to increase our enrollment. Chairman Wunderlich thanked Dean Morris for his very thorough presentation.

- 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 Chairman Wunderlich thanked everyone for attending the virtual meeting tonight.
- 1.3.1 Plaque Outgoing Student Trustee Chairman Wunderlich indicated that on behalf of the Board of Trustees of Joliet Junior College, he would like to present Student Trustee Marin with a recognition plaque. Chairman Wunderlich indicated that it has been the Board's pleasure to work with Student Trustee Marin and thanked her for her outstanding service. Ms. Marin thanked Chairman Wunderlich for the plaque and offered congratulations to the new student trustee, Dontae Crowder. Ms. Marin stated that serving as a Joliet Junior College student trustee has been a very rewarding experience. She offered sincere thanks to her fellow Board members, administration, Dr. Mitchell, Dr. Farmer, Pam Dilday, Joan Tierney and everyone who took the time to help her over this past year. The year has gone by quickly and slow at some times, but she has learned so much in the student trustee role. Ms. Marin indicated that she hopes to continue to do good things and stay involved.
- 1.3.2 New Student President Mitchell asked Director of Student Activities, Pam Dilday, to introduce our new Student Trustee. Ms. Dilday thanked the Board for allowing her to attend tonight's Board

Trustee meeting to introduce our new Student Trustee, Dontae Crowder, and recognize our outgoing Student Trustee, Shalma Marin. This year, we had two very qualified students complete the selection process to become Student Trustee. In the end, Dontae was selected to fulfill this role for the 2020-2021 year. Dontae is a Psychology major in his second year at JJC. He has been involved in Brother 2 Brother and began attending Student Government meetings this past semester. He was nominated for Student Trustee by Margot Underwood. Dontae attended Joliet Central High School and lives in Joliet currently. I wish Dontae well in his role. Shalma Marin, completed her year as Student Trustee and “bloomed where she was planted.” She began her role as a quiet, semi-reserved student who was excited about the opportunity to be the Student Trustee. I remember that day well...she came in to hear about getting involved but left with a booklet for Student Trustee. She has blossomed in her role and leaves big shoes for Dontae to fill. I am confident that Dontae will rise to this challenge and represent the students well with you.

Ms. Dilday also wished everyone well as her last day at Joliet Junior College is June 18. It has been a great 24 years at JJC, but feels it is time for her to do other things which are to be determined. She indicated that she is unsure what her next chapter will be, but does know that she will miss our awesome staff and especially our students. Ms. Dilday indicated that she will be back to visit because JJC will always hold a special place in her heart. She thanked everyone very much.

1.3.3 Chairman Wunderlich administered the Oath of Office to the newly appointed Student Trustee, Dontae Crowder. The Board offered Student Trustee Crowder congratulations and welcomed him to the Board. Student Trustee Crowder indicated that he is very excited about the role he is about to fill. He is super excited to represent the students and can't wait to do his best.

1.4.1 – 1.4.5 Chairman Wunderlich indicated that we will be approving agenda items 1.4.1, resolution honoring retiree Tom Feldman; 1.4.2, resolution honoring retiree John Griffis; 1.4.3, resolution honoring retiree Clay Kirkland; 1.4.4, resolution honoring retiree Kathleen Wolz; and 1.4.5, resolution honoring retiree Barbara Butler as one item. Trustee Broderick moved, seconded by Trustee Mahalik to approve the resolution honoring retirees Tom Feldman, John Griffis, Clay Kirkland, Kathleen Wolz, and Barbara Butler. The motion carried unanimously. Ayes: Broderick, Garcia Guillen, Mahalik, Morales, O'Connell, Washington and Wunderlich. Student Trustee Crowder favored the motion.

1.4.6 No faculty union report this evening.

1.4.7 No adjunct faculty union report this evening.

1.5.1 Trustee Washington moved, seconded by Trustee Garcia Guillen that the minutes of the Regular Board of Trustees meeting held on April 29, 2020 be approved as submitted. The motion Meeting carried unanimously. Ayes: Washington, Broderick, Garcia Guillen, Mahalik, Morales, O'Connell and Wunderlich. Student Trustee Crowder favored the motion.

1.6 No further communications have been received.
Communications

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

1.8
Consent
Agenda

Trustee Garcia Guillen moved, seconded by Trustee Mahalik that the items identified as consent agenda items be approved. Trustee Broderick requested that agenda items 4.2.1, 4.2.2 and 4.2.3 be pulled from the consent agenda. Trustee Morales requested that agenda items 8.2 and 8.3 be pulled from the consent agenda. Trustee Morales asked that moving forward could Chairman Wunderlich announce that this is the time to pull items for discussion. We do have some newer Trustees and it would be helpful to have some guidance from the Board Chairman.

- 2.5.1 President recommends termination of one full time clerical employee
- 2.9.1 President requests acceptance of the report on replacement of full- and part-time classified employees, as presented
- 4.1 The President recommends approval to pay the listing of bills for the period ending April 30, 2020 as presented
- 4.2 The President recommends approval to award bids/contracts as follows under Business Services:
 - 4.2.4 Contractual Service-Symetra
 - 4.2.5 Contractual Service-RPM Design & Production – over 10% of previously approved Board amount
 - 4.2.6 Contractual Service-Trimdata FA~Link Service Extension
 - 4.2.7 Contractual Service-TMA
 - 4.2.8 Sole Source-Alpha Media
 - 4.2.9 Sole Source-Electude
 - 4.2.10 Sole Source-Grundy County Broadcasters – 10% of previously approved Board amount
 - 4.2.11 Sole Source-Johnson Controls: Building Automation Systems for B-Building Boiler
 - 4.2.12 Sole Source-Photoshelter
- 4.3 Treasurer’s Report
- 4.4 Financial Report
- 4.5 Board of Trustees approval of resolution to adopt Tentative FY 2020-2021 Budget and placement of Budget on public display
Approval and Third Reading of Board Policies
- 8.4 1.10.01 Officers of the Board - Duties
- 8.5 1.11.00 Board Member Development
- 8.6 1.45.02 Citizen Additions to Board Meeting Agenda
- 8.7 4.16.00 Grades (modification #6.7.1)
- 8.8 6.7.2 Auditing Courses (Rescind)
- 8.9 6.7.3 Grading Policy for Withdrawals (Rescind)
- 8.10 8.01.02 College Indebtedness
Expedited First and Final Reading of Board Policy
- 8.11 Approval of Ministerial Update to Board Policy 2.01.01 Prohibition of Sexual Discrimination, Harassment and Misconduct.

The motion carried unanimously. Ayes: Garcia Guillen, Mahalik, Morales, O’Connell, Washington, Broderick and Wunderlich. Student Trustee Crowder favored the motion.

4.2.1
Contractual
Service
BC/BS

Trustee Morales moved, seconded by Trustee Mahalik that the Board of Trustees of Joliet Junior College approve the Contractual Service-Blue Cross Blue Shield BPA for HMO. Trustee Broderick stated that she pulled the item so that it could be voted on independently rather than on the consent agenda. The motion carried. Ayes: Garcia Guillen, Mahalik, O’Connell, Washington and Wunderlich. Nays: Broderick and Morales (this is almost \$836,000 and many workers are working with less benefits and feels we need to revisit the way that we offer our benefits). Student Trustee Crowder favored the motion.

- 4.2.2 Contractual Service BC/BS Admin Trustee Morales moved, seconded by Trustee O’Connell that the Board of Trustees of Joliet Junior College approve the Contractual Service-Blue Cross Blue Shield Administrative Services only for Medical and Dental. Trustee Broderick commented that it should be a point of reference that this information should be brought to the Board in advance and not just expected to vote on this information after the fact. The motion carried. Ayes: Garcia Guillen, Mahalik, O’Connell, Washington and Wunderlich. Nays: Broderick and Morales. Student Trustee Crowder favored the motion.
- 4.2.3 Contractual Services Express Scripts Trustee Garcia Guillen moved, seconded by Trustee Mahalik that the Board of Trustees of Joliet Junior College approve the Contractual Service-Express Scripts. Trustee Broderick indicated that she wanted to have this item voted on separately rather than go on the consent agenda. The motion carried. Ayes: Garcia Guillen, Mahalik, O’Connell, Washington and Wunderlich. Nays: Broderick and Morales. Student Trustee Crowder favored the motion.
- 8.2 Board Policy 2.04.19 Trustee Morales indicated that she would like further discussion on this policy. As Trustees we are a policy making Board. The policies are provided to the Board for review and Trustee Morales indicated that she feels we may want to further discuss policies as a team. Trustee Morales commented that several items have been lined through and there are asterisks throughout the policy and asked what exactly the changes are and what is being sent through for approval. Ms. Carter indicated that the policy shows different formatting and the changes for the benefits are the ones that are listed and are the current benefits. The only change is the addition of the VSP as we had a different vision renewal. Trustee Morales asked if this was for buy-up and vision insurance. Ms. Carter stated that was correct.
- 8.3 Board Policy 2.04.20 Trustee Morales commented that this board policy, 2.04.20 Fringe Benefits for Full-time College Support Staff (non-union), since it is non-union we did not have to negotiate benefits with a union. Ms. Carter stated that this is the language that is in the faculty contract and many years ago it was put into the contract that all benefits must be negotiated whether or not they were in the faculty union. We did identify this as an item to be removed and the faculty indicated that they did not want the language removed. Even though these are non-union benefits if they are benefits that exist that will affect everyone else, common benefits across the population whether union or non-union, it does still require that buy-in for that language. Trustee Morales indicated that the 10 days for five years and under is reasonable and common practice; however, do we use an accrual method for the vacation days. Ms. Carter indicated that vacation time is given upfront, but if an employee leaves before accruing enough vacation day they must pay the time back to the college. We are hoping with our new work day system; the employee will be able to see exactly where they are at with their accruals. Trustee Morales asked how we are administering the 20 days after 10 years of service. Ms. Carter indicated that the employee receives everything up front, but the time is also accrued and would need to be paid back if the employee leaves the college before earning the accrued time. Trustee Morales asked if we are giving our employees 20 sick days as well and it appears that it is not a use or lose it scenario. Ms. Carter indicated that the employee can carry over a maximum of number of days and then they do not accrue any time after that point. This has been brought up in the past and this has been a topic discussed during negotiations. We were successful with some of our benefits negotiations with our maximum vacation day accruals. Trustee Morales feels that 380 days burdens the college to have to pay out this dollar amount. Ms. Carter indicated that there is no payout for sick time. With some of our unions we were able to get language agreement which states that after a year sick time would not be permitted to be used unless it was approved by ADA. Trustee Morales asked if that language was in this policy somewhere. Ms. Carter commented that this

policy states that you receive the benefit, not how it is administered. Trustee Mahalik inquired if our benefits were in line with other like institutions. Ms. Carter answered that yes, we did do full comparison of benefits as well as benchmarking and we are right in line with our peer colleges.

6. No comments.
New Business/
Old Business
7. There were first readings on board policies in the packet.
New Business
8. There were second readings on board policies in the packet.
Old Business
- 9.1 Written report.
Foundation
Report
- 9.2 No Report.
ICCTA
Representative
- 9.3 No Report
Student
Trustee Report
- 9.4 Written Report.
Buildings &
Grounds Report
- 9.5 No Report.
President's
Report
- 9.6 Chairman Wunderlich indicated that even though we will be unable to hold our graduation ceremony that was originally planned for this Friday, which makes him very sad, there will be a ceremony planned in the future.
- Closed Session Trustee Morales moved, seconded by Trustee Broderick that the Board of Trustees of Joliet Junior College move to a closed session (6:59 p.m.) for the purpose of 2 (c) (1), 2 (c) (5) and 2 (c) (11). The motion carried unanimously. Ayes: Morales, O'Connell, Washington, Broderick, Garcia Guillen, Mahalik, and Wunderlich. Student Trustee Crowder favored the motion.
- Return to Regular Session Trustee Broderick moved, seconded by Trustee Mahalik that the Board of Trustees of Joliet Junior College return to regular session (7:38 p.m.) The motion carried unanimously. Ayes: Broderick, Garcia Guillen, Mahalik, Morales, O'Connell, Washington and Wunderlich. Student Trustee Crowder favored the motion.
- 10 Trustee Broderick moved, seconded by Trustee Mahalik for the meeting to adjourn at 7:39 p.m. Voice vote was taken. The motion carried unanimously.