

ILLINOIS EASTERN COMMUNITY COLLEGES

BOARD OF TRUSTEES

MONTHLY MEETING

July 18, 2017



Location:

**Olney Central College
305 West North Street
Olney, Illinois 62450**

**Dinner – 6:00 p.m. – Banquet Room
Meeting – 7:00 p.m. - Banquet Room**

The mission of Illinois Eastern Community College District 529 is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.

**Illinois Eastern Community Colleges
Board Agenda**

July 18, 2017

7:00 p.m.

**Olney Central College
Banquet Room**

1. Call to Order & Roll Call Chairman Fischer
2. Disposition of Minutes CEO Bruce
3. Recognition of Visitors and Guests Bruce
 - A. Visitors and Guests
 - B. IECEA Representative
4. Public Comment
5. Reports
 - A. Trustees
 - B. Presidents
 - C. Cabinet
6. Policy First Reading (and Possible Approval) Bruce
 - A. Policy 500.26 Credit Equivalency by Licensure Certification or State Seal of Biliteracy - Revision
 - B. Policy 100.17 Sexual Harassment - Deletion
 - C. Policy 100.29 Campus Sexual Violence Elimination Act/Campus SaVE Act - Deletion
 - D. Policy 100.31 Preventing Sexual Violence - Revision
7. Policy Second Reading Bruce
 - A. None
8. Staff Recommendations for Approval
 - A. 2017 Program Review Cutchin
 - B. 2017-2018 Catalog Cutchin
 - C. Prevailing Rate of Wages Browning
 - D. Technology Plan Cline
 - E. Athletic Training Agreement - LTC Bruce
 - F. Route 130 Greenhouse (Seals) Property Easement Bruce
9. Bid Committee Report Bruce
 - A. None
10. District Finance
 - A. Financial Report Browning
 - B. Approval of Financial Obligations Browning
11. Chief Executive Officer's Report Bruce

12. Executive Session Bruce
13. Approval of Executive Session Minutes
 - A. Written Executive Session Minutes Bruce
 - B. Audio Executive Session Minutes Bruce
14. Approval of Personnel Report Bruce
15. Collective Bargaining Bruce
16. Litigation Bruce
17. Other Items
18. Adjournment

Minutes of a regular meeting of the Board of Trustees of Illinois Eastern Community Colleges – Frontier Community College, Lincoln Trail College, Olney Central College, Wabash Valley College – Community College District No. 529, Counties of Richland, Clark, Clay, Crawford, Cumberland, Edwards, Hamilton, Jasper, Lawrence, Wabash, Wayne and White, and State of Illinois, held in the Cafeteria at Lincoln Trail College, Robinson, Illinois, Tuesday, June 20, 2017.

AGENDA #1 – “Call to Order & Roll Call” – Chairman G. Andrew Fischer called the meeting to order at 7:00 p.m. and directed the Board Secretary, Renee Smith, to call the roll.

Roll Call: The Secretary called the roll of members present and the following trustees answered to their names as called and were found to be present:

John D. Brooks, Gary Carter, Brenda K. Culver, G. Andrew Fischer, Alan Henager, James Lane, Jan Ridgely. Also present was Meagan Ferreira, student trustee. Trustees absent: None. There being a quorum present, the Chair declared the Board of Trustees to be in open, public session for the transaction of business.

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

Also present at this meeting, in addition to trustees:
Terry L. Bruce, Chief Executive Officer/Chief Operating Officer.
Jay Edgren, President of Frontier Community College.
Matt Fowler, President of Wabash Valley College.
Ryan Gower, President of Lincoln Trail College.
Rodney Raney, President of Olney Central College.
Roger Browning, Chief Finance Officer/Treasurer.
Tara Buerster, Director of Human Resources
Alex Cline, Director of Information & Communications Technology.
Jeff Cutchin, Chief Academic Officer
Renee Smith, Executive Assistant to CEO/Board Secretary.

AGENDA #2 – “Disposition of Minutes” – Open meeting minutes as prepared for the regular meeting held May 16, 2017 were presented for disposition.

Board Action to Approve Minutes: Trustee James Lane made a motion to approve minutes of the foregoing meeting as prepared. Trustee Al Henager seconded the motion. The Chair asked trustees in favor of the motion to say “Aye” and those opposed to say “No.” The voice vote was taken and the Chair declared the “Ayes” have it and the motion carried.

AGENDA #3 – “Recognition of Visitors & Guests” –

#3-A. Visitors & Guests: Visitors and guests present were recognized, including several college staff members.

#3-B. IECEA Representative: None.

AGENDA #4 – “Public Comment” – None.

AGENDA #5 – “Reports” –

#5-A. Report from Trustees: None.

#5-B. Report from Presidents: Reports were presented from the Presidents.

#5-C. Report from Cabinet: None.

AGENDA #6 – “Policy First Readings (and Possible Approval)” – As suggested by the HLC Peer Review Team, the District continues to formally review the Policy manual. The Student Services Departments, the Chief Academic Officer and Cabinet members have carefully reviewed the Student 500 section of the policy manual and have suggested that the attached policies be revised and that the Policy for Transfer of Credit Between Sister Colleges and Computation of Grade Point Average (500.10) be deleted. The CEO recommended approval of the following policy revisions and one policy deletion. Without objection, leave of the Board was granted to take the following policies for adoption on one roll call:

STUDENT- 500

Policy for the Assignment of Credits (500.7)

Date Adopted: December 19, 1989

Revised: October 21, 2014

Revised: June 20, 2017, pending Board approval

Illinois Eastern Community Colleges assigns credit hours based on commonly accepted practices in higher education and ICCB Administrative Rules Section 1501.309 where credit hours shall be determined on the basis of an expected 45 hours of combined classroom/laboratory and study time for each semester hour.

Assignment of credit hours occurs during the course approval process and is monitored through faculty, curriculum, and program reviews established by the district.

All courses offered for credit will:

1. meet standards for class contact hours,
2. meet expected hours for out of class student work regardless of the mode of instruction and/or length of term, and,
3. achieve intended learning outcomes.

Courses will be consistent in the assignment of credits, scope, quality, assessment, and expected learning outcomes with other courses with the same course title and number.

- A. Lecture: One semester hour of college credit will be awarded for each 15 hours of lecture (750 minutes instructional time, not including testing). It is assumed that two hours of outside study will be invested for each classroom contact hour.
- B. Laboratory: One semester hour of college credit will be awarded for each 30-45 hours of laboratory experience. It is assumed that one hour of outside study will be invested for each two laboratory contact hours.
- C. Internship/Non Clinical Practicum: One semester hour of college credit will be awarded for each 75-149 hours of internship/practicum experience.
- D. Clinical Practicum: One semester hour of credit for each 30-60 contact hours per semester or equivalent. It is assumed that one hour of outside study time will be invested for each two clinical practicum contact hours.

STUDENT - 500

Policy on Transfer Credit (500.9)

Date Adopted: December 19, 1989

Revised: July 16, 2013

Revised: June 20, 2017, pending Board approval

The acceptance of credits earned at post-secondary institutions outside Illinois Eastern Community Colleges (IECC) shall be determined by an evaluative process administered by the Dean of Instruction or designee.

All grades and cumulative grade point averages of students transferring from post-secondary institutions outside of Illinois Eastern Community Colleges (~~IECC~~) will be excluded in determining the final cumulative grade point average. Only grades from IECC will be included in determining the final grade point average.

All credits earned outside Illinois Eastern Community Colleges will be evaluated for possible application toward the degree or certificate program chosen by the student. Passing credits earned at institutions accredited by the Higher Learning Commission, ~~a Commission of the North Central Association of Colleges and Schools~~, or similar regional accrediting agencies may be accepted by IECC provided the courses meet the expectations of the faculty and staff at IECC for academic content and rigor. For a student transcript indicating a cumulative grade point average of less than "C", only credit will be considered for those courses which have a grade of "C" or better.

Any transfer credit from institutions on probation with the Higher Learning Commission or other regional accrediting agencies may not be accepted as transfer credit. Acceptance of the transfer credit will require verification whether or not the student's experience at the other institution is appropriately commensurate with the expectations in similar IECC courses with respect to academic content, rigor, scope and relevance.

~~STUDENT - 500~~

Policy for Transfer of Credit Between Sister Colleges and Computation of Grade Point Average (500.10)

~~Date Adopted: December 19, 1989~~

~~Credit and grades earned at a college of Illinois Eastern Community Colleges District No. 529 shall transfer with full credit to either of the other three sister colleges and all grades so transferred will be computed in determining the student's final grade point average.~~

Remove Policy effective June 20, 2017.

STUDENT - 500

Family Educational Rights and Privacy (500.11)

Date Adopted: December 13, 1994

Revised: May 6, 2003

Revised: June 20, 2017, pending Board approval

A. Purpose

Illinois Eastern Community Colleges (IECC) respects the rights of students and their educational records regarding privacy, confidentiality, inspection and review, amendment, and disclosure. The intent of this policy is to be in accord with the Act, 34 CFR Part 99, and other existing requirements and to ensure that every endeavor is made to keep the student's records confidential and out of the hands of those who would use them for other than legitimate purposes.

B. Definitions

1. *Act* means the Family Educational Rights and Privacy Act of 1974, as amended, enacted as section 438 of the General Education Provisions Act.
2. *Eligible student* means a student who has reached 18 years of age or is attending an institution for purposes of obtaining post-secondary education. When a student becomes an eligible student, the rights accorded to, and consent required of, parents, under 34 CFR Part 99 transfer from the parents to the student.
3. *Eligible parent* means either parent of a student less than 18 years of age who is attending ~~Illinois Eastern~~ IECC for purposes other than obtaining post-secondary education, unless the institution has been provided with evidence that there is a court order, State statute, or legally binding

document relating to such matters as divorce, separation, or custody that specifically revokes these rights.

4. *Educational record* means any record directly related to a student and maintained by the Colleges or by a party acting for the Colleges. The following documents are not considered educational records: (i) records that are kept in the sole possession of the maker and are not accessible or revealed to any other person; (ii) records of any law enforcement unit of the Colleges; (iii) employment records of individuals employed by the Colleges other than as student employees; (iv) records on a student who is 18 years of age or older made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in his or her professional capacity or assisting in a paraprofessional capacity and made, maintained, or used only in connection with treatment of the student, and disclosed only to individuals providing the treatment; and (v) records that only contain information about an individual after he or she is no longer a student at that agency or institution.
5. *Directory information* means information contained in an education record of a student which would not generally be considered harmful or an invasion of privacy, if disclosed. It includes, but is not limited to, the student's:
 - ~~a) name, date, and place of birth;~~
 - ~~b) address and telephone number;~~
 - ~~c) e-mail electronic address;~~
 - ~~d) program area;~~
 - ~~e) dates of attendance;~~
 - ~~f) degrees earned and dates;~~
 - ~~g) participation in sports programs;~~
 - ~~h) weight, height and athletic accomplishments of members of athletic teams; and~~
 - ~~i) most recent educational institution attended.~~

- a) Student name
- b) Student local/home address and telephone number
- c) Electronic e-mail address
- d) Date of birth
- e) Current term hours carried
- f) Major field of study
- g) Classification (freshman, sophomore, continuing)
- h) Academic unit
- i) Dates of attendance
- j) Degrees and honors earned and dates
- k) Most recent previous education agency or institution attended prior to IECC
- l) Participation in officially recognized activity or sport and weight, height and pictures of members of athletic teams.
- m) Picture

C. Rights of Students and Eligible Parents

1. Annual Notification: Each college shall give students or eligible parents annual notification by such means as are reasonably likely to inform them of their rights under this policy and of the right to file complaints with the US Department of Education.
2. Inspection and Review of Education Records: An eligible parent or student may inspect and review his/her education record by making written request to the college's Records Office. The college president or his/her designee will comply with this request within a reasonable period of time, but generally not to exceed seven working days, after the request has been made. Records requested and approved for release may be inspected at the college during normal office hours, Monday through Friday, except on designated holidays or otherwise posted at the college. A form for providing this information is available from the college's Records Office. The request must be received in writing and include, at a minimum, the:

- a) name, address, social security number, and telephone number of person submitting the request for information;
 - b) description of the information requested;
 - c) an indication of whether the records are to be inspected at the college or mailed to the requestor and, if sent, whether or not copies are to be certified; and
 - d) date of the request and when a response is required.
3. Cost of Copies of Records: The student has the right to a response from the college as well as the right to obtain copies of these records, except transcripts, at a cost of 25 cents per page plus postage. The cost per transcript is specified in the college catalog. Except as limited under 34 CFR Part 99.12, the college may not deny access to education records without providing a description of the circumstances in which the college feels it has a legitimate cause to deny request for a copy of such records. Circumstances under which the college feels it has a legitimate cause to deny requests for a copy of such records includes, but is not limited to, students owing fees or having other indebtedness to the college.

4. Types and Location of Records:

TYPES OF RECORDS	LOCATION OF RECORDS
Transcripts	Student Services
Matriculation	Student Services
Occupational Credentials	Student Services
Financial Aid	Student Services
Directory Information	Student Services

5. Officials Responsible for Records

Frontier Community College Coordinator, Registration & Records 2 Frontier Drive Fairfield, IL 62837 Telephone (618) 842-3711	Lincoln Trail College Director of Admissions -Asst. Dean for Student Services 11220 State Highway 1 Robinson, IL 62454 Telephone (618) 544-8657
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Olney Central College Asst. Dean for Student Services 305 North West Street Olney, IL 62450 Telephone (618) 395-7777	Wabash Valley College Asst. Dean for Student Services 2200 College Drive Mt. Carmel, IL 62863 Telephone (618) 262-8641
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Wabash Valley College
~~Industrial Technology Workforce Education~~
~~Dir. Admissions & Financial Aid~~ Director of Business & Finance
 c/o John A. Logan College
~~Route 2~~ 700 Logan College Rd
 Carterville, IL 62918
 Telephone (618) ~~985-3744~~ 2828, ext. ~~378~~ 8319

D. Release of Information

1. ~~Illinois Eastern IECC~~ will not disclose personally identifiable information from the education records of a student without prior written consent of the student except:
 - a) to other school officials, including teachers and administrative personnel within ~~Illinois Eastern IECC~~, or to other educational agencies who can be determined by ~~Illinois Eastern IECC~~ to have legitimate educational interests in such records;
 - b) to officials of another school or school system in which the student seeks or intends to enroll;
 - c) in connection with financial aid for which a student has applied or which a student has received, provided; that personally identifiable information from the education records of the student may be disclosed for such purposes as:

- 1) to determine the eligibility of the student for financial aid,
- 2) to determine the amount of financial aid,
- 3) to determine the conditions which will be imposed regarding the financial aid, or
- 4) to enforce the terms or conditions of the financial aid;
- d) to eligible parents of a student, as defined in 34 CFR Part 99;
- e) to appropriate parties in health or safety emergencies;
- f) to other parties, agencies, and persons as designated by 34 CFR Part 99; and
- g) directory information may be released from a student's education record without prior written consent of the student or eligible parent under one or more of the conditions described in 34 CFR Part 99.31(a)(1), the college may release directory information to appropriate ~~Illinois Eastern~~ IECC employees and to other educational agencies which can be determined by ~~Illinois Eastern~~ IECC to have a legitimate educational interest in such records. Students wishing to restrict release of Directory Information must file the Directory Information Request Notification Form with Student Records annually.

2. The college will not release any student information to anyone other than the student or eligible parent without the prior signed and dated written consent of the student or eligible parent, as specified in 34 CFR Part 99.30(2), except under one or more of the conditions as described in 34 CFR Part 99.31. The college will maintain a record of disclosures as required by 34 CFR Part 99.32, and a student or eligible parent may inspect and review that record.

E. Correction of Records

The student or eligible parent, who believes that information contained in the student's education record is inaccurate, misleading, or violates the privacy or other rights of the student, may request amendment of the student's education records under 34 CFR Part 99.20, by applying in writing to the college's Records Office. The college shall decide whether to amend the records of the student in accordance with the request within ten working days from the receipt of the request. If the college decides to refuse to amend the education record of the student in accordance with the request, it shall inform the student or eligible parent of the refusal and advise the student or eligible parent of the right to a hearing. The student or eligible parent has the right to add a statement to the student's record.

F. Dissemination

All employees will be given a copy of this policy. Students and eligible parents will be made aware of this policy through freshman orientation, college catalogs, bulletin boards, and in "handouts" distributed by the college's Records Office. A copy of this policy will be made available on request to any student or eligible parent.

STUDENT - 500

Grade Forgiveness Policy (500.16)

Date Adopted: February 17, 1998

Revised: June 20, 2017, pending Board approval

Students who have academic records at Illinois Eastern Community Colleges (IECC) at least three years prior to re-entry in a certificate and/or degree program may petition to the academic standards committee to have all F and WF grades **forgiven** for the purpose of calculating their cumulative grade point average. ~~in their currently designated program.~~ The three-year ~~rule~~ period may be waived at the discretion of the Academic Standards Committee based on documented extenuating circumstances. All previous credit successfully earned will be carried forward in computing the new cumulative grade point average. ~~for the current certificate or degree~~ All credits and grades, including F and WF grades, previously attempted will continue to appear on students' permanent academic records.

The grades of F and WF earned prior to re-entry will be forgiven when computing the cumulative grade point average for graduation from the certificate and/or degree program. Students must achieve a minimum 2.0 CGPA to graduate.

Students must check with the Financial Aid Office to determine eligibility for financial aid.

Approval for the grade forgiveness policy may be granted only one time.

Approval ~~may~~ will be granted by the IECC institution into which the student is admitted for re-entry.

When transferring to another college or university, students may be held accountable by the receiving institution for all attempts and grades associated with courses taken at IECC.

NOTE: Effective Summer semester of FY 1999, colleges will no longer award WP or WF grades.

STUDENT - 500

Technical Degree/Certificate Educational Guarantee (500.19)

Date Adopted: April 19, 1994

Revised: 4/17/07

Revised: June 20, 2017, pending Board approval

Illinois Eastern Community Colleges, hereinafter referred to as "IECC," as an expression of confidence in the faculty and staff and as a commitment to its students, shall guarantee to the public the educational effectiveness of its technical programs of instruction.

IECC shall guarantee that students graduating with an Associate of Applied Science Degree or Certificate, or upon completion of all program requirements of an occupational program, be guaranteed competency in the technical skills represented in the degree program. Should the student be unable to demonstrate the basic skills expected to his/her employer, the student will be offered additional IECC training, not to exceed fifteen (15) credit hours, subject to the following criteria:

1. ~~¶~~The application for additional training at no cost to the student must be submitted within one (1) calendar year of graduation or completion of program requirements for an Associate in Applied Science Degree or Certificate from IECC;
2. ~~¶~~The course must have been completed with a grade of "C" or better and the student must have graduated or completed all program requirements within three (3) years of initial program enrollment at IECC;
3. ~~¶~~The student must be employed full-time in a job directly related to his/her program of study within one (1) year of graduation or completion of all program requirements from the approved program at IECC;
4. ~~¶~~The employer must verify in writing within ninety (90) days of the graduate's initial employment that the graduate lacks competency in specific technical skills, as represented in the degree program;
5. ~~s~~Specific competencies must be identified and verified by the employer in written documentation submitted to IECC;
6. ~~¶~~The retraining shall be limited to courses regularly offered by IECC and completed within one (1) calendar year;
7. ~~a~~A written retraining plan must be developed by the employer, the graduate and the appropriate IECC Dean specifying the courses needed and all other costs that might be associated with taking the course;
8. ~~¶~~The Board of Trustees will waive tuition, ~~and~~ lab, activity, maintenance, and facilities fees for those courses identified in the retraining plan, but the student shall be responsible for all other costs that might be associated with taking the course(s); and,
9. ~~i~~In the case of licensure, the student must attempt to pass the licensure exam at least two (2) times within fourteen (14) months of graduation and submit documentation from the licensing entity of the unsuccessful attempts at passing the licensure exam. This guarantee entitles the student to a maximum of fifteen (15) semester hours of IECC instruction regardless of the number of times the test is taken or failed. However, no guarantee is made that the student will meet other educational licensure requirements.

Furthermore, the sole recourse available to participants enrolled pursuant to this guarantee shall be limited to fifteen (15) credit hours of additional IECC training, with no recourse for damages, court costs, or any associated costs of any kind or right to appeal beyond those specified by Illinois Eastern Community Colleges. This guarantee is given in lieu of any other guarantee expressed or implied.

STUDENT - 500

Student Military Policy (500.21)

Date Adopted: October 16, 2001

Revised: October 18, 2005

Revised: December 8, 2015

Revised: June 20, 2017 pending Board approval

Any Illinois Eastern Community Colleges (IECC) student in the military service, or a student who enlists in the military service (Army of the United States, United States Navy, the Marine Corps, the Air Force, the Coast Guard, and members of the State Militia), or a student who is a member of the National Guard or Reserves and has been ordered to active duty, and is unable to attend class for 7 or more days, shall receive a full refund of required tuition, fees, and other institutional charges. Withdrawal from courses shall not impact final grade point average or re-enrollment options. Students unable to process their enrollment for the upcoming term due to military service will have all late penalties or fees set aside. Any IECC student that is called to active military service shall be allowed to complete any unfinished courses at a later date at no additional charge, unless course credit has already been given or the student received a full refund upon withdrawing (in which case the student's record shall reflect that the withdrawal is due to active military service). The student must be given priority over other students ~~in~~ who are reenrolling in the course or courses. To the extent that other policies conflict with section, this section shall supersede and be controlling of dealing with student enrollment in courses or programs.

Any IECC student who is Title IV eligible and withdraws because of being called to active duty, or has been otherwise impacted by the military mobilization, will not be required to repay an overpayment of grant funds based on the Return of Title IV Funds calculation. IECC must perform the Return of Title IV Funds calculations that are required by the statute and regulations and will return funds to one or more of the Title IV programs as calculated by the Return of Title IV Funds calculation.

As pursuant to the Federal Veterans Access, Choice and Accountability Act, all eligible veterans and their eligible dependents will be offered in-state tuition at public colleges and universities. Therefore, IECC will offer any veteran using federal veterans benefits in-district or out-of-district tuition rates.

STUDENT – 500

Academic Integrity Policy (500.25)

Date Adopted: November 20, 2012

Revised: June 20, 2017 pending Board approval

Illinois Eastern Community Colleges (IECC) is committed to Academic Integrity and believes in responsibility, ~~honor/truth~~ honor, truth, fairness, ~~respect/self-respect~~ respect, self-respect, and compassion, free from fraud or deception. This implies that students are expected to be responsible for their own work, and that faculty and academic support service staff members will take reasonable precaution to prevent the opportunity for academic dishonesty.

Each instructor and academic support service area is authorized to establish specific guidelines consistent with this policy.

Violations

The District recognizes the following general categories of violations of academic integrity, with representative examples of each. Academic Integrity is violated whenever a student:

- A. Uses or obtains unauthorized assistance in any academic work.
 - Copying from another student's exam.
 - Using notes, books, electronic devices or other aids of any kind during an exam when prohibited.

- Stealing an exam or possessing a stolen copy of an exam.
- B. Gives fraudulent assistance to another student.
- Completing graded academic activity or taking an exam for someone else.
 - Giving answers to, or sharing answers with, another student before, during, or after an exam or other graded academic activity.
 - Sharing answers during an exam by using a system of signals.
- C. Knowingly represents the work of others as his/her own, or represents previously completed academic work as current.
- Submitting a paper or other academic work for credit ~~which~~ that includes words, ideas, data or creative work of others without acknowledging the source.
 - Using another author's words without enclosing them in quotation marks, without paraphrasing them, or without citing the source.
 - Submitting the same paper or academic assignment to another class without the permission of the instructor.
- D. Fabricates data in support of an academic assignment.
- Falsifying bibliographic entries.
 - Submitting any academic assignment ~~which~~ that contains falsified or fabricated data or results.
- E. Inappropriately or unethically uses technological means to gain academic advantage.
- Inappropriately or unethically acquiring material via the Internet or by any other means.
 - Using any electronic or hidden devices for communication during an exam.

~~Each instructor and academic support service area is authorized to establish specific guidelines consistent with this policy.~~

Consequences for Violations of Academic Integrity

The following is a non-inclusive summary of consequences that may result from a student who violates this policy.

- A failing grade for the assignment in question.
- A failing grade for the course.
- An immediate suspension from the class for one or more class sessions.
- Administrative withdrawal from the course in question.
- Administrative withdrawal from the student's major or related majors as determined by the Dean of Instruction.
- Suspension or academic dismissal from IECC.

Appeals

The student has a right to appeal the decision of the instructor or the Dean of Instruction. The complaint process is listed in the IECC district catalog and in the Policy and Procedures manual under 100.16.

STUDENT – 500

Policy for Credit Equivalency by Licensure or Certification (500.26)

Date Adopted: December 11, 2012

Revised: June 20, 2017, pending Board approval

College credit may be granted for ~~specific professional certificates and federal and state licensures or certificates~~ an industry recognized license or certification as determined by an evaluative process administered by the Dean of ~~the College~~ Instruction.

STUDENT – 500

Policy for Substance Abuse Testing for Athletes (500.27)

Date Adopted: July 16, 2014

Revised: March 21, 2017

Revised: June 20, 2017 (pending Cabinet and Board approval)

Purpose

Illinois Eastern Community College is concerned with the health, safety and welfare of student-athletes who participate in its athletic programs and represent the institutions in athletics. The district believes that drug screening is appropriate and necessary to insure the health and safety of our student-athletes. Further, the athletics department recognizes its responsibility to provide educational programming which educates student-athletes on the physiological, physical, and psychological dangers inherent in the misuse of drugs and alcohol; informs student-athletes of local, state, and federal laws concerning the use and possession of alcohol and drugs. This comprehensive program which includes educational, screening, and rehabilitative components will facilitate informed, intelligent decision-making among student athletes.

Goals

1. Educate individuals on the dangers of substance abuse and use.
2. Deterrence of substance abuse and use.
3. Develop consistent sanctions should a student-athlete test positive.
4. Promote the positive role student-athletes have in our communities.
5. Encourage student-athletes to make informed, intelligent decisions on the use of substances.

Types of Testing

1. Random – 20% of each athletic team will be subjected to random drug testing at some point during the calendar athletic year. No less than 2 and no more than 7 student-athletes from any team will be subject to testing, as it is understood that each team possesses a different number of student-athletes.
 - Each Athletic Director will submit a roster for each sport on their respective campus to the Compliance Coordinator at the conclusion of the 10-day enrollment period of every fall semester. The Compliance Coordinator will then determine how many student-athletes will be tested from each sport on each campus.
 - Any roster changes throughout the year shall be reported to the Compliance Coordinator.
 - There will be several random test dates throughout the calendar athletic year, spread between the beginning of September and the end of April. The dates will be determined by the Compliance Coordinator. The Athletic Directors will be notified approximately 2-3 days in advance on the testing date, number of student-athletes to be tested, and from which sports the names should be pulled from. Athletic Directors will be in charge of coordinating the name drawing and test administration by an approved testing site.
 - Names of the student-athletes and test results shall be submitted to the Compliance Coordinator upon test completion.
 - Each name on the roster must be a part of the random drawing every time there is a drawing. Conceivably, the same name could be picked from an athletic team on every testing date.
 - Testing will be done at Wabash General Hospital (WGH), Wabash Valley Occupational Health and Acute Care – Robinson, IL, Carle Richland Memorial Hospital (~~RMH~~), and Fairfield Memorial Hospital (FMH). A Coach or Athletic Director will accompany the student athletes to the appropriate testing facility. Each facility will follow its established testing protocol for sample retrieval and maintain chain of custody according to its policy and procedures.

2. Reasonable Cause - Student-athlete that has tested positive in a previous test; Student-athlete will incur the cost of the test.
3. Failure to appear – results in a positive test.
4. Re-entry testing – student-athlete will need to provide a negative sample to be released from administrative sanctions. This will be a random sample that will be provided upon request.

Positive Test Results

First Positive Test

1. Student-athlete will meet with Athletic Director, Coach, President of College (or designee). The student-athlete may request to have a person of their choosing present at the meeting.
2. The student-athlete will be required to inform his/her parents of his positive test in the presence of the Athletic Director & Coach.
3. The student-athlete will be referred to the campus Threat Assessment and Behavior Intervention Team (TABIT).
 - a. The student-athlete will be required to sign a release of information so the athletic department can monitor their progress with the members of TABIT.
 - b. The TABIT will determine the number of sessions the student-athlete needs to attend.
4. Complete 20 hours of community service. The community service must be completed before any reinstatement to the team is complete. The hours should be documented by the Athletic Director and the Coach.
5. The student-athlete will be subject to unlimited follow-up testing. This testing will be done at the student-athlete's expense. Failure to submit to the follow-up test will result in an indefinite suspension from the team and forfeiture of the athletic scholarship. The student may continue their educational pursuit at the institution but at **their own expense**.

Second Positive Test

1. Student-athlete will meet with Athletic Director, Coach, President of College (or designee). The student-athlete may request to have a person of their choosing present at the meeting.
2. The student-athlete will be required to inform his/her parents of his positive test in the presence of the Athletic Director & Coach.
3. Upon a second positive test the student-athlete will be suspended from the team for 25% of the scheduled games including post-season play. These games will be served consecutively and will be the games immediately following notification of a positive test. If there are not enough games the suspension will carry over to the next season for returning athletes.
4. If the suspension happens during the season, the suspension will be noted to those who ask as a "violation of team rules".
5. The student-athlete will be referred to TABIT for evaluation. This evaluation will be at the student athlete's expense.
 - a. The student-athlete will be required to sign a release of information so the athletic department can monitor their progress in counseling.
 - b. The TABIT will determine the number of sessions the student-athlete needs to attend. If the TABIT determines counseling is needed, the counseling will be **at the expense of the student-athlete**.
6. Return to the team will be when TABIT/counseling center determines student-athlete is fit to return & a negative sample is submitted by the student-athlete.
7. Complete 40 hours of community service. The community service must be completed before any reinstatement to the team is complete. The hours should be documented by the Athletic Director and the Coach.
8. The student-athlete will be subject to unlimited follow-up testing. This testing will be done at the student-athlete's expense. Failure to submit to the follow-up test will result in an indefinite

suspension from the team and forfeiture of the athletic scholarship. The student may continue their educational pursuit at the institution but at **their own expense**.

Third Positive Test

1. A third positive test the student-athlete will be suspended from the team indefinitely.
2. The student-athlete will surrender their athletic aid.
3. The student-athlete will be able to complete their education, but at THEIR OWN EXPENSE.

Self-Referral Program

1. A student-athlete may refer himself/herself for evaluation or counseling by contacting their Head Coach, an athletic training staff member, or the Athletic Director.
 - a. A student-athlete may not initiate self-referral after he/she has been informed of their participation in an impending test.
 - b. Student-athlete cannot enter the self-referral program at any time after a positive test. This includes the entire time of athletic eligibility at an IECC institution.
 - c. A treatment plan will be determined and put in place for the student-athlete upon self-referral by the TABIT. The student-athlete will be tested randomly while in the self-referral program. The subsequent random tests will be the sole responsibility of the student-athlete.
 - d. A student-athlete testing positive on the initial test after entering this program will not be subject to applicable sanctions. However, a positive test in subsequent tests or failure to adhere to the treatment program will result in sanctions applicable for a 2nd positive test.

Appeal Process

A student-athlete who tests positive for a banned substance may, within 72 hours of being notified of the positive laboratory finding, contest the finding of the positive results. Any student-athlete requesting an appeal of the positive results is entitled to a hearing by the appeals committee. The request for appeal must be received in writing by the Athletic Director within 48 hours of notification of a positive test finding. The appeals committee will consist of the following:

- Athletic Director
- ~~Dean of Student Services~~/Assistant Dean of Student Services
- Faculty member
- President or designee
- Head Coach

The student-athlete may have a representative of his/her choosing present at the appeals hearing. However, the student-athlete must present his/her own case. The meeting should take place within 72 hours after the written request is received. Sanctions resulting from the positive test will not apply until the appeals process is finalized. The decision is final based on a majority vote of the above mentioned members of the committee. The sanctions for a positive test will be completed and the results of the decision are not subject to further appeal.

Medical Exception

IECC recognizes that some substances are used for legitimate medical purposes. IECC will allow for exemptions for those student-athletes with a documented medical history demonstrating a need for regular use of a substance. The student-athlete is required to inform the Athletic Director and trainer of **all medications** he/she is taking prior to being tested. Additionally, a **note from the student-athlete's prescribing physician** will be kept in the student-athletes file. In the event a student-athlete tests positive, the Athletic Director and trainer in consultation with the testing center will review that student-athlete's medical record to determine if a medical exception should be granted.

Date Adopted: October 21, 2014

Revised: June 20, 2017, pending Board approval

Illinois Eastern Community Colleges (IECC) policy promotes healthy, safe and balanced lifestyles within the college community. Individual students, student organizations and athletic teams play a vital role in this process, and provide transformative opportunities for friendship, leadership, and personal growth and discovery. Hazing of any kind is contrary to this policy and therefore, IECC expressly prohibits hazing activities, whether by an individual or an organization.

Definition

For the purposes of this policy, hazing is defined as any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with any IECC college; and which is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student. Hazing also includes soliciting, directing, aiding, or otherwise **participating actively or passively** in the above acts.

Consent

Because of the socially coercive nature of hazing, implied or expressed consent by anyone to hazing is not a defense under this policy.

Examples

District policy prohibits many activities that have traditionally been associated with hazing, such as alcohol use and abuse, vandalism, theft, verbal or physical abuse or threat of harm, sexual harassment, and other forms of harassment. In addition to those activities and conduct expressly prohibited elsewhere, examples of prohibited individual/group activities that may constitute hazing include but are not limited to:

- Encouraging the use of alcohol or illegal drugs;
- Shaving, tattooing, piercing or branding;
- Engaging in, or simulating sexual acts;
- Threatening or causing physical restraint;
- Nudity;
- Throwing substances or objects at individuals;
- Assigning unreasonable chores or acts of servitude;
- Forcing or coercing consumption or use of any substance;
- Causing excessive exercise, sleep deprivation or excessive fatigue;
- Interfering with adequate time for study; or
- Requiring the wearing of apparel or acting in a way that is conspicuous and not within community norms.

Additionally, “passive participation” in hazing is expressly prohibited, and may include:

- Witnessing hazing taking place as a group member, affiliate, or guest; or
- Participating in or being present in person or via technology in discussions where hazing is being planned

Hazing activities do not need to involve alcohol to be in violation of district policy.

Accountability

Hazing activity occurring on or off any IECC college campus may lead to disciplinary proceedings against individuals. Hazing may also lead to the probation, suspension, or termination of a student organization or athletic team. Culpability for any violations of this policy may be attributed to the active and/or passive participants, the student group and/or its members, and elected or appointed officers. The student leaders of all registered student organizations and athletics programs will be required to acknowledge annually that they will comply with the terms of the IECC Hazing Policy.

Policy Violation Review Process

1. Authority

The President of the college monitors the implementation of this policy. Any questions concerning the interpretation or application of this policy should be referred to the President of the college for resolution.

2. Reporting

Any activity believed to be hazing should be reported to the Assistant Dean of Student Services, Director of Athletics, Dean of ~~the college~~ Instruction, or the President of the college.

3. Process

When an allegation of hazing is made, the President of the college will turn the matter over to the Committee for Student Discipline. After a thorough investigation, the Committee for Student Discipline will report their findings to the President of the college in a written report. The President of the college will review the investigation in conjunction with the District's Violence Prevention Plan. Pending the outcome of the investigation, the President of the college may suspend the activities of a student organization, athletic team, or individual members thereof.

a. Student Organizations and Athletics Teams

Student organizations or athletic teams that have allegedly violated District policy will have an opportunity to provide a responsive statement to the committee for student discipline. In cases where there is significant evidence that District policy has been violated, the President of the college will levy sanctions against the student organization or team up to and including, but not limited to, permanent or temporary suspension of recognition and activities, denial of use of college facilities, expulsion from the college, or other similar sanctions.

b. Individuals

The President of the college will refer hazing allegations concerning individual students to the Committee for Student Discipline and the student/students will be subject to IECC's policy on student conduct.

Referral to Law Enforcement

The college will report allegations of hazing to law enforcement authorities when, in the judgment of the President of the college, the nature of the allegations suggests that the hazing activity, if it occurred or is occurring, presents a risk of serious harm to students or other persons, or involves a potential violation of law.

Appeal Process

Within five (5) business days of receipt of the response from the President, the complainant(s) may file an appeal with the IECC Chief Executive Officer (CEO). The CEO will provide a written response to the appeal as soon as administratively possible, but no later than 30 business days after receipt of the appeal, the decision of the CEO shall be deemed final.

Regardless of the outcome of a review for violations of the hazing policy, incidents may be reviewed by the IECC Chief Executive Officer to determine if violations of District policy have occurred.

STUDENT – 500

Withdrawal Policy (Policy 500.30)

Date Adopted: January 19, 2016

Revised: June 20, 2017, pending Board approval.

This policy will be effective beginning became effective the Fall 2016 semester.

Students may add, drop, or withdraw from courses during specifically set forth days as established by Illinois Eastern Community Colleges (IECC) and published in the official academic calendar, the college catalog, and in the procedures manual.

Refund Period

A refund of 100 percent of the tuition and fees will be made to a student who withdraws during the first 10 business days of a sixteen-week course period and the first 5 business days of an eight-week course period or the proportionate time of any other course not conforming to a sixteen-week or eight-week schedule.

Academic Record

Courses dropped before the start of a semester do not become part of a student's academic record. If a student withdraws, either during or after a refund period, a W (withdraw) becomes part of the student's academic record. ~~A student who withdraws after the refund period also will have a W as part of his or her academic record.~~ Failure to follow the official withdrawal policy will result in a grade of F.

Student Initiated Drop or Withdrawal

Each student is responsible for initiating a drop or withdrawal request by contacting Student Services at each college and completing a Course Change Form (withdrawal form). The student is encouraged to meet with the instructor, his or her Academic Advisor or Retention Coordinator, and the Financial Aid Officer before withdrawing from any course.

Withdrawal requests must be received in Student Services no later than two weeks prior to the ~~end~~ last day of classes of any regular length semester. Students are advised to contact Student Services for withdrawal deadlines for courses not conforming to a sixteen-week schedule.

Administrative Withdrawal

Prior to an administrative withdrawal, the instructor should submit a Progress Report to allow the Retention Coordinator or ~~a~~Academic Advisor to contact the student. If there is no resolution, i.e. a student-initiated withdrawal, an instructor may recommend an administrative withdrawal after mid-term ~~if~~ for a student, ~~who ceases to attend or whose pattern of absences causes the faculty member to seriously question the intent of the student to further pursue the course. if such withdrawal is deemed to be in the best academic interest of the student.~~ The administrative withdrawal must be approved by the Dean of Instruction. The Student Services/Student Records Office will notify the student and Coordinator of Financial Aid ~~Director~~ of the student's administrative withdrawal.

~~Faculty may request to withdraw a student from their courses with a failing grade due to plagiarism, cheating, or other gross infractions as stated in the attendance and academic integrity policy and statements on the course syllabi.~~ Upon review and approval by the Dean of Instruction, faculty may request to withdraw a student from their course with a failing grade due to plagiarism, cheating, non-attendance, or other gross infractions as outlined in the Academic Integrity Policy (500.25) and/or described in the course syllabi.

IECC also has the authority to administratively withdraw a student from classes for the following reasons:

- Registration in violation of college regulations and requirements (academic ineligibility to register);
- Failure to pay tuition and fees by established due date;
- Disciplinary suspension or dismissal for the remainder of an academic semester or longer;
- Severe psychological or health problems such that a student cannot be permitted to continue in attendance; and
- Other reasons deemed appropriate by the proper administrative staff such as the President or Dean of Instruction.

Policy to Protect Academic Standing of Dual Credit Students (Policy 500.29) specifically applies to students who are not successful in dual credit courses that follow the high school calendar and may withdraw from the college course after the college drop date to protect their academic standing.

Board Action: Trustee John Brooks made a motion to waive second reading and approve all the foregoing policy revisions and one policy deletion listed under Agenda Item #6 as recommended. Trustee Gary Carter seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

AGENDA #7– “Policy Second Readings” – None.

AGENDA #8 – “Staff Recommendations for Approval” –

#8-A. Emergency Response Plans 2017: Pursuant to the Campus Security Enhancement Act of 2008, each of the four IECC colleges annually review and update their Campus Emergency Plans to provide an organized plan to facilitate the safety of their students, faculty and staff. The plans outline each of the college's procedures for managing major emergencies and incidents that may threaten the health,

safety and welfare of the campus community or disrupt its programs and activities. Procedures for specific campus emergency scenarios have been developed for each college and are available on the IECC webpage at www.iecc.edu/emergency giving students, staff, faculty, and others easy access to safety guidelines in the event of an emergency. The CEO recommended approval of the 2017 Emergency Response Plans.

Board Action: Trustee James Lane made a motion to approve the 2017 Emergency Response Plans as recommended. Trustee Brenda Culver seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-B. Violence Prevention Plan: Jeff Cutchin reviewed the 2017 Violence Prevention Plan. In accordance with the Campus Security Enhancement Act of 2008 (110 ILCS 12/20) (b) (2), Illinois Eastern Community Colleges developed a Violence Prevention Plan outlining the multi-disciplinary and multi-jurisdictional violence prevention strategies, including the formation and implementation of a Threat Assessment and Behavioral Intervention Team (TABIT) with representatives from each college and the District Office. In the event that a violent act (assault, battery, weapons in the building, disturbances) is in the process of being committed, the colleges' Campus Emergency Plans provide a protocol for response. The updated plans will be available to all IECC employees on the Intranet. The CEO recommended approval of the 2017 Violence Prevention Plan.

Board Action: Student Trustee Ferreira made a motion to approve the 2017 Violence Prevention Plan as recommended. Trustee Al Henager seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-C. Route 130 Greenhouse (Seals) Property Easement: The District administration continues to work with the owners of the Greenhouse property (Eric and Karen Seals) on Route 130 adjacent to Olney Central College. The CEO recommended approval of an easement dealing with 4 separate issues.

1. There is an existing waterway along the south property line. The easement would allow the existing alignment of the waterway to continue but allow construction of the south side of the waterway embankment to be located on District property.
2. The property owners must develop a plan, approved by the State of Illinois that deals with water retention of precipitation that falls upon the property. The easement provides that the owners of the property will be allowed to retain water that falls upon the property in the existing pond owned by the District. Under a 100 year flood computation, this will raise the water level in the pond by 2 inches. The two existing pipe outlets will be modified to improve water retention, and the existing grass waterway will be raised and improved to solve the problem of water that flows over the north waterway. All improvements will be at the expense of the owners.
3. To solve the problem of water that will go to the north waterway, the easement will allow the construction of a new water retention pond upon District property. This new retention pond will be beneficial to the District in that it will slow down water going to the north waterway which currently floods a portion of OCC's existing parking lot. In addition, several berms will be built on District property which will direct water into the new retention pond. All this will be done at the expense of the owners.

4. The easement will also allow the construction of an underground sewage pipe from the north east corner of the greenhouse property to the existing sewage lift station located at the Olney City Park. The State of Illinois will also have to approve an easement under Illinois Route 130 for this construction.

Board Action: Trustee Brenda Culver made a motion to approve the Route 130 Greenhouse Property Easement with property owners Eric and Karen Seals as recommended. Trustee James Lane seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-D. Radiography Program Enrichment Fee: Radiography students currently pay a \$60 Enrichment fee for six semesters of enrollment. Due to the change in the starting semester, we propose to change the Enrichment Fee for newly enrolled Radiography students for Fall 2017 to \$70 for five semesters of enrollment. This change will continue to meet the needs of the program and the need for professional development of students. The CEO recommended approval.

Board Action: Trustee Gary Carter made a motion to approve the Radiography Program enrichment fee as recommended. Trustee Brenda Culver seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-E. Lease Agreements: The following IECC leases were presented for Board information and for Board of Trustees approval as indicated:

1. IECC and Prairie State Generating Company – lease for the Coal Mining Training Program facility located in Venedy, IL, beginning November 2009 and continuing month to month until terminated by 30 days' notice of either party. No monthly rental charge is paid.
2. IECC/WVC Foundation Lease – lease for building located at 310-314 West Third Street, Mt. Carmel, IL for Advanced Manufacturing Training. Lease began on July 25, 2009 and was amended by Board action on January 17, 2012 to extend the lease to March 1, 2022. The monthly rental is \$1,401.75 and remains constant throughout the term of the lease.
3. IECC/WED Girard Facility Lease – lease of facility for Workforce Education Staff and classroom space at 170 West Center Street, Girard, IL. Lease commenced on January 1, 2007 at \$700 per month. On January 1, 2009 lease increased to current \$850 per month. **Notice has been given and the lease will terminate June 30, 2017. No Board of Trustees Action is Required.**
4. IECC/LTC and City of Robinson - Intergovernmental Agreement between IECC/LTC and the City of Robinson, as amended by Board action on February 21, 2012, for the Lease, Operation and Use of a Fitness Center located at 501 South Cross Street until July 1, 2021.
5. IECC/WVC Foundation Lease – Wabash Valley College Administration occupies approximately 1,600 square feet of the Foundation Building at 2201 College Drive. In exchange for this use, the College District provides mowing, snow clearing and routine maintenance of the building. The lease expires June 30, 2020.
6. IECC/WVC WVJC Radio Tower – Lease of Property – The District leased 1.68 acres in Wabash County for thirty years for the placement of the WVJC antenna from October 1, 1976 to September 30, 2006. The current owner has agreed to extend the lease from July 1, 2013 for thirty years to June 30, 2043 at a cost of \$30.00 for the thirty year period.

7. IECC/OCC Oil Derrick Lease of Property – The District leases a 47 square foot piece of property, including access thereto, located at the North West corner of the intersection of Illinois Route 130 and St. John Street. The City of Olney has erected an oil derrick on this property for which the City pays the District rent of \$1.00 per year. The lease was extended on August 18, 2009 for twenty years to August 17, 2029.
8. IECC/C.E.F.S. Economic Opportunity Corporation WIA – This Lease with C.E.F.S. is for office space at Olney Central College and includes 120 square feet of office space and common space which includes break room, restrooms, and conference room for facilitation of the Workforce Investment Act. The Lease period July 1, 2017 through June 30, 2018, at the current monthly rent of \$125.00. **Board of Trustees Action Required.**
9. IECC/FCC Foundation Lease – The Frontier Community College Foundation purchased a facility commonly known as Fitness Center/Theatre for the use of Illinois Eastern Community College District #529/Frontier Community College. The District leased the building on July 28, 2014. In exchange for usage of the building, the college provides maintenance to the building's interior and exterior, provides janitorial services, telephone, insurance, gas and electric service to the Fitness Center/Theatre. The Foundation has agreed to extend the lease to June 30, 2018 under the current lease agreement. **Board of Trustees Action Required.**
10. IECC/North American Lighting Lease - The lease began October 17, 2016 and is for 1500 square feet of training space at the West Richland Center. Lease term from October 17, 2016 through June 30, 2018 at a total cost of \$3,000. Lease payment will be in installments of \$150.00 monthly.

The CEO recommended approval of the lease agreements as presented.

Board Action: Trustee John Brooks made a motion to approve the lease agreements as recommended. Trustee Gary Carter seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-F. FY2018 Budget Resolution: Roger Browning presented the following resolution. The Resolution sets forth the fiscal year, dates for publication of the notice of a public hearing on the budget, establishes a date by which a tentative budget will be available for public inspection, establishes a public hearing on the budget for September 19 at Frontier Community College, and states that the budget will be adopted by the Board on September 19, 2017, following the hearing. The CEO recommended approval of the following budget resolution:

BE IT RESOLVED by the Board of Trustees of Illinois Eastern Community Colleges District No. 529 of the State of Illinois, that the following requirements are hereby established relative to the budget for said community college district for the 2018 fiscal year:

1. Date of Fiscal Year: July 1, 2017 – June 30, 2018.
2. Publication of Notice of Public Hearing on Budget: On or before August 9, 2017.
3. Tentative Budget to be available for Public Inspection at the District Business Office: On and after August 9, 2017.
4. Mailing Tentative Budget to Board of Trustees: August 9, 2017.
5. Public Hearing on Budget: September 19, 2017, at the hour of 7:00 p.m. local time, Frontier Community College, 2 Frontier Drive, Fairfield, IL 62837.

6. Adoption of Budget: September 19, 2017, following the Public Hearing.

Board Action: Trustee James Lane made a motion to approve the FY2018 Budget Resolution, as recommended. Trustee Brenda Culver seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-G Payment of Accrued Bills: The District's fiscal year ends on June 30, and under general accounting rules, the District pays bills accrued in June, but received in July, as expenses for FY2017. By July 20, all FY2017 accrued bills received during this run-out period will be paid. Therefore, these accrued bills will be paid before the Board approves them. At each regular Board meeting, the Board receives an electronic copy of bills for review and payment. At the August Board meeting, that electronic report will include current bills for approval plus the bills that were paid in the accrual period. Each of these accrual period payments will be designated with an A (for accrual) beside the vendor. This procedure has been followed in prior years. The CEO recommended approval to pay the FY2017 accrued bills prior to Board approval, with the understanding that these bills will be made available electronically for Board review at the August Board meeting.

Board Action: Trustee Al Henager made a motion to approve the payment of accrued bills as recommended. Trustee Jan Ridgely seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-H. Appointment of Audit Committee: Board members Gary Carter and John Brooks currently serve as members of the Board Audit Committee. The Committee annually meets with the District's independent auditors to review the completed audit. Committee members then report to the Board and the Board takes action on the audit.

Board Action: Trustee Jan Ridgely made a motion to reappoint Board members John Brooks and Gary Carter to the audit committee. The motion was seconded by Student Trustee Madison Ferreira and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-I. RAMP 2019: IECC's Resource Allocation and Management Plan (RAMP) for FY2019 is due to the Illinois Community College Board by July 1, 2017. The RAMP document includes two capital project requests which were approved by Cabinet on June 7th.

The two capital project requests for FY2019 are:

Olney Central College
Project Name: Applied Technology Center
District Priority No.: 1 of 2
Total Building Budget: \$2,357,300

Frontier Community College
Project Name: Student Education and Support Center
District Priority No.: 2 of 2
Total Building Budget: \$3,440,000

LTC's and WVC's RAMP projects will not be submitted. These two projects are listed on Table I of the Fiscal 2017 Capital Budget Recommendation, and the funding levels are set at the amounts

appropriated in FY2010. The ICCB will continue to list those projects in FY2019 and adjust for inflation for informational purposes. These two projects are:

2010-15	Lincoln Trail – Center for Technology
2010-30	Wabash Valley – Technology/Student Support Expansion to Main Hall and Renovation

The CEO recommended approval of the foregoing RAMP FY2019 document and that it be submitted to the Illinois Community College Board.

Board Action: Trustee James Lane made a motion to approve the Resource Allocation and Management Plan for Fiscal Year 2019. Trustee Al Henager seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-J. Building and Maintenance Fund Resolution: State statute requires that the Board of Trustees approve by a resolution granting authority to budget and expend funds collected from tax revenues for the purpose of operations and maintenance of the district campuses and properties.

The following resolution authorizes the Chief Executive Officer of the District to budget and expend funds from a tax levied for operations, building and maintenance purposes, for the payment of salaries of maintenance and grounds workers, custodial employees, or any other operations and maintenance staff, engineers or such other contractors as required, and all costs of fuel, lights, gas, water, and custodial supplies and equipment or the cost of a professional survey of the condition of school buildings or of any one or more of the preceding items. The CEO recommended approval of the following Building and Maintenance Fund Resolution:

WHEREAS, expenses payable from taxes levied for operations, building and maintenance purposes and for the purchase of school grounds are subject to 110 ILCS 805/3-20.3.

WHEREAS, funds expended for obligations incurred for the improvement, maintenance, repair or benefit of buildings and property, including cost of interior decorating and the installation, improvement, repair, replacement and maintenance of building fixtures, for the rental of buildings and property for community college purposes or for the payment of all premiums for insurance upon buildings and building fixtures shall be paid from tax levied for operations, building and maintenance purposes and the purchase of school grounds,

WHEREAS, payment of all salaries for maintenance and grounds workers, custodial employees, or any other operations and maintenance staff, engineers, or such other contractors as required, and all costs of fuel, lights, gas, water, and custodial supplies and equipment, or the cost of a professional survey of the conditions of school building, or any one or more of the preceding items may not be paid from tax levied for operations, building and maintenance purposes and the purchase of school grounds without resolution of the Board of Trustees,

SO BE IT RESOLVED, that the Board of Trustees of the Illinois Eastern Community College District No. 529 by resolution authorizes the Chief Executive Officer of the District to budget and expend funds from a tax levied for operations, building and maintenance purposes for the payment of salaries for maintenance and grounds workers, custodial employees, or any other operations and maintenance staff, engineers, or such other contractors as required, and all costs of fuel, lights, gas, water, and custodial supplies and equipment or the cost of a professional survey of the condition of school buildings or of any one or more of the preceding items.

Board Action: Trustee James Lane made a motion to adopt the foregoing Building and Maintenance Fund Resolution as recommended. Trustee Brenda Culver seconded the motion and on a

recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-K. Inter-Funds Loans Resolution: During each fiscal year, transfers are required to be made between existing designated funds to meet obligations of the District.

Each fiscal year the Board of Trustees is asked to approve a resolution authorizing these inter-fund loans and transfers. These inter-fund loans, from any fund to any other fund maintained by the Board, are for the purpose of meeting the ordinary and necessary expenditures of the district.

The CEO recommended that the Board adopt the following resolution which authorizes the Treasurer of the District to make inter-fund loans as required during fiscal year 2018, and that such inter-fund loans be repaid and retransferred to the proper fund no later than June 30, 2018.

WHEREAS, the Board of Trustees of Illinois Eastern Community Colleges District No. 529 desires to affect certain inter-fund loans for fiscal year 2018, pursuant to 110 ILCS 805/3-34, and

WHEREAS, these inter-fund loans, from any fund to any other fund maintained by the Board, are for the purpose of disbursing such funds to be used in meeting the ordinary and necessary expenditures of the District.

SO BE IT RESOLVED, that the Board of Trustees hereby authorizes the Treasurer of the District to make inter-fund loans as required for fiscal year 2018, and to make the necessary transfers therefor.

BE IT FURTHER RESOLVED, that each such inter-fund loan must be repaid and retransferred to the proper fund no later than June 30, 2018.

Board Action: Trustee Brenda Culver made a motion to approve the Inter-Funds Loan Resolution. Trustee Al Henager seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-L. Working Cash Fund: Roger Browning presented the following resolution. The Board of Trustees is required to approve a resolution authorizing the permanent transfer of interest earned on the Working Cash Fund to the General Fund for the purpose of paying general obligations of the District.

The Treasurer of the District has or will transfer approximately \$20,000 from the Working Cash Fund to the General Fund prior to June 30, 2017.

Only interest is transferred and the principal of the Working Cash Fund remains intact. If for any reason the principal was spent and the District was unable to repay it, the Working Cash Fund would be depleted. A Working Cash Fund could only be reestablished by approval of a voter referendum.

The CEO recommended the Board adopt the following resolution authorizing the Treasurer to permanently transfer approximately \$20,000 Working Cash Fund interest to the General Fund on or before June 30, 2017.

WHEREAS, the Board of Trustees approved the permanent transfer of interest earned on the Working Cash Fund monies to the General Fund on or before June 30, 2017;

WHEREAS, the Board of Trustees initiated this transfer pursuant to 110 ILCS 805/3-33.6 for the purpose of disbursing such funds to be used in meeting the ordinary and necessary expenditures of the district;

WHEREAS, the Board used these funds for aforesaid purposes and no repayment of this money is required;

SO BE IT RESOLVED that the Board of Trustees authorizes the Treasurer of the District to permanently transfer approximately \$20,000 Working Cash Fund interest to the General Fund, said transfer to be made on or before June 30, 2017.

Board Action: Trustee Brenda Culver made a motion to approve the Inter-Funds Loan Resolution. Trustee James Lane seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

#8-M. Affiliation Agreement with Oakview Heights: IECC wishes to enter into an affiliation agreement with Oakview Heights Continuous Care and Rehabilitation, Mt. Carmel, Illinois. This agreement is for Wabash Valley College's Basic Nurse Assistant Program and is the standard agreement utilized by the district. The CEO recommended approval.

Board Action: Trustee Brenda Culver made a motion to approve the affiliation agreement with Oakview Heights as recommended. Student Trustee Madison Ferreira seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

AGENDA #9 – “Bid Committee Report” – None.

AGENDA #10 – “District Finance” – The following District financial matters were presented.

#10-A. Financial Reports: The monthly financial reports were presented, including the treasurer's report, showing the balance in all funds as of May 31, 2017.

#10-B. Approval of Financial Obligations: District financial obligations (Listing of Board Bills) for June, 2017, totaling \$640,554.48, were presented for approval.

Board Approval for Payment of Financial Obligations: Trustee Jan Ridgely made a motion to approve payment of district financial obligations for June, 2017, in the amounts listed. Trustee James Lane seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

AGENDA #11 – “Chief Executive Officer's Report” – None.

AGENDA #12 – “Executive Session” – The Board of Trustees did not hold an executive session at this meeting.

AGENDA #13 – “Approval of Executive Session Minutes” .

#13-A – “Written Executive Session Minutes” – No executive session was held during the regular meeting, May 16, 2017.

#13-B - “Audio Executive Session Minutes” - No executive session was held during the regular meeting, May 16, 2017.

#13-C – “Semi-Annual Review of Executive Session Minutes” – The Board of Trustees, having conducted a semi-annual review of executive session minutes as mandated by Section 2.06 of the Open Meetings Act, the CEO presented the following report and recommendations:

A. The following written executive session minutes were reviewed in December 2016 and the decision was made at that time to keep them closed:

1. Tuesday, June 20, 1995.
2. Tuesday, August 15, 1995.
3. Tuesday, September 19, 1995.
4. Friday, August 2, 1996.
5. Tuesday, January 20, 1998.
6. Tuesday, June 15, 1999.
7. Tuesday, July 20, 1999.
8. Tuesday, February 20, 2001.
9. Tuesday, March 20, 2001.
10. Tuesday, June 19, 2001.
11. Tuesday, July 17, 2001.
12. Tuesday, August 21, 2001.
13. Tuesday, September 18, 2001.
14. Tuesday, June 18, 2002.
15. Tuesday, July 16, 2002.
16. Tuesday, August 20, 2002.
17. Tuesday, September 17, 2002.
18. Tuesday, December 10, 2002.
19. Tuesday, February 18, 2003.
20. Tuesday, June 17, 2003.
21. Tuesday, August 19, 2003.
22. Tuesday, September 16, 2003.
23. Tuesday, August 17, 2004.
24. Tuesday, December 14, 2004.
25. Tuesday, June 21, 2005.
26. Tuesday, July 19, 2005.
27. Tuesday, August 16, 2005.
28. Tuesday, April 18, 2006.
29. Tuesday, November 21, 2006.
30. Tuesday, October 15, 2013.

B. The following written executive session minutes have been approved, but remain closed, and are being subjected to the semi-annual review for the first time in June 2017:

1. None.

C. The following written executive session minutes have been approved and opened to the public record:

1. None.

D. Audio recordings of previously approved executive sessions will remain closed to the public record and these audio executive session recordings will remain in the custody of the Board Secretary until 18 months following the executive session at which the audio recordings were made:

1. Tuesday, May 17, 2016.

E. As part of the Board of Trustees semi-annual review of executive sessions, the Board notes that the audio tape recordings of the following meetings have been held by the Secretary for more than the 18 months required, and the Secretary is directed to destroy these recordings after this meeting:

1. None.

F. As part of the Board of Trustees semi-annual review of executive session minutes, the Board notes that executive sessions were not held on the following dates:

1. Tuesday, December 13, 2016.
2. Tuesday, January 17, 2017.
3. Tuesday, February 21, 2017.
4. Tuesday, March 21, 2017.
5. Tuesday, April 18, 2017.
6. Tuesday, May 16, 2017.

G. It is recommended that the following previously approved closed meeting minutes be open to the public record:

1. None.

Board Action: Trustee Brenda Culver made a motion to accept the report on the Semi-Annual Review of Executive Session Minutes as outlined and as recommended. Trustee Al Henager seconded the motion and on a voice vote, the Chair declared the motion carried.

AGENDA #14 – “Approval of Personnel Report” – CEO Terry Bruce presented the following Personnel Report and recommended approval.

400.1. Employment of Personnel

A. Administrative

1. Brent Todd, Dean of Instruction, LTC, effective July 5, 2017

B. Professional Non-Faculty

1. Brandon Benton, Head Baseball Coach, FCC, effective June 22, 2017

400.2. Change in Status

A. Administrative

1. Michael Conn, Art Instructor, OCC, to Dean of Instruction, OCC, effective June 26, 2017

B. Classified

1. Trina Dunkel, Office Assistant, Applied Arts, WVC, to Office Assistant, Financial Aid, WVC, effective June 21, 2017

400.3. Approval of Proposed Non-College Employment

<u>Name</u>	<u>Employer</u>	<u>Hours per Calendar Year</u>
Angelia Williams	Sarah Bush Lincoln Hospital Mattoon, IL	48

400.4. Annual Review of FMLA leave taken during FY 2017

A. Birth of a child

1. 10 weeks
2. 10 weeks
3. 8 weeks
4. 8 weeks

B. Personal Illness

1. 3 weeks

C. Illness of Parent

1. 2 weeks

400.5 Special Assignments FY 2018 (Attachment)

ADDENDUM

400.6. Approval of Proposed Non-College Employment

A. Faculty

<u>Name</u>	<u>Employer</u>	<u>Days per Academic Year</u>
Steve Hnetkovsky	Stennett Construction Albion, IL	5 days per month or 60 days per year

400.7. Resignation Ratification

A. Classified

1. Jessica Pierson, Administrative Assistant, WVC, effective August 21, 2017

#14-A. Board Action to Addend Personnel Report: Trustee Al Henager made a motion to addend the Personnel Report, to add an addendum for items 400.6 and 400.7. Trustee Jan Ridgely seconded the motion. The Chair asked trustees in favor of the motion to say “Aye” and those opposed to say “No.” The voice vote was taken and the Chair declared that the “Ayes” have it and the motion carried.

#14-B. Board Action to Approve Amended Personnel Report: Trustee Al Henager made a motion to approve the amended Personnel Report as recommended. Trustee Gary Carter seconded the motion and on a recorded roll call vote ordered by the Chair the following trustees voted yea: John Brooks, Gary Carter, Brenda Culver, Andrew Fischer, Al Henager, James Lane, Jan Ridgely. Student advisory vote: Yea. Trustees voting nay: None. Trustees absent: None. The motion having received 7 yea votes and 0 nay votes, the Chair declared the motion carried.

AGENDA #15 – “Collective Bargaining” – None.

AGENDA #16 – “Litigation” – None.

AGENDA #17 – “Other Items” – None.

AGENDA #18 – “Adjournment” – Trustee Gary Carter made a motion to adjourn. Trustee Brenda Culver seconded the motion. The Chair asked trustees in favor of the motion to say “Aye” and those opposed to say “No.” The voice vote was taken. The Chair declared the “Ayes” have it, the motion is adopted, and the meeting was adjourned at 8:35 p.m.

Agenda Item #1

Call to Order and Roll Call

Agenda Item #2

Disposition of Minutes

Agenda Item #3

Recognition of Visitors and Guests

A. Visitors and Guests

B. IECEA Representatives

Agenda Item #4

Public Comment

Agenda Item #5

Reports

- A. Trustees**
- B. Presidents**
- C. Cabinet**

Agenda Item #6

Policy First Reading (and Possible Approval)

Agenda Item #6A

**Policy 500.26 Credit Equivalency by Licensure Certification or State Seal of
Biliteracy - Revision**

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: Revisions to Policy for Credit Equivalency by Licensure or State Seal of Biliteracy
500.26

Pursuant to Public Act 099-0600, the State Seal of Biliteracy program is established to recognize public high school graduates who have attained a high level of proficiency in one or more languages in addition to English. School district participation in this program is voluntary. The purposes of the State Seal of Biliteracy are as follows:

1. To encourage pupils to study languages.
2. To certify attainment of biliteracy.
3. To provide employers with a method of identifying people with language and biliteracy skills.
4. To provide universities with an additional method to recognize applicants seeking admission.
5. To prepare pupils with 21st century skills.
6. To recognize the value of foreign language and native language instruction in public schools.
7. To strengthen intergroup relationships, affirm the value of diversity, and honor the multiple cultures and languages of a community.

For admissions purposes, each public university in this State shall accept the State Seal of Biliteracy as equivalent to 2 years of foreign language coursework taken during high school if a student's high school transcript indicates that he or she will be receiving or has received the State Seal of Biliteracy.

I recommend the Board waive the second reading and approve the revisions to Policy 500.26.

TLB/rs

Attachment

STUDENT – 500

Policy for Credit Equivalency by Licensure, ~~or~~ Certification or State Seal of Biliteracy (500.26)

Date Adopted: December 11, 2012

Revised: TBD, pending Board approval

College credit may be granted for ~~specific professional certificates and federal and state licensures or certificates~~ an industry recognized license or certification or the State Seal of Biliteracy as determined by an evaluative process administered by the Dean of ~~the College~~ Instruction.

Agenda Item #6B

Policy 100.17 Sexual Harassment - Deletion

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: Policy Deletion 100.17 Sexual Harassment

Ashlee Spannagel, our Title IX Coordinator, attended a Title IX conference and was advised that revisions needed to be made to District Policy 100.17 Sexual Misconduct. It is the administration's recommendation that the Board delete the current Sexual Harassment policy and that it be incorporated into Policy 100.31 Sexual Violence Policy. This recommendation has been reviewed and approved by the Cabinet.

I recommend the Board waive the second reading and approve the deletion of Policy 100.17 Sexual Harassment.

TLB/rs

Attachment

Policy on Sexual Harassment (100.17)

Date Adopted: November 17, 1998

Revised: March 15, 2005

Revised: February 17, 2009

Revised: October 20, 2015

Revised: October 18, 2016

Revised: January 17, 2017

Deleted by Board Action: July 18, 2017 (See Policy 100.31) (*Pending Board Approval*)

Illinois Eastern Community Colleges (IECC) is committed to maintaining a fair and respectful environment for work and study. To that end, and in accordance with federal and state law and Board of Trustees' policy, IECC prohibits any member of the faculty, staff, administration, or student body, regardless of the sex of the other party, from sexually harassing any other member of the IECC community. Violation of this policy shall be considered grounds for disciplinary action up to and including discharge or expulsion.

Defining Sexual Harassment

Sexual harassment means any unwelcome conduct of a sexual nature that is sufficiently persistent or offensive to unreasonably interfere with an employee's job performance, a student's educational performance, and/or creates an intimidating, hostile or offensive working or educational environment. Sexual harassment is defined by the Equal Employment Opportunity Commission Guidelines as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational development; (2) submission to or rejection of such conduct by an individual is used as a basis for employment or education decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or educational environment.

Under Title VII of the Civil Rights Act of 1964, there are two types of sexual harassment: (1) quid pro quo and (2) hostile work or learning environment. Sexual harassment can be physical or psychological in nature. A combination of a series of incidents can constitute sexual harassment even if one of the incidents considered on its own would not be harassing.

Any report of allegations of sexual assault, domestic violence, dating violence or stalking is considered to fall under "sexual violence" and will be processed under procedures set forth under Board Policy 100.34 Preventing Sexual Violence. A complaint involving harassment not involving such conduct as described above will be investigated pursuant to Board Policy and Procedure 100.17 Sexual Harassment. In no event shall a complaint proceed simultaneously through more than one internal procedure.

Examples of Sexual Harassment

Though sexual harassment encompasses a wide range of conduct, some examples of specifically prohibited conduct include the following:

- Physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another employee or student's body or poking another employee or student's body.
- Unwelcome sexual advances, propositions or other sexual comments, such as sexually oriented gestures, noises, remarks, jokes or comments about a person's sexuality or sexual experience.
- Preferential treatment or promises of preferential treatment to an employee or student for submitting to sexual conduct, including soliciting or attempting to solicit an employee or student to engage in sexual activity for compensation or reward.
- Subjecting, or threats of subjecting, an employee or student to unwelcome sexual attention or conduct or intentionally making the employee's job performance or student's educational performance more difficult because of that employee or student's sex.

Sexual harassment also includes, but is not limited to, occurrences where a student, District employee or representative, either explicitly or implicitly, treats submission to or rejection of sexual conduct as a condition for determining:

- (1) — whether a student will be admitted to a college, or a person will be employed by the District;
- (2) — the educational or work performance required or expected;
- (3) — the attendance or assignment requirements applicable to a student or employee;
- (4) — to what courses, fields of study or programs, including honors, a student will be admitted;
- (5) — what placement or course proficiency requirements are applicable to a student and professional advancement opportunities are available to an employee;
- (6) — the quality of instruction a student will receive;
- (7) — what tuition or fee requirements are applicable to a student;
- (8) — what scholarship opportunities are available to the student;
- (9) — what extracurricular teams a student will be a member of or in what extracurricular competitions a student may participate;
- (10) — any grade a student will receive in any examination or in any course or program of instruction in which a student is enrolled;
- (11) — any performance evaluation, promotion or other employment benefit an employee may receive;
- (12) — the progress of the student toward successful completion of or graduation from any course or program of instruction in which the student is enrolled; or,
- (13) — what degree, if any, the student will receive.

Sexual harassment between students, neither of whom is employed by IECC, should be reported to the appropriate investigators.

The Chief Executive Officer has designated a minimum of two persons to hear and investigate cases of alleged sexual harassment (See Appendix A.). A student or staff member who believes that he/she has been the victim of sexual harassment should immediately report such conduct to one of these designated persons and complete the Sexual Harassment allegation form. An appropriate investigation of each complaint received will be conducted.

Responsible Administrators

a. ~~Title IX Coordinator~~

~~The Title IX Coordinator is responsible for overseeing the investigative process of all sexual harassment reports, prevention education, and associated training.~~

~~The Title IX Coordinator for Illinois Eastern Community Colleges is:~~

~~Ashlee Spannagel, Program Director of Grants, Compliance & Outreach~~

~~Address: 320 East North Avenue, Noble, IL 62868~~

~~Telephone: 618-393-3491~~

~~Email: spannagela@iecc.edu~~

b. ~~Sexual Harassment Investigators~~

~~The Sexual Harassment Investigators are the individual's designated by the Chief Executive Officer to investigate reports and complaints of sexual harassment in accordance with IECC policy and procedure.~~

~~c. Presidents~~

~~The Presidents are the individuals designated to review investigative reports of sexual harassment at the colleges and to determine the appropriate action for IECC to take based on the findings. If the allegation is against the President, the report will be submitted to the Chief Executive Officer.~~

~~d. Chief Executive Officer~~

~~The Chief Executive Officer will review reports of sexual harassment at the District level. If the allegation is against the Chief Executive Officer, the report will be submitted to the Chair of the Board of Trustees.~~

~~e. Deans/Associate Deans/Directors/Supervisory Personnel~~

~~All supervisory personnel are responsible for ensuring compliance with IECC's Sexual Harassment Policy and appropriate procedures.~~

~~Investigations will be initiated within one working day of receiving the complaint. The investigator will schedule a conference within five working days from the date of receipt of the complaint. Complainants may choose to be accompanied by a co-worker, another student, or other individual or their choice when attending meetings to discuss the allegations. Every reasonable effort will be made to determine the facts pertinent to the allegations. The investigator will submit a written report to the College President, including a recommendation for appropriate disciplinary action where deemed necessary. If the allegation is against the President, the report will be submitted to the Chief Executive Officer. At the District level, the report will be submitted to the Chief Executive Officer. If the allegation is against the Chief Executive Officer, the report will be submitted to the Chair of the Board of Trustees.~~

~~If the complaint can be resolved to the satisfaction of all parties, the matter will be considered closed, subject to re-opening upon further complaint or additional information.~~

~~If the complainant is dissatisfied with the decision of the President, he/she may appeal to the Chief Executive Officer. A written response shall be provided within five working days of receipt of the appeal. Then, if dissatisfied, the complainant may appeal to the Chair of the Board of Trustees. The Chair of the Board will provide the complainant with a written response within five working days of receipt of the appeal. The Chair of the Board of Trustees shall have final appeal authority.~~

~~In cases of recurrent complaints, or in cases of flagrant unlawful behavior, immediate action may be taken by the President and/or Chief Executive Officer.~~

~~The administration will take all necessary steps to protect the rights of both complainant and alleged harasser.~~

~~Any employee found to have committed sexual harassment while participating in an Illinois Eastern sponsored program or service will be subject to disciplinary action up to and including discharge. Any student found to have committed sexual harassment while participating in an Illinois Eastern sponsored program or service will be subject to disciplinary action up to and including expulsion.~~

~~Those who feel they have been sexually harassed or discriminated against may seek assistance from the Illinois Department of Human Rights. The Department of Human Rights is a state agency which will investigate the charge without cost to the individual. If the Department of Human Rights determines that there is evidence of harassment or discrimination, it will attempt to conciliate the matter or it will file a complaint on behalf of the individual with the Illinois Human Rights Commission. The Human Rights Commission will hear the complaint pursuant to its rules and procedures. The agencies may be contacted at the following addresses:~~

Illinois Department of Human Rights	Illinois Human Rights Commission
James R. Thompson Center	James R. Thompson Center
100 W. Randolph Street, 10th Floor	100 W. Randolph, Suite 5-100
Chicago, Illinois 60601	Chicago, Illinois 60601
Telephone (312) 814-6245	Telephone (312) 814-6269

Telephone TTY (866) 740-3953 _____

Illinois Department of Human Rights _____	Illinois Department of Human Rights
222 South College, Room 101-A _____	2309 West Main Street
Springfield, Illinois 62704 _____	Marion, IL 62959
Telephone (217) 785-5100 _____	Telephone (618) 993-7463
Telephone TTY (866) 740-3953 _____	Telephone TTY (866) 740-3953

Inquiries concerning the application of Title IX may be referred to the Title IX Coordinator or to the United States Department of Education's Office for Civil Rights:

Office for Civil Rights, Chicago Office U.S. Department of Education
500 W. Madison Street, Suite 1475
Chicago, IL 60661-4544
Telephone: (312) 730-1560
Email: OCR.Chicago@ed.gov
Website: <http://www.ed.gov/ocr>

~~Persons found to have retaliated or discriminated against an employee or student for complaining about sexual harassment or for initiating or assisting with a claim of sexual harassment will be subject to appropriate disciplinary action.~~

~~The rights to confidentiality, both of the complainant and of the alleged harasser, will be respected consistent with the District's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct has occurred.~~

~~If an investigation results in a finding that the complainant falsely accused another of sexual harassment knowingly or in a malicious manner, the complainant will be subject to appropriate discipline, up to and including discharge or expulsion.~~

Appendix A

The following have been appointed by the Chief Executive Officer to receive and investigate allegations of sexual harassment:

Frontier Community College _____ Megan Black
2 Frontier Drive _____ Eric Resor
Fairfield, IL 62837 _____
Phone: (618) 842-3711

Lincoln Trail College _____ Tyler Browning
11220 State Highway 1 _____ Rena Gower
Robinson, IL 62454 _____
Phone: (618) 544-8657

Olney Central College _____ Linda Horn
305 North West Street _____ Doug Shipman
Olney, IL 62450 _____
Phone: (618) 395-7777

Wabash Valley College _____ Tiffany Cowger
2200 College Drive _____ John Day
Mt. Carmel, IL 62863 _____
Phone: (618) 262-8641

Workforce Education _____ Laurel Taylor
John A. Logan College _____ Kim Underwood
Carterville, IL 62918 _____
Phone: (618) 985-3741

District Office _____ Bonnie Chaplin
233 East Chestnut Street _____ Alex Cline
Olney, IL 62450 _____
Phone: (618) 393-2982

The Chief Executive Officer shall update Appendix A as necessary.

Agenda Item #6C

Policy 100.29 Campus Sexual Violence Elimination Act/Campus SaVE Act - Deletion

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: Policy Deletion 100.29 Campus Save Act

Ashlee Spannagel, the District's Title IX Coordinator, attended a Title IX conference and was advised that revisions needed to be made to the District's Sexual Misconduct and Campus Save Act Policy. It is the recommendation of the administration that the Board delete the current Campus Save Act policy and incorporate it into Policy 100.31 Sexual Violence Policy. This recommendation has been reviewed and approved by the Cabinet.

I recommend the Board waive the second reading and approve the deletion of Policy 100.29 Campus Save Act.

TLB/rs

Attachment

Campus Sexual Violence Elimination Act/Campus SaVE Act Policy (100.29)

Date Adopted: May 20, 2014

Deleted by Board Action: July 18, 2017 (See Policy 100.31) (*Pending Board Approval*)

~~The Board of Trustees of Illinois Eastern Community Colleges District #529 is committed to preventing and responding to incidents of sexual assault, domestic violence, dating violence, or stalking, as defined in the Illinois Criminal Code, against any student or employee that reports to be a victim of such offenses on any Illinois Eastern Community College campus, at any college activity or off campus, if it is deemed that there is a direct relationship between the sexual offense and Illinois Eastern Community Colleges. The Board will establish and maintain, as part of its written Violence Prevention Plan:~~

- ~~1. Education programs to promote the awareness of rape, acquaintance rape and other sex offenses.~~
- ~~2. Possible sanctions to be imposed following the final determination of an on-campus disciplinary procedure regarding rape, acquaintance rape, or other sex offenses, forcible or non-forcible.~~
- ~~3. Procedures students should follow if a sex offense occurs, including who should be contacted, the importance of preserving evidence as may be necessary to the proof of criminal sexual assault, and to whom the alleged offense should be reported.~~
- ~~4. Resources informing students of
 - ~~a. their options to notify proper law enforcement authorities and the option to be assisted by campus authorities in notifying such authorities, if the student so chooses,~~
 - ~~b. existing counseling, mental health, or student services for victims of sexual assault, both on campus and in the community, and~~
 - ~~c. options for, and available assistance in, changing academic and living situations after an alleged sexual assault incident, if so requested by the victim and if such changes are reasonably available.~~~~

Agenda Item #6D

Policy 100.31 Preventing Sexual Violence - Revision

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: Policy Revision 100.31 Preventing Sexual Violence Policy

Upon Board approval of the deletion of the Policy on Sexual Misconduct and Policy on the Campus Save Act, the administration recommends that the Sexual Misconduct Policy and the Campus Save Act Policy be incorporated into Policy 100.31; and, that the policy be named the Preventing Sexual Misconduct Policy. This recommendation has been reviewed and approved by the Cabinet.

I recommend the Board waive the second reading and approve the revision of Policy 100.31 and that the policy be renamed Preventing Sexual Misconduct Policy.

TLB/rs

Attachment

Preventing Sexual Misconduct Policy (100.31)

Date Adopted: July 19, 2016

Revised: October 18, 2016

Revised: January 17, 2017

Revised: July 18, 2017 (Pending Board Approval)

The Board of Trustees of Illinois Eastern Community College District #529 is committed to preventing and responding to incidents of sex-based harassment, including sexual harassment, sexual assault, sexual exploitation, domestic violence, dating violence, sexual violence, or stalking. The Board adopts the following standards of conduct for all members of the Illinois Eastern Community Colleges community, including employees, students, contractors, and visitors.

The Board is committed to the principle that all interpersonal relationships and interactions – especially those of an intimate nature – be grounded in mutual respect, open communication, and clear consent. The District prohibits any and all forms of Sexual Misconduct including sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, sexual violence, and stalking. Prohibited conduct under this Policy also includes attempting or aiding in the commission of Sexual Misconduct or retaliating against another for exercising his/her rights under this Policy.

The Board recognizes that victims and offenders can be any gender and expects members of the campus community to help maintain a safe environment. The Board encourages anyone who has been subjected to Sexual Misconduct seek appropriate help and report the incident promptly to the police and/or designated officials pursuant to this Policy.

The District is committed to educating students, staff, and faculty about its policies and procedures against Sexual Misconduct. As a general matter, the Board, through its Chief Executive Officer, will take prompt action to investigate reports of Sexual Misconduct and, where appropriate, to impose sanctions. The applicable procedures will depend on whether the alleged offender is a student, faculty, or staff member.

This policy applies to students, employees, contractors, or third parties whenever the misconduct occurs:

- A. On College property; or
 - B. Off College property if;
 - 1. The conduct was in connection with a College or College-recognized program or activity;
- or
- 2. Otherwise has a connection to the College.

Definitions

- A. Consent: Consent is knowing, voluntary and clear affirmative permission by word or action, to engage in mutually agreed upon sexual activity. Consent may not be inferred from silence, passivity, or a lack of active verbal or physical resistance. Past consent to sexual activities, or a current or previous dating relationship, does not imply ongoing or future consent. Submission resulting from a use of force does not constitute consent. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A person can withdraw consent at any time. A person may be incapable of giving consent due to the person's age, use of drugs or alcohol, being asleep or unconscious, or because an intellectual or other disability prevents the person from having the capacity to give consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred.

- B. Dating Violence: The term dating violence means violence committed by a person 1) who is or has been in a social relationship of a romantic or intimate nature with the victim, and 2) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- C. Domestic Violence: Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Illinois, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.
- D. Incapacitated or Incapacitation: An individual who is incapacitated is unable to give consent. States of incapacitation include sleep, unconsciousness, intermittent consciousness, or any other state where the individual is unaware that sexual contact is occurring. Incapacitation may also exist because of a mental or developmental disability that impairs the ability to consent to sexual contact.

Alcohol or drug use is one of the prime causes of incapacitation. Where alcohol or drug use is involved, incapacitation is a state beyond intoxication, impairment in judgment, or "drunkenness." Because the impact of alcohol or other drugs varies from person to person, evaluating whether an individual is incapacitated, and therefore unable to give consent, requires an assessment of whether the consumption of alcohol or other drugs has rendered the individual physically helpless or substantially incapable of:

- Making decisions about the potential consequences of sexual contact;
- Appraising the nature of one's own conduct;
- Communicating consent to sexual contact; or
- Communicating unwillingness to engage in sexual contact.

Where an individual's level of impairment does not rise to incapacitation, it is still necessary to evaluate the impact of intoxication on consent. In evaluating whether consent was sought or given, the following factors may be relevant:

- Intoxication may impact one's ability to give consent and may lead to incapacitation (the inability to give consent).
- A person's level of intoxication is not always demonstrated by objective signs; however, some signs of intoxication may include difficulty walking, poor judgment, difficulty communicating, slurred speech, or vomiting.
- An individual's level of intoxication may change over a period of time based on a variety of subjective factors, including the amount of substance intake, speed of intake, body mass, and metabolism.

No matter the level of an individual's intoxication, if that individual has not affirmatively agreed to engage in sexual contact, there is no consent.

Anyone engaging in sexual contact must be aware of both their own and the other person's level of intoxication and capacity to give consent. The use of alcohol or other drugs can lower inhibitions and create an atmosphere of confusion about whether consent is effectively sought and freely given. If there is any doubt as to the level or extent of one's own or the other individual's intoxication or incapacitation, the safest course of action is to forgo or cease any

sexual contact. An individual's intoxication is never an excuse for or a defense to committing sexual assault and it does not diminish one's responsibility to obtain consent.

- E. Retaliation: Any form of retaliation, including intimidation, threats, harassment and other adverse action taken or threatened against any complainant or person reporting or filing a complaint alleging sexual discrimination, harassment or misconduct or any person cooperating in the investigation of such allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited. Action is generally deemed adverse if it would deter a reasonable person in the same circumstances from opposing practices prohibited by IECC's Policy. Retaliation may result in disciplinary or other action independent of the sanctions or interim measures imposed in response to the allegations of Sexual Misconduct.
- F. Sexual Assault: Any nonconsensual sexual act proscribed by Federal or State law including when the victim lacks capacity to consent, including both sexual intercourse without consent and sexual contact without consent.

Sexual Intercourse without Consent means having or attempting to have sexual intercourse with another individual without consent as defined below. Sexual intercourse means vaginal or anal penetration, however slight, with any body part or object, or oral penetration involving mouth to genital contact.

Sexual Contact without Consent means having sexual contact with another individual without Affirmative Consent, as defined below. Sexual contact means the touching of the person's breasts, anal, groin or genital areas, or other intimate body parts for the purpose of sexual gratification.

- G. Sexual Exploitation: Occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not meet the definition of sexual assault. Sexual exploitation includes prostituting another person, non-consensual visual or audio recording of sexual activity, non-consensual distribution of photos or other images of an individual's sexual activity or intimate body parts with an intent to embarrass such individual non-consensual voyeurism, knowingly transmitting HIV or a sexually transmitted disease to another, or exposing one's genitals to another in non-consensual circumstances.
- H. Sexual Harassment: Sexual harassment means any unwelcome conduct of a sexual nature that is sufficiently persistent or offensive to unreasonably interfere with an employee's job performance, a student's educational performance, and/or creates an intimidating, hostile or offensive working or educational environment. Sexual harassment is defined by the Equal Employment Opportunity Commission Guidelines as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational development; (2) submission to or rejection of such conduct by an individual is used as a basis for employment or education decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or educational environment.

Under Title VII of the Civil Rights Act of 1964, there are two types of sexual harassment: (1) quid pro quo and (2) hostile work or learning environment. Sexual harassment can be physical or psychological in nature. A combination of a series of incidents can constitute sexual harassment even if one of the incidents considered on its own would not be harassing.

Examples of Sexual Harassment

Though sexual harassment encompasses a wide range of conduct, some examples of specifically prohibited conduct include the following:

- Physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another employee or student's body or poking another employee or student's body.
- Unwelcome sexual advances, propositions or other sexual comments, such as sexually oriented gestures, noises, remarks, jokes or comments about a person's sexuality or sexual experience.
- Preferential treatment or promises of preferential treatment to an employee or student for submitting to sexual conduct, including soliciting or attempting to solicit an employee or student to engage in sexual activity for compensation or reward.
- Subjecting, or threats of subjecting, an employee or student to unwelcome sexual attention or conduct or intentionally making the employee's job performance or student's educational performance more difficult because of that employee or student's sex.

Sexual harassment also includes, but is not limited to, occurrences where a student, District employee or representative, either explicitly or implicitly, treats submission to or rejection of sexual conduct as a condition for determining:

- (1) whether a student will be admitted to a college, or a person will be employed by the District;
- (2) the educational or work performance required or expected;
- (3) the attendance or assignment requirements applicable to a student or employee;
- (4) to what courses, fields of study or programs, including honors, a student will be admitted;
- (5) what placement or course proficiency requirements are applicable to a student and professional advancement opportunities are available to an employee;
- (6) the quality of instruction a student will receive;
- (7) what tuition or fee requirements are applicable to a student;
- (8) what scholarship opportunities are available to the student;
- (9) what extracurricular teams a student will be a member of or in what extracurricular competitions a student may participate;
- (10) any grade a student will receive in any examination or in any course or program of instruction in which a student is enrolled;
- (11) any performance evaluation, promotion or other employment benefit an employee may receive;
- (12) the progress of the student toward successful completion of or graduation from any course or program of instruction in which the student is enrolled; or,
- (13) what degree, if any, the student will receive.

- I. Sexual Misconduct: Includes sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, sexual violence, and stalking.
- J. Sexual Violence: Physical sexual acts perpetuated against a person's will or where a person is incapable of giving consent (e.g. due to the person's age, use of drugs or alcohol, or because an intellectual or other disability prevents the person from having the capacity to give consent). Sexual violence includes, but is not limited to, rape, sexual assault, sexual battery, sexual abuse and sexual coercion.
- K. Stalking: Engaging in a course of conduct directed at a specific person that involves repeated (two or more occasions) visual or physical proximity, nonconsensual communication, or verbal,

written, or implied threats, or a combination thereof, that would cause a reasonable person to:
1) fear for his or her safety or the safety of others; or 2) suffer substantial emotional distress.

- L. Threat: Any oral or written expression or gesture that could be interpreted by a reasonable person as conveying intent to cause harm to persons or property.

Title IX Coordinator

- A. The Title IX Coordinator for Illinois Eastern Community Colleges is:
Ashlee Spannagel, Program Director of Grants, Compliance & Outreach
Address: 320 East North Avenue, Noble, IL 62868
Telephone: 618-393-3491
Email: spannagela@iecc.edu

Responsibilities of the Title IX Coordinator include:

- Overseeing IECC's response to all Title IX reports and complaints and identifying and addressing any patterns or systemic problems revealed by such reports and complaints.
- A Title IX complaint includes complaints alleging any form of Sexual Misconduct as defined in this Policy which involve employees, students, contractors, and visitors.
- Being informed of all reports and complaints raising Title IX issues, including those initially filed with another individual or office or if the investigation will be conducted by another individual or office.
- Ensuring that adequate training is provided to students, faculty and staff on Title IX issues.
- Coordinating Title IX investigations, involving employees and students, including overseeing the investigation of facts relative to a complaint and recommending appropriate sanctions against the perpetrator and remedies for the complaint.
- Ensuring appropriate interim measures for a student victim and/or complainant upon learning of a report or complaint of Sexual Misconduct.
- Ensuring that appropriate policies and procedures are in place for working with law enforcement and coordinating services with local victim advocacy organizations and services providers, including rape crisis centers.
- Promoting an educational and employment environment which is free of sexual discrimination, harassment and gender bias.

- B. Deputy Title IX Coordinators:
There is a Deputy Title IX Coordinator at each IECC campus. Their contact information is outlined below:

<u>Frontier Comm. College</u>	<u>Lincoln Trail College</u>	<u>Olney Central College</u>	<u>Wabash Valley College</u>
Jan Wiles Assistant Dean of Student Services 2 Frontier Drive Fairfield, IL 62837 618-847-9133 or 877-464-3687 wilesj@iecc.edu	Julie Higginbotham Assistant Dean of Student Services 11220 State Highway 1 Robinson, IL 62454 618-546-2252 or 866-582-4322 higginbothamj@iecc.edu	Andi Pampe Assistant Dean of Student Services 305 North West Street Olney, IL 62450 618-393-3305 or 866-622-4322 pampea@iecc.edu	Tiffany Cowger Assistant Dean of Student Services 2200 College Drive, Mt. Carmel, IL 62863 618-263-5535 or 866-982-4322 cowgert@iecc.edu

Responsibilities of the Deputy Title IX Coordinators include:

Working in conjunction with the Title IX Coordinator to ensure compliance for matters involving students, including assistance with coordination of training, education, communications, and administration of complaint procedures for complaints against students.

C. Sexual Misconduct Investigators:

There are two trained Sexual Misconduct Investigators at each IECC campus, Workforce Education, and at the District Office. The investigators are individual's designated by the Chief Executive Officer to investigate any and all reports of Sexual Misconduct including sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, sexual violence, and stalking. See Appendix A for a complete listing of investigators.

Inquiries concerning the application of Title IX may be referred to the Title IX Coordinator or to the United States Department of Education's Office for Civil Rights:

Office for Civil Rights, Chicago Office U.S. Department of Education
500 W. Madison Street. Suite 1475
Chicago. IL 60661-4544
Telephone: (312) 730-1560
Email: OCR.Chicago@ed.gov
Website: <http://www.ed.gov/ocr>

Those who feel they have been sexually discriminated against may seek assistance from the Illinois Department of Human Rights. The Department of Human Rights is a state agency which will investigate the charge without cost to the individual. If the Department of Human Rights determines that there is evidence of harassment or discrimination, it will attempt to conciliate the matter or it will file a complaint on behalf of the individual with the Illinois Human Rights Commission. The Human Rights Commission will hear the complaint pursuant to its rules and procedures. The agencies may be contacted at the following addresses:

Illinois Department of Human Rights
James R. Thompson Center
100 W. Randolph Street, 10th Floor
Chicago, Illinois 60601
Telephone (312) 814-6245
Telephone TTY (866) 740-3953

Illinois Human Rights Commission
James R. Thompson Center
100 W. Randolph, Suite 5-100
Chicago, Illinois 60601
Telephone (312) 814-6269

Illinois Department of Human Rights
222 South College, Room 101-A
Springfield, Illinois 62704
Telephone (217) 785-5100
Telephone TTY (866) 740-3953

Illinois Department of Human Rights
2309 West Main Street
Marion, IL 62959
Telephone (618) 993-7463
Telephone TTY (866) 740-3953

Procedure – Addressing Sexual Misconduct

If a report includes allegations of Sexual Misconduct, then the process and procedures set forth in this Policy will be followed in the assessment, investigation and resolution of the complaint.

Options for Assistance Following an Incident of Sexual Assault

A. Medical Attention and Evidence Preservation

1. Off-Campus Health Care Options: After an incident of sexual assault, the victim should consider seeking medical attention as soon as possible at the nearest hospital or medical facility. Victims may seek treatment for injuries, preventative treatment for sexually transmitted disease, and other health services by contacting the providers identified on the Notification of Rights and Options.

Preservation of Evidence:

- In Illinois, evidence may be collected even if you chose not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours, so that evidence to prove the criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.
- Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or copies of other documents, if they have any, that would be useful to investigators or the police.
- As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she, nevertheless, should consider speaking with someone and taking steps to preserve evidence in the event that the victim changes his/her mind at a later date.

B. Victim Advocacy

1. Off-Campus Advisors and Advocates: The Notification of Rights and Options provides a list of off-campus advisors and advocates that can provide an immediate confidential response for employees and students in an emergency situation.
2. Ongoing On and Off Campus Counseling, Advocacy and Support for Students and Employees is located within the Notification of Rights and Options.

C. Emergency Response

1. Anyone who experiences or observes an emergency situation should immediately contact local law enforcement by calling 911.
2. Although the Board of Trustees strongly encourages all individuals to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report, and victims have the right to decline involvement with the local police. Filing a police report can include, but is not limited to, giving an oral and/or written statement to the appropriate law enforcement agency. Local law enforcement agencies are outlined in the Notification of Rights and Options.

Addressing Confidentiality

Before a victim or bystander reveals any information to a Responsible Employee, the employee should ensure that the victim understands the employee's reporting obligations and, if the victim wants to maintain confidentiality, direct the victim to the confidential resources located in the Notification of Rights and Options.

If the victim wants to tell the Responsible Employee what happened, but also maintain confidentiality, the employee should tell the victim that the employee will share that information for consideration in the investigation and resolution of the complaint, but cannot guarantee that request will be met. In reporting the details of the incident to the Title IX Coordinator, the Responsible Employee will also inform the Title IX Coordinator of the victim's request for confidentiality.

If a victim discloses an incident to a Responsible Employee, but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, that request must be weighed against the Board's obligation to provide a safe environment for all students and employees, including the student victim.

If the request for confidentiality can be met, a victim must understand that the Board's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be diminished. Alternatively, the request for confidentiality may not be able to be honored in order to provide a safe environment for all students and employees.

The following individual(s) are responsible for evaluating requests for confidentiality:

- Title IX Coordinator
- Chief Executive Officer
- Legal Counsel

A victim will be informed, at the earliest point possible, of a determination that a request for confidentiality cannot be maintained. In such instances, to the extent possible, information will be shared only with people responsible for handling the response to the complaint and those with a "need to know."

Where confidentiality is maintained, responsive action will reflect the victim's request for confidentiality. As such, if a victim's request for confidentiality limits the ability to formally investigate a particular allegation, responsive steps will still be to limit the effects of the alleged Sexual Misconduct and prevent its recurrence without initiating formal action against the alleged perpetrator or revealing the identity of the student complainant. Such action may include, but is not limited to, providing increased monitoring, supervision or security at locations or activities where the alleged misconduct occurred.

Reporting and Confidentially Disclosing Sexual Misconduct

The Board of Trustees encourages all victims and bystanders of Sexual Misconduct to talk to someone about what happened so that victims (and bystanders) can get the support they need and so that the Board can respond appropriately. Certain employees on campus are considered Responsible Employees. Therefore, these individuals cannot ensure confidentiality as they are required to report instances of Sexual Misconduct.

Confidential Reporting Options:

If the victim desires full confidentiality he/she should speak with a confidential advisor. The Title IX Coordinator does take third party reports. With the victim's permission, the confidential advisor may file a report on the details of the incident without revealing the victim's identity to the Title IX Coordinator.

The purpose of a confidential report is to attempt to comply with the victim's wish to keep the matter confidential while taking steps to ensure the safety of the victim and others.

A complete list of confidential advisors is available in the Notification of Rights and Options within this Policy if a student wishes to report confidentially.

Confidential Advisors. Confidential advisors have received up to 40 hours of training previously and 6 hours of ongoing training annually to support survivors of sexual violence and misconduct and are not required to report any information about an incident to the Title IX Coordinator without a victim's permission.

A victim who speaks to a confidential advisor must understand that, if the student victim wants to maintain confidentiality, IECC's ability to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator(s) may be diminished.

Even so, these advisors will still assist the victim in receiving other necessary protection and support at the request of the victim, including working with IECC officials to address issues such as student victim advocacy, academic support or accommodations, disability, health or mental health services, and changes to living, working or course schedules only when consent is given by the victim. A student victim who at first requests confidentiality may later decide to file a complaint with IECC or report the incident to law enforcement, and thus, will have the incident fully investigated. These advisors will provide the victim with assistance if the victim wishes them to do so.

NOTE: While confidential advisors may maintain a victim's confidentiality from Illinois Eastern Community College, by law, any IECC employee and/or confidential advisor who suspects or receives knowledge that any minor involved in any programming at IECC may be an abused or neglected child or, for a student aged 18 through 21, an abused or neglected individual with a disability, is required to: 1) immediately report or cause a report to be made to the Illinois Department of Children and Family Services (DCFS) on its Child Abuse Hotline (1-800-252-2873), and 2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office. IECC employees will also complete an Incident Report Form and forward to appropriate College and/or District officials.

Employees (including child care staff), students, and parents of daycare students will be made aware of reporting requirements and procedures for handling reports of child abuse and neglect. If the parent or legal guardian of the child is suspected of abuse, IECC employees will follow the guidance of Child Protective Services regarding notification of the child's parent or legal guardian. Reporters of suspected child abuse will not be discharged for making a report; unless it is proven that a false report was knowingly made.

Timely Warning and/or Emergency Notification:

If the alleged perpetrator(s) pose a serious and immediate threat to the community, IECC may be called upon to issue a timely warning to the community. Any such warning will not include any information that identifies the victim.

Reporting to an Employee:

IECC employees are required to report all the details of an incident (including identities of the victim and alleged perpetrator) to the Title IX Coordinator. A report to these employees, called Responsible Employees, generally obligates the Board to investigate the incident and take appropriate steps to address the situation.

The following categories of employees are Responsible Employees. If title is not listed below the employee is not considered a Responsible Employee.

- College and District Administrators
- Title IX Coordinator and Deputy Coordinators
- Supervisors and Managerial Staff
- Faculty
- Coaches and Athletic Directors
- Student Advisors and Student Group Advisors

A list of Responsible Employees is available through the Title IX Coordinators. When a victim tells a Responsible Employee about an incident of Sexual Misconduct, the victim has the right to expect immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably. A Responsible Employee must report to the Title IX Coordinator and, if applicable, all relevant details about the alleged Sexual Misconduct shared by the victim so that the investigative process can begin to determine what happened, including the names of the victim and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

- To the extent possible, information reported to a Responsible Employee will be shared only with people responsible for handling IECC's response to the report and those with a "need to know". The Title IX Coordinator, Deputy Coordinators, and those responsible for the resolution of the complaint will work together to make determinations about what and to whom information will be shared about an ongoing investigation, after careful consideration of the facts of the case. Information will only be shared with those with a need-to-know which might include the appropriate College officials responsible for campus security or College officials responsible for overseeing the student and/or employee to ensure protective or interim measures are implemented. Victims will be notified what and to whom information will be shared before the information is disseminated. Information will only be shared to ensure the safety of the victim and to prevent the recurrence of Sexual Misconduct.

Your Role as an Employee Regarding Reporting and Disclosing Sexual Misconduct of a Student

All employees who have information regarding Sexual Misconduct of a student or employee are required to report it to the Title IX Coordinator or any Responsible Employee.

Interim Measures

Upon receipt of a report, in being mindful of the victim's well-being, designated personnel will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. The Title IX Coordinator, Deputy Coordinators, and College Administration will consider the following factors when determining what interim measures may be appropriate for implementation:

- The specific need expressed by the victim and/or complainant;
- The age(s) of the students involved;
- The severity or pervasiveness of the allegations;
- Any continuing effects on the victim and/or complainant;
- Whether the victim and/or complainant share class, dining areas, work locations, etc.; and
- Whether other judicial measures have been taken to protect the victim and/or complainant (i.e. no-contact order or order of protection).

Interim measures will also include:

- Assisting the victim in accessing other available victim advocacy, academic support, counseling disability, health or mental health services, and legal assistance both on and off campus;
- Providing other security and support, which could include obtaining a no-contact order, helping to change working arrangements or course schedules (including for the alleged perpetrator(s) pending the outcome of an investigation) or adjustments for assignments or tests; and
- Informing the victim of their right to report a crime to law enforcement and provide the victim with assistance if the victim wishes.

Retaliation against the victim, whether by students or employees, will not be tolerated.

An international student may be granted approval to reduce his/her course load while recovering from the immediate effects of a sexual violence incident.

To meet the continuing obligation to address the issue of Sexual Misconduct campus-wide, reports of such incidents (including non-identifying reports) will also prompt consideration of broader remedial action, such as increased monitoring, supervision, or security at locations where the reported incident occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting IECC's policies and practices. Interim and protective measures will only be shared with those involved in the resolution of a complaint, appropriate College officials responsible for ensuring the measures are implemented, or those with a need-to-know.

Miscellaneous

- A. **Electronic and Anonymous Reporting.** Although direct verbal reporting of complaints is preferred, an online system for electronic and anonymous reporting is available for use by victims or bystanders. The system will notify the user (before s/he enters information) that entering personally identifying information may serve as notice for the purpose of triggering an investigation. Electronic reports can be filed via a form on the IECC webpage and will generally receive a response within 12 hours with a list of available resources absent an emergency.
- B. **Off-Campus Counselors and Advocates.** Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information unless the victim requests the disclosure and signs consent or waiver form, or unless that individual has reporting or other obligations under state law.
- C. **Clery Act Reporting Obligations.** Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act," 20 U S C 1092(f)), the Annual Security Report (ASR) are available to all current students and employees. The ASR documents three calendar years of select campus crime statistics (including statistics regarding incidents of dating violence, domestic violence, and stalking), security policies and procedures and information on the basic rights guaranteed to victims of sexual assault. The Clery Act also requires timely issuance of warnings to the campus community about crimes that have already occurred but may continue to pose a serious or ongoing threat to students and employees.

Title IX Complaint Investigation Procedures

1. Formal Investigation Process

1. Initiation of Investigation by Title IX Coordinator:

- a. Upon receipt of a report of Sexual Misconduct under this Policy, by a student victim or complainant, the Title IX Coordinator will appoint a trained investigator who will initiate a prompt, fair and thorough investigation.

- b. The investigation will be coordinated by the Title IX Coordinator and/or one of the Deputy Coordinators (if a student), and will generally conclude within 60 calendar days or less.
 - i. Where the allegations are complex or other factors delay the investigative process an extension may be granted by the Title IX Coordinator.
 - ii. If an extension is necessary, the complainant and the respondent will be notified.
2. **IECC Officials Involved in the Resolution of Complaints:**
 - a. With respect to complaints that involve an employee, vendor, contractor, or visitor, the Department of Human Resources and the Title IX Coordinator will manage the investigation into the allegations and will recommend appropriate sanctions against the employee and interim measures, if any, for an employee.
 - b. With respect to complaints that involve a student, the Deputy Title IX Coordinators will manage the investigation and recommend appropriate sanctions against the student and interim measures, if any, for a student.
 - c. With respect to complaints that involve both a student and employee, the Title IX Coordinator, the Director of Human Resources and the Deputy Title IX Coordinators shall jointly coordinate the investigation and interim measures.
3. **Addressing Conflict of Interest:**
 - a. If, prior to the initiation of the investigation, either the complainant or the accused alleges that an Investigator has a conflict of interest, after hearing from both parties on the topic, the [Title IX Coordinator](#) will decide whether to excuse the Investigator and announce his/her decision in writing to both parties.
 - b. If the [Title IX Coordinator](#) determines that the Investigator should be excused, or if an Investigator is unavailable to conduct the investigation, the [Title IX Coordinator](#) will appoint a replacement Investigator.
4. **Interim Measures Provided:** During the investigation, the Title IX Coordinator and/or a Deputy Coordinator (as applicable) will determine whether the victim and/or complainant receives interim measures as set forth above, and will advise the victim and/or complainant of the right to file a complaint with local law enforcement agencies.
5. **Notice to Victim/Complainant and Respondent Of Allegations:**
 - a. Generally, within 10 business days of receipt of a complaint by the Title IX Coordinator, the complainant and the respondent will be notified in writing of the following:
 - i. The accused;
 - ii. The complainant (unless determined to honor a request by the complainant to remain confidential);
 - iii. The date(s) of the alleged misconduct;
 - iv. A brief description of the allegation;
 - v. The specific provisions of this Policy that were allegedly violated;
 - vi. The identity of the individual(s) with authority to make a finding or impose a sanction prior to any contact from the individual(s); and
 - vii. The investigatory process that will follow.
6. **Due Process Rights of Victim and/or Complainant and Respondent:**
 - a. The victim and/or complainant and respondent will each be afforded the right to present information and witnesses relevant to his or her case.

- b. When the victim and/or complainant or respondent is requested to appear at an investigatory meeting or proceeding related to a complaint, he or she may be accompanied by a silent advisor.
 - i. A silent advisor may be a family member, peer, advocate, staff/faculty member, a union representative, etc.
 - ii. The silent advisor will be informed prior to any meeting that he/she is not allowed to provide information to the investigator or ask questions of the party during the interview process.
- c. If the respondent is an employee, any employee misconduct investigation procedures outlined in other applicable employee policies or collective bargaining agreement may be followed.
- d. Mediation will not be used to resolve a complaint of sexual assault, sexual exploitation, dating violence, domestic violence, sexual violence, and stalking, but may be used to resolve a case of sexual harassment.

7. Evidence Considered:

- a. A trained investigator(s) will interview and receive evidence from the victim, complainant, respondent and any witnesses identified during the course of the investigation.
- b. The victim's prior sexual history with anyone other than the respondent will not be considered during the investigation or any proceeding related to a complaint.
- c. The mere fact of a current or previous consensual dating or sexual relationship between the victim and respondent does not itself imply consent.

8. Concurrent Criminal Investigation: The existence of a concurrent criminal investigation by law enforcement agencies will not necessarily delay or interrupt the investigation procedures outlined herein. However, the law enforcement agency may request that the internal investigation be temporarily suspended. Such request will be evaluated to determine whether, and for how long, to suspend the internal investigation.

9. Report of Investigation:

- a. At the conclusion of the investigation, the trained investigator will prepare a thorough report outlining the complaint, investigation conducted and all relevant evidence obtained; the investigator's conclusions with an explanation of reasoning and/or support for such conclusions; and recommendations for sanctions or other remedial action, as appropriate.
- b. The investigator will submit his/her report to the Title IX Coordinator and a Deputy Coordinator (if a student is involved).

10. Determination

- a. For student cases, the Title IX Coordinator and/or Deputy Coordinator (as appropriate) shall review the investigator's report and all evidence gathered to determine whether the student engaged in Sexual Misconduct in violation of Policy.
- b. For employee cases, the Title IX Coordinator will determine whether the employee engaged in a Policy violation involving sexual violence or misconduct.
- c. The determination of violations shall be made based on the preponderance of evidence, meaning whether it is more likely than not that this Policy was violated.

1. Notice to Victim and/or Complainant and Respondent: Generally, within seven (7) business days after receipt of the investigator's report (or some reasonable extension thereof), the Title IX Coordinator or the Deputy Coordinator will prepare a written Notice of Decision supporting the decision and deliver it to both parties simultaneously.

The Notice of Decision will:

- a. Identity of who is issuing the decision;
- b. Notice of the finding of whether the alleged conduct occurred;
- c. Any individual remedies for the complainant;
- d. In non-violence cases, notice of any sanctions imposed on the accused that directly relate to the complainant;
- e. In violence cases, notice of all sanctions imposed on the accused;
- f. Steps being taken to eliminate the misconduct and prevent recurrence;
- g. Process to file an appeal of the decision.

11. Sanctions, Protective Actions, and Remedies

a. Sanctions:

- i. Sanctions will be determined by the Title IX Coordinator and other College officials, as appropriate.
- ii. Sanctions will be communicated with College officials only on a need-to-know basis to ensure the sanctions are implemented appropriately.
- iii. Students who have violated the Sexual Misconduct Policy are subject to any sanctions set forth in the Code of Student Conduct or other Program policies, up to and including expulsion. For students, sanctions include verbal reprimands, written warnings, probation, loss of privileges, limits to access and/or movement on campus, restitution, educational or work assignments, suspension for a period of one or more days, expulsion, withholding a degree, removal from courses, etc. Students could have their privileges to participate in extracurricular activities temporarily suspended if involved in an ongoing investigation.
- iv. Employees who have violated the Sexual Misconduct Policy will be subject to sanctions including warning, reprimand, limits to access and/or movement on campus, suspension with or without pay, suspension for part of a day or for a period of one or more days, demotion, and other forms of disciplinary action up to and including dismissal as appropriate under applicable District procedures.

To encourage reporting, a student victim's good faith report of a violation of the sexual violence or misconduct policy will be taken into consideration in determining an appropriate response to the reporting student's own misconduct (e.g., educational responses for alcohol/drug violations as opposed to disciplinary action).

- b. Protective Actions: Protective measures may be implemented as appropriate, including no-contact orders, trespass notices, or other protective measures. Although IECC does not issue orders of protection, IECC will enforce court ordered no-contact, restraining and/or protective orders to the fullest extent.
- c. Remedies: Remedies for the victim and/or complainant depend upon the specific nature of the complaint, as do remedies for the community as a whole.

Remedies for the victim and/or complainant may include, but are not limited to:

- Assisting the victim and/or complainant to change his/her academic and/or work environment if requested and if reasonably available;
- Providing an escort to ensure that the victim and/or complainant can move safely between classes, vehicle and/or activities;
- Ensuring that the victim and/or complainant and the respondent do not attend the same classes;
- Identifying counseling and/or advocacy services;
- Identifying medical services;

- Providing academic support services, such as tutoring;
- Arranging for the victim and/or complainant to re-take a course or withdraw from a class without penalty, including ensuring that any changes do not adversely affect the victim and/or complainant's academic record; and
- Reviewing disciplinary actions taken against the victim and/or complainant to see if there is a causal connection between the harassment and the misconduct that may have resulted in the victim and/or complainant being disciplined.

Remedies for the community as a whole may include, but are not limited to.

- Offering counseling, health, mental health, or other holistic and comprehensive victim services to all students and employees affected by sexual discrimination, harassment, and/or misconduct;
- Designating individuals to be available to assist victims of sexual discrimination, harassment and/or misconduct whenever needed;
- Developing materials on sexual discrimination, harassment and misconduct for campus-wide distribution to students, employees, and/or third-parties;
- Creating a committee of students and personnel to identify strategies for preventing and addressing sexual discrimination, harassment and misconduct; and
- Conducting periodic climate surveys to identify how students and employees perceive and experience sexual discrimination harassment and misconduct at Illinois Eastern Community Colleges.

Title IX Appeal Procedures for Student Victims and/or Complainants and Student Respondents

A. Appeal Request

A victim and/or complainant or a student respondent who wishes to appeal the decision reached by the Title IX Coordinator or his/her designee at the conclusion of a formal investigation must submit a written request for appeal to the Appeal Authority (AA). This request must be submitted to the Title IX Coordinator within 10 business days after receipt of the Title IX Coordinator/Deputy Coordinator's Notice of Decision. In the event a student victim and/or complainant or a student respondent does not appeal within the required 10 business day period, the decision of the Title IX Coordinator and/or Deputy Coordinator will be final.

Note: If the victim and/or complainant or respondent is an employee, then any employee misconduct appeal procedures are as outlined in other applicable policies, including grievance procedure.

The appeal request must be typewritten, must indicate if the requestor wishes to appear in person before the AA, and must state the grounds for appeal. Appeals must be made on the basis of one or more of the following grounds:

1. Procedural error was committed.
2. The finding of facts contained in the decision included inaccurate information.
3. Specific evidence considered during the investigation is objectionable.
4. Evidence not offered during the investigation is now available. In such cases, the new evidence must be described.
5. The sanction imposed is lenient, excessive or otherwise inappropriate.

Within 10 business days after receipt of the appeal request, the Title IX Coordinator or his/her designee will decide whether to grant the appeal based on whether the appeal meets one of the above enumerated grounds for appeal and shall send written notification to the respondent and complainant stating: 1. That the appeal has been filed;

2. The specific reason for the appeal, including a copy of the written appeal document;
3. That they have the opportunity to submit additional relevant information and/or statements for review to the Title IX Coordinator within five (5) business days; and
4. The identity of the Appeal Authority.
 - a. If the accused is a student, the Appeal Authority shall be the Director of Human Resources.
 - b. If the accused is an employee, the Appeal Authority shall be the Director of Information & Communications Technology.

If the appeal is granted, the matter will be referred to the AA, and the Hearing Procedures for the AA set forth below will be followed. In the event of an appeal, the decision(s) of the AA will be final in all cases, other than for cases resulting in a recommendation for suspension or expulsion.

The Title IX Coordinator will ensure that the Appeal Authority is provided with the following materials: (a) the notice of complaint document; (b) the investigatory materials (including all interview recordings and tangible evidence considered by the Investigator during the investigation); (c) the Investigator's Notice of Decision; (d) the Notice of Appeal; and (e) any documents/statement provided to the Notice of Appeal. These materials comprise the "Record on Appeal."

The Appeal Authority will review the Record on Appeal for one or more of the following purposes:

1. To assess whether a material deviation from written procedures impacted the fairness of the investigation;
2. To determine whether the decision was supported by substantial evidence;
3. To determine whether the sanction(s) imposed were appropriate for the violation of this Policy;
4. To consider new information, sufficient to alter a decision not brought out in the original hearing because such information and/or facts were not known to the person appealing at the time of the original hearing.

B. Establishment of the Standing Appeal Authority

The Appeal Authority may make recommendations on appropriate disciplinary cases referred to it or appealed to it by student victims, complainants and/or students who are the subject of disciplinary actions involving disciplinary suspension and expulsion. The AA will be established each fall and each member shall receive training as required by law. It will be composed of the following persons to be appointed by the CEO:

Director of Human Resources, Tara Buerster

Alternate: Director of Information & Communications Technology, Alex Cline

None of the above-named persons may sit in any case in which they have a direct personal interest or played a role in the underlying investigation. Note that when cases involve employees, the AA will be the Director of Information & Communications Technology. The CEO may appoint interim members as required.

C Hearing Procedures for the Appeal Authority

1. The hearing will be closed to the public.
2. The victim and/or complainant and respondent shall each be entitled to appear in person with an advisor (as defined above) and present his/her case to the AA, and call witnesses in his/her behalf.

When requested by the victim, the AA shall make arrangements so that the victim and respondent do not have to be in the same room at the same time (such as by arranging for participation via videophone, closed circuit television, video conferencing, or other means).

3. The hearing will begin with a presentation by the Title IX Coordinator/Deputy Coordinator of his/her determination, followed by a presentation by the appellant. The appellee may present his/her case as well.
4. The Title IX Coordinator/Deputy Coordinator, appellant and appellee may present information in oral and written form, by witnesses and/or through documents. The parties will be given an opportunity to question witnesses. However, the complainant and the respondent may not directly cross examine one another, but may, at the discretion and direction of the individual or individuals resolving the complaint, suggest questions to be posed by the individual or individuals resolving the complaint and respond to the other party.
5. The AA reserves the right to hear the testimony of witnesses separately, so that the witnesses will not hear each other's testimonies.
6. Pertinent and relevant information will be reviewed by the AA without regard for the legal rules of evidence.
7. The Title IX Coordinator/Deputy Coordinator, appellant and appellee may make closing statements at the conclusion of the hearing on both the issue of misconduct and the issue of the recommended discipline.
8. An audio recording of the proceedings will be created and a record will be made available to either party upon request.
9. The AA will render its written decision within 7 business days after the hearing, absent extenuating circumstances. The decision will be to affirm, reverse or modify the Title IX Coordinator/Deputy Coordinator's determination as to the violation of Policy and the sanction imposed (if any).
10. If a student respondent is found not to have engaged in Sexual Misconduct in violation of Policy, and if coursework has been missed as a direct result of the action taken against the student respondent, appropriate action will be taken to assist the student respondent in completing the course(s).
11. In all cases other than suspension or expulsion, the decision of the AA is final.
12. If the decision of the AA is to suspend or expel the student respondent, that decision will be transmitted to the Chief Academic Officer. The student respondent will then have two business weeks after the decision to appeal pursuant to the standard student grievance procedure. The appeal/grievance will consist of the student respondent's written statement of disagreement with the decision and argument for reversal, relevant documentation and the recording or transcript of the AA hearing. Upon further advancement of a grievance, relevant information will be reviewed before making a decision to uphold the suspension or expulsion or to take other appropriate action.

Training, Prevention and Education

A. For Students and Employees

IECC will provide ongoing awareness and prevention training programs to ensure students and employees are provided substantive opportunities to learn about sexual misconduct including primary prevention, bystander intervention, risk reduction, consent, reporting methods, relevant policies and procedures, retaliation, survivor strategies, the impact of trauma, relevant definitions, and other pertinent topics. Students will also receive a copy of the Preventing Sexual Misconduct Policy and the related protocols.

B. For Employees or Other Designated Partners

1. IECC will provide 8-10 hours of annual survivor-centered and trauma-informed training to employees involved in: the receipt of a report of a student sexual violence, referral or provision of services to a survivor, or any campus complaint resolution procedure for all forms of Sexual Misconduct. Such employees include the Sexual Misconduct Investigators, Title IX Coordinator, Deputy Coordinators, and Appeal Authorities.
2. IECC will provide all employees that are classified as Responsible Employees with annual training on primary prevention, bystander intervention, risk reduction, consent, reporting obligations, investigation procedures, confidentiality requirements, relevant policies and procedures, retaliation, the impact of trauma, relevant definitions, and other pertinent topics.
3. IECC will provide confidential advisors with periodic training on the District administrative processes, interim protective measures, and complaint resolution procedures.

The Title IX Coordinator will annually review training offerings to identify ways in which to enhance its effectiveness.

Publication

The following will be prominently published on the District website, updated regularly and made available: the comprehensive Policy; student notification of rights, contact information for Title IX coordinator and Deputy Coordinators; confidential resources and advisors and counseling services; and an explanation of responsibilities of Title IX coordinators, Responsible Employees and mandated reporters.

Task Force

The Board, through its CEO, will also establish a campus-wide task force or participate in a regional task force focused on improving coordination between community leaders and service providers to prevent Sexual Misconduct.

1. The task force shall meet a minimum of twice per year for the purpose of discussing and improving upon the following areas: best practices as they relate to prevention, awareness, education, and response to Sexual Misconduct; IECC's comprehensive Policy and procedures; and collaboration and information-sharing among IECC, community-based organizations, and law enforcement.
2. The task force shall consist of individuals, including campus staff, faculty, and students. Individuals from the following entities should be invited to serve on the task force: a community-based sexual assault crisis center; a community-based domestic violence agency; local law enforcement; and the local State's Attorney's Office.
3. The task force shall receive annual training to members of its taskforce on the awareness and prevention of Sexual Misconduct; IECC's comprehensive Policy on Sexual Misconduct; the provisions of federal and State law concerning survivors of Sexual Misconduct; survivor-centered responses and the role of community advocates; the role and function of each member on the taskforce for the purpose of ensuring a coordinated response to reported incidences of Sexual Misconduct; and trauma-informed responses to Sexual Misconduct.

Reporting

The Board, through its CEO will comply with all reporting requirements established pursuant to the Illinois Board of Higher Education Act, the Preventing Sexual Violence in Higher Education Act, and the Clery Act.

Notification of Rights and Options

A victim of Sexual Misconduct has a right to report (or not report) the incident to Illinois Eastern Community Colleges.

Reporting to IECC

If you choose to make a report the following individuals will receive the report, will investigate, and resolve the matter pursuant to Policy. IECC respects the sensitive nature of such complaints and the privacy of victims of Sexual Misconduct but cannot guarantee complete confidentiality in meeting its responsibility to investigate and address the report. Any of these individuals will help a victim notify law enforcement of an incident, although it is the victim's choice whether or not to make such a report.

- A. The Title IX Coordinator is: Ashlee Spannagel, Program Director of Grants, Compliance, & Outreach, 320 East North Avenue, Noble, IL 62450, 618-393-3491, spannagela@iecc.edu.
- B. The Deputy Title IX Coordinators are:

<u>Frontier Comm. College</u>	<u>Lincoln Trail College</u>	<u>Olney Central College</u>	<u>Wabash Valley College</u>
Jan Wiles Assistant Dean of Student Services 2 Frontier Drive Fairfield, IL 62837 618-847-9133 or 877-464-3687 wilesj@iecc.edu	Julie Higginbotham Assistant Dean of Student Services 11220 State Highway 1 Robinson, IL 62454 618-546-2252 or 866-582-4322 higginbothamj@iecc.edu	Andi Pampe Assistant Dean of Student Services 305 North West Street Olney, IL 62450 618-393-3305 or 866-622-4322 pampea@iecc.edu	Tiffany Cowger Assistant Dean of Student Services 2200 College Drive, Mt. Carmel, IL 62863 618-263-5535 or 866-982-4322 cowgert@iecc.edu

- C. Electronic/Anonymous reporting: <https://www.iecc.edu/e4/forms/svcf/default.php>
- D. Additional Non-Confidential Resources On-Campus:

<u>Frontier Comm. College</u>	<u>Lincoln Trail College</u>	<u>Olney Central College</u>	<u>Wabash Valley College</u>
Faculty/Administrators/Supervisors Athletic Director & Coaches Student Group Advisors & Student Advisors	Faculty/Administrators/Supervisors Athletic Director & Coaches Student Group Advisors & Student Advisors	Faculty/Administrators/Supervisors Athletic Director & Coaches Student Group Advisors & Student Advisors	Faculty/Administrators/Supervisors Athletic Director & Coaches Student Group Advisors & Student Advisors

- E. District Office, Human Resources Department (when an employee is involved): 618-393-2982, ext. 5521

Responsive Procedures:

Pursuant to Policy, IECC will investigate reports of Sexual Misconduct. A victim may request, and IECC will evaluate, interim protective measures to address victim safety, including obtaining and enforcing a no-contact order or order of protection. IECC does not issue such orders, but victims can contact local law enforcement agencies to secure a no-contact order or order of protection.

Upon receipt of a report of Sexual Misconduct, IECC will initiate a prompt, fair and thorough investigation through the Title IX Coordinator. The victim/complainant and respondent(s) will be afforded the opportunity to present information and witnesses, and IECC will make a good faith effort to contact and interview any witnesses identified by the parties, including those no longer at the College. IECC strictly prohibits retaliation against the complainant, respondent, or other witnesses.

Upon conclusion of the investigation, the Title IX or Deputy Title IX Coordinator will notify the victim/complainant of the determination and of any remedies offered or provided by IECC to the victim and any disciplinary sanctions on the respondent(s) that directly relate to the victim/complainant. A victim/complainant and a student respondent may utilize the appeal process provided by Policy upon conclusion of the investigation.

Confidential Options for Reporting:

The following confidential advisors have been identified to provide support to victims. These advisors are not required to report any information about an incident to the Title IX Coordinator without a victim's permission:

CAISA, Robinson, IL (serving Lincoln Trail, Olney Central, and Wabash Valley)	618- 544-9379
	After-Hours Crisis Hotline: 866-288-4888
SAFE, Mt. Vernon, IL (serving Frontier)	618-244-9330
	After-Hours Crisis Hotline: 800-625-1414

Additional Off-Campus Resources:

The following local health, mental health, counseling and advocacy services are available for victims. At a victim's request, IECC personnel identified above can assist victims in accessing these services.

- IECC Employee Assistance Program 1-855-775-4357 or www.rsli.acieap.com
- Illinois Coalition Against Sexual Assault: 217-753-4117 or www.icasa.org
- National Sexual Assault Hotline: 800-656-HOPE(4673); <https://www.rainn.org/get-help/national-sexual-assault-hotline>
- National Domestic Violence Help Line: 877-TO END DV (877-863-6338); http://www.cityofchicago.org/dam/city/depts/fss/supp_info/DV/MODVsafteycardEnglish.pdf
- AARDVARC – An Abuse, Rape and Domestic Violence Aid and Resource Collection at www.aardvarc.org
- The Illinois Coalition Against Domestic Violence: 217-789-2830; http://www.ilcadv.org/about_icadv/contact.asp
- Illinois Attorney General's Office: 1-800-228-3368; www.ag.state.il.us/victims/
- Illinois Crime Victims Bill of Rights 725 ILCS 120-1: <http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=1970&ChapterID=54>
- Illinois Crime Victims Compensation Program: 800-228-3368; <http://www.ag.state.il.us/victims/cvc.html>
- Illinois Department of Children and Family Services: 800-25-ABUSE (800-252-2873); <http://www.state.il.us/dcfs/index.shtml>

<u>Frontier Comm. College</u>		<u>Lincoln Trail College</u>		<u>Olney Central College</u>		<u>Wabash Valley College</u>	
Fairfield Police	911	Robinson Police	911	Olney Police	911	Mt. Carmel Police	911
Wayne Co. Sheriff	842-6631	Crawford Co. Sheriff	546-1515	Richland Co. Sheriff	395-7481	Wabash Co. Sheriff	262-4186
*Fairfield Memorial	842-2611	*Crawford Memorial	544-3131	*Carle Richland Memorial	395-2131	*Wabash General	262-8621
303 NW 11 th Street		1000 N Allen Street		800 E. Locust Street		1418 College Drive	
Fairfield, IL 62837-2601		Robinson, IL 62454		Olney, IL 62450		Mt. Carmel, IL 62863	
SAFE	244-9330	CAISA	544-9379	CAISA	544-9379	CAISA	544-9379
Wayne Family Counseling		Crawford Family Counseling		Richland Family Counseling		Depot Counseling	
Regular Hours	842-2125	Regular Hours	546-1021	Regular Hours	395-4306	Regular Hours	263-4970
24 Hour Crisis	395-5026	24 Hour Crisis	395-5026	24 Hour Crisis	395-5026		

** Indicates health care options which provide rape kits and/or Sexual Assault Nurse Examiners. Seeking medical treatment also serves to preserve physical evidence of sexual violence.*

Appendix A

The following have been appointed by the Chief Executive Officer to receive and investigate allegations of sexual misconduct, sexual assault, domestic violence, dating violence, or stalking:

Frontier Community College

2 Frontier Drive
Fairfield, IL 62837
Phone: (618) 842-3711

Megan Black
Eric Resor

Lincoln Trail College

11220 State Highway 1
Robinson, IL 62454
Phone: (618) 544-8657

Tyler Browning
Rena Gower

Olney Central College

305 North West Street
Olney, IL 62450
Phone: (618) 395-7777

Linda Horn
Doug Shipman

Wabash Valley College

2200 College Drive
Mt. Carmel, IL 62863
Phone: (618) 262-8641

Kalie Naas
John Day

Workforce Education

John A. Logan College
Carterville, IL 62918
Phone: (618) 985-3741

Laurel Taylor
Kim Underwood

District Office

233 East Chestnut Street
Olney, IL 62450
Phone: (618) 393-2982

Bonnie Chaplin
Alex Cline

The Chief Executive Officer shall update Appendix A as necessary.

Agenda Item #7

Policy Second Reading

None

Agenda Item #8

Staff Recommendations for Approval

Agenda Item #8A

2017 Program Review

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: 2017 Program Review Report

The IECC Program Review Report contains a detailed review of specific career and technical education programs and academic transfer disciplines based on quality, cost, and need.

During this year's review of programs and services, the District and the colleges reviewed 29 career and technical education degrees and certificates as well as the academic discipline of Communications\English. Academic support services reviews consisted of Admissions, Recruiting, and Registration and Records.

As a result of the District's program review, programs and services are continually reviewed with a focus on quality, cost, and need. Program review provides an opportunity to update curricula to accommodate changes in the field and identify resource needs as well as assess support services that contribute to academic programs and the achievement of IECC's mission.

A link to the IECC 2017 Program Review Report has been sent to the Board. Printed copies of the 2017 Program Review will be available at the Board meeting.

The report was approved by the Cabinet on July 12, 2017, and is due to the Illinois Community College Board by August 1, 2017.

I ask the Board's approval for submission of this report to the Illinois Community College Board.

TLB/rs

Agenda Item #8B

2017-2018 Catalog

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: 2017-2018 IECC Catalog

The District's catalog sets forth the courses, programs, degrees and certificates, and establishes the District policies that apply to the operation of the District and its students. Throughout the year, the Board has approved changes to the catalog, which are added as they are approved by the Board, to the electronic version of the District's catalog on the IECC website. This amended electronic version becomes the legal binding document for the District's relationship with students, faculty, and staff. A listing of the changes approved by the Board since the last printed catalog follows.

Because high school counselors continue to use the catalog when advising students, the District will print 870 catalogs at a cost of approximately \$4370.84.

A link to the updated catalog has been sent to the Board for review and is posted on the IECC website.

I ask for the Board's approval to print the 2017-2018 IECC catalog.

TLB/rs

IECC CATALOG CHANGES 2016-2017

Revised Appendix G Credit by Examination.....	8/16
Noted QAC C280- FCC is not currently offered (inactive).....	8/16
Removed “Pending Approval” on Graphic Arts & Design D199 – FCC.....	8/16
Replaced COMPASS with ACCUPLACER on Electronic Medical C194-LTC	8/16
Revised Financial Section – Dual Credit Tuition Charge added, and PNC courses removed	9/16
Revised Admissions Section- Student Information Check Sheet- Placement Testing revised	9/16
Welding C276 – fixed typo error for MTH 1201	9/16
Revised Medical Office Assistant –D190, Medical Coding Associate, C189, OCC	9/16
Revised MS Office Specialist –C244- FLOW	9/16
Removed Industrial Quality Control – C280 – FCC due to inactive status.....	9/16
Removed Information Systems Support ISS D471, Application Specialist ISS C473, Hardware Support Specialist ISS C474, Network+Certification, ISS C475, Microsoft Certified Application, ISS C476, and A+Certification ISS C477, - FCC.....	9/16
Revised Contents, Financial Divider, General Program Outlines Divider, Transfer Program Divider, Allied Health Divider and Allied Health Section, Course Description Divider, Joint Agreement Divider, Appendices Divider, Index. Renumbered catalog from Financial Section to Index Section	9/16
Revised Social Services Specialist D425 – WVC	10/16
Revised Contents, Admissions, Student Right to Know, General Programs, Appendices. Divider pages for those sections also updated as needed.	11/16
Revisions to Student Policy 500.18 – Transfer Degree Educational Guarantee Policy In Student Right to Know section and Appendices	12/16
Revised Federal Grants and Veteran’s Programs under Financial Section	1/17
Revised Inside Cover page.....	1/17
Revised Radio –TV Broadcasting –D255 Program to Radio/TV and Digital Media-(Effective 7- 17)	1/17
Revised Nursing (D350) –Allied Health Section.....	1/17
Revised Appendices, Appendices (100.17) Appendices Divider page, and Index.....	1/17
Revised Content Page	2/17
Revised Financial Section – Added Activity Fee, revised Student Support Fee & Maintenance Fee, and added Electrical Distribution Program Fee	2/17
Revised Financial Aid Divider.....	2/17
Revised General Program Section	2/17
Revised Cosmetology C260.....	2/17
Minor corrections made to D121, D500, D292, D365, D255, C382, C189, & C570	3/17
Student Services Section – Job Location Services removed	3/17
Revision of Appendices C for LTC Official Responsible for Records, and addition of Appendices Q- Dual Credit Policy 500.31.....	3/17
Revision of Contents, Academics (Dual Credit revision), & Student Right to Know.....	3/17
Revision of Early Childhood Education ECD D355- WVC.....	4/17
Added ECE Level 2 (ECD C353) and ECE Level 3 (ECD C354) Credential Certificates – WVC.....	4/17
Revised ADV Industrial Technician INDS C548 – WVC.....	4/17
Revised Course Prefix Section.....	4/17
Revised Financial Section.....	4/17
Revised General Program Section	4/17
Revised Board of Trustees	4/17
Revised Admissions Section – (Policy 500.15) Residency	4/17

Revised Horticulture D387, Corrections Parole Office D392 & Corrections Youth Supervisor LTC.....	4/17
Revised Inside Cover, Contents, Divider Pages, Index	4/17
Revised Collision Repair Technology AUB D515 – OCC.....	5/17
Revised Computer Telephony CTY D449, CTY C484, OPS Technician, TELCS C446, Interconnect Technician TELCS C447 , and Industrial Management INDMG D274– LTC.....	5/17
Revised Electronic Medical Records, HIM C194 – LTC	5/17
Revised Process Tech. PTEC C301 & D302, & Petroleum Drilling Tech. PPET C303 & D304	5/17
Added newly approved IAI courses for GECC – SOC 1109 - Sociology of Religion (H5 900) and SOC 1110 - Gods, Heroes, and Society (H9-901).....	5/17
Revised Student Services Section – added Meal Plan options	5/17
Revised Emergency Prep – Vol. Firefighter II FIRE 2 – C400	5/17
Revised program descriptions For PARA C421 and PARA C14.....	5/17
Revised Financial page for fees for Health Information Management, Medical Assistant, and Pharmacy Technician and removed Ladder/Certificate Program Fees.....	5/17
Revised program descriptions for Advanced Manufacturing MANUF C556, C557,C558, C559, and C566	5/17
Revised Board of Trustees page	5/17
Revised Administrative page	5/17
Revised Contents, Dividers, and Index.....	5/17
2017-2018 Catalog changes also include:	
Revision of Radiography XRAY D327 – OCC.....	5/17
Added Shooting Range Safety Officer FST Certificate C574 – WVC (Pending ICCB approval)	5/17
Added Telecommunications Technology TEL D485 – LTC	5/17
Revised Financial Aid section- Dual Credit and Conceal Carry Course Fee	5/17
Removed Transfer Program Outlines Section	5/17
Removed Joint Agreement Section.....	5/17
Revised Board of Trustees page (Lane picture added)	5/17
Updated Course Descriptions Section	5/17

Agenda Item #8C

Prevailing Rate of Wages

MEMORANDUM

TO: Board of Trustees

FROM: Terry L. Bruce

DATE: July 18, 2017

RE: Prevailing Rate of Wages

The State of Illinois enacted “An Act regulating wages of laborers, mechanics and other workers employed in any public works by the State, county, city, or any public body or any political subdivision or by anyone under contract for public works,” on June 26, 1941. This Act is known unofficially as the “Prevailing Wage Act”. The Act requires all public entities to pay pursuant to the prevailing wages as provided by the Illinois Department of Labor. The District complies with this Act.

The most recent prevailing wage rates from the Illinois Department of Labor for the campus counties of Crawford, Richland, Wabash and Wayne are attached.

I ask the Board’s approval of the prevailing rate of wages as determined by the Illinois Department of Labor for the counties of Crawford, Richland, Wabash and Wayne.

TLB/akb

Attachment

**AN ORDINANCE OF THE BOARD OF TRUSTEES
OF ILLINOIS EASTERN COMMUNITY COLLEGES
COUNTIES OF CRAWFORD, RICHLAND, WABASH AND WAYNE, ILLINOIS
ASCERTAINING THE PREVAILING RATE OF WAGES
FOR LABORERS, MECHANICS AND OTHER WORKERS EMPLOYED
IN ANY PUBLIC WORKS OF SAID DISTRICT**

WHEREAS, the State of Illinois has enacted "An Act regulating wages of laborers, mechanics and other workers employed in any public works by the State, county, city or any public body or any political subdivision or by anyone under contract for public works," approved June 26, 1941, as amended and

WHEREAS, the aforesaid Act requires that the Board of Trustees of Illinois Eastern Community Colleges District #529, counties of Crawford, Richland, Wabash and Wayne investigate and ascertain the prevailing rate of wages as defined in said Act for laborers, mechanics and other workers in the locality of said Board of Trustees, employed in performing construction of public works, for said Board of Trustees.

NOW THEREFORE, BE IT ORDAINED BY THE CHIEF EXECUTIVE OFFICER AND BOARD OF TRUSTEES OF ILLINOIS EASTERN COMMUNITY COLLEGES DISTRICT #529:

SECTION 1: To the extent and as required by "An Act regulating wages of laborers, mechanics and other workers employed in any public works by State, county, city or any public body or any political subdivision or by anyone under contract for public works," approved June 26, 1941, as amended, the general prevailing rate of wages in this locality for laborers, mechanics and other workers engaged in construction of public works coming under the jurisdiction of the Board of Trustees is hereby ascertained to be the same as the prevailing rate of wages for construction work in Crawford, Richland, Wabash and Wayne Counties as determined by the Department of Labor of the State of Illinois as of **June of 2017**, a copy of that determination being attached hereto and incorporated herein by reference. As required by said Act, any and all revisions of the prevailing rate of wages by the Department of Labor of the State of Illinois shall supersede the Department's June determination and apply to any and all public works construction undertaken by the Board of Trustees. The definition of any terms appearing in this Ordinance which are also used in aforesaid Act shall be the same as in said Act.

SECTION 2: Nothing herein contained shall be construed to apply said general prevailing rate of wages as herein ascertained to any work or employment except public works construction of the BOARD OF TRUSTEES to the extent required by the aforesaid Act.

SECTION 3: The Board Secretary shall publicly post or keep available for inspection by any interested party in the main office of the Board of Trustees this determination or any revisions of such prevailing rate of wage. A copy of this determination or of the current revised determination of prevailing rate of wages then in effect shall be attached to all contract specifications.

SECTION 4: The Board Secretary shall mail a copy of this determination to any employer, and to any association of employers and to any person or association of employees who have filed their names and addresses, requesting copies of any determination stating the particular rates and the particular class of workers whose wages will be affected by such rates.

SECTION 5: The Board Secretary shall promptly file a certified copy of this Ordinance with both the Secretary of State Index Division and the Department of Labor of the State of Illinois.

SECTION 6: The Board Secretary shall cause to be published in a newspaper of general circulation within the area a copy of this Ordinance, and such publication shall constitute notice that the determination is effective and that this is the determination of this public body.

PASSED THIS 18th day of July, 2017.

APPROVED: _____
Chairman of the Board of Trustees
Illinois Eastern Community Colleges

(SEAL)

ATTEST: _____
Board Secretary

STATE OF ILLINOIS)
COUNTIES OF CRAWFORD, RICHLAND, WABASH, AND WAYNE) s.s.
ILLINOIS EASTERN COMMUNITY COLLEGES)

CERTIFICATE

I, Renee Smith, DO HEREBY CERTIFY THAT I am the Board Secretary in and for the Board of Trustees; that the foregoing is a true and correct copy of an Ordinance duly passed by the Chief Executive Officer and Board of Trustees of Illinois Eastern Community Colleges being entitled: "AN ORDINANCE OF THE BOARD OF TRUSTEES OF ILLINOIS EASTERN COMMUNITY COLLEGES, COUNTIES OF CRAWFORD, RICHLAND, WABASH AND WAYNE, ILLINOIS ASCERTAINING THE PREVAILING RATE OF WAGES FOR LABORERS, MECHANICS AND OTHER WORKERS EMPLOYED IN ANY PUBLIC WORKS OF SAID DISTRICT," at a regular meeting held on the 18th day of July, 2017, the ordinance being a part of the official records of said Board of Trustees.

DATED: This 18th day of July, 2017.

Board Secretary

(SEAL)

CERTIFICATE

To All To Whom These Presents Shall Come, Greeting:

I, Renee Smith, Secretary, Board of Trustees, do hereby certify that the
(Name of Certifying Official) (Title of Certifying Official)

attached is a true and correct copy of Ordinance/Resolution adopted by

Illinois Eastern Community Colleges Board of Trustees on July 18, 2017.
(Name of Public Body) (Date of Adoption)

(SEAL)

(Signature of Official)

LEGAL NOTICE

The Board of Trustees of Illinois Eastern Community Colleges, District No. 529, State of Illinois, on July 18, 2017, passed an ordinance establishing the prevailing wage rates for construction on public works, as determined by the Illinois Department of Labor. Anyone wishing to inspect said ordinance may do so at the Business Office of IECC, 233 East Chestnut Street, Olney, Illinois, during normal office hours, Monday through Friday.

By order of the Board of Trustees
Renee Smith, Board Secretary

This schedule contains the prevailing wage rates required to be paid for work performed on or after Monday, June 5, 2017, on public works projects in this County. Pursuant to 820 ILCS 130/4, public bodies in this County that have active public works projects are responsible for notifying all contractors and subcontractors working on those public works projects of the change (if any) to rates that were previously in effect. The failure of a public body to provide such notice does not relieve contractors or subcontractors of their obligations under the Prevailing Wage Act, including the duty to pay the relevant prevailing wage in effect at the time work subject to the Act is performed. gg

CRAWFORD COUNTY PREVAILING WAGE RATES EFFECTIVE JUNE 5, 2017

Trade Title	Region	Typ	Class	Base Wage	Foreman Wage	M-F OT	OSA	OS H	H/W	Pensn	Vac	Trng
ASBESTOS ABT-GEN	All	All		27.55	28.00	1.5	1.5	2.0	6.72	13.42	0.00	0.90
ASBESTOS ABT-MEC	All	BLD		22.40	23.40	1.5	1.5	2.0	6.80	6.55	0.00	0.50
BOILERMAKER	All	BLD		34.34	36.84	1.5	1.5	2.0	7.07	22.13	1.50	0.71
BRICK MASON	All	BLD		30.00	31.50	1.5	1.5	2.0	8.00	10.92	0.00	0.85
CARPENTER	All	BLD		31.80	34.05	1.5	1.5	2.0	8.20	15.40	0.00	0.52
CARPENTER	All	HWY		30.43	32.18	1.5	1.5	2.0	8.20	15.40	0.00	0.52
CEMENT MASON	All	BLD		32.26	34.01	1.5	1.5	2.0	8.00	9.50	0.00	0.50
CEMENT MASON	All	HWY		28.97	30.47	1.5	1.5	2.0	8.00	7.11	0.00	0.30
CERAMIC TILE FNSHER	All	BLD		29.58	0.00	1.5	1.5	2.0	7.20	8.20	0.00	0.00
COMM SYSTEMS TECH	All	BLD		27.10	29.80	1.5	1.5	2.0	6.85	5.19	0.00	0.29
ELEC PWR EQMT OP	All	All	1	39.15	53.92	1.5	1.5	2.0	6.36	10.96	0.00	0.39
ELEC PWR EQMT OP	All	All	2	34.96	53.92	1.5	1.5	2.0	6.36	9.79	0.00	0.35
ELEC PWR GRNDMAN	All	All		28.81	53.92	1.5	1.5	2.0	6.36	8.06	0.00	0.29
ELEC PWR LINEMAN	All	All		49.05	52.35	1.5	1.5	2.0	6.36	13.73	0.00	0.49
ELECTRICIAN	All	BLD		35.18	37.64	1.5	1.5	2.0	7.18	10.20	0.00	0.36
ELEV CONSTRUCTOR	All	BLD		42.52	47.84	2.0	2.0	2.0	14.43	8.96	3.40	0.60
GLAZIER	All	BLD		27.23	29.43	1.5	1.5	2.0	6.22	6.95	0.00	0.40
HT/FROST INSULATOR	All	BLD		29.99	30.99	1.5	1.5	2.0	5.05	10.09	0.00	0.28
IRON WORKER	All	All		29.84	32.83	1.5	1.5	2.0	6.60	11.90	0.00	0.35
LABORER	All	BLD		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
LABORER	All	HWY		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
LATHER	All	BLD		31.70	33.95	1.5	1.5	2.0	8.00	14.15	0.00	0.52
MACHINIST	All	BLD		45.35	47.85	1.5	1.5	2.0	7.26	8.95	1.85	0.00
MARBLE FINISHERS	All	BLD		29.58	0.00	1.5	1.5	2.0	7.20	8.20	0.00	0.00
MARBLE MASON	All	BLD		31.08	0.00	1.5	1.5	2.0	7.20	8.55	0.00	0.00
MILLWRIGHT	All	BLD		31.56	33.81	1.5	1.5	2.0	8.20	16.10	0.00	0.52
MILLWRIGHT	All	HWY		33.59	35.34	1.5	1.5	2.0	8.20	16.82	0.00	0.52
OPERATING ENGINEER	All	All	1	40.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGINEER	All	All	2	39.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGINEER	All	All	3	25.00	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
PAINTER	All	All		26.80	28.30	1.5	1.5	2.0	7.97	10.95	0.00	0.60
PILEDRIVER	All	BLD		32.80	35.05	1.5	1.5	2.0	8.20	15.40	0.00	0.52
PILEDRIVER	All	HWY		30.43	32.18	1.5	1.5	2.0	8.20	15.40	0.00	0.52
PIPEFITTER	All	All		37.03	39.81	1.5	1.5	2.0	7.05	6.63	0.00	0.70
PLASTERER	All	BLD		32.05	34.05	1.5	1.5	2.0	8.00	11.37	0.00	0.50
PLUMBER	All	All		37.03	39.81	1.5	1.5	2.0	7.05	6.63	0.00	0.70
ROOFER	All	BLD		27.00	30.00	1.5	1.5	2.0	6.60	5.35	0.00	0.00
SHEETMETAL WORKER	All	BLD		31.39	32.96	1.5	1.5	2.0	7.35	7.69	0.00	1.09
SPRINKLER FITTER	All	BLD		37.12	39.87	1.5	1.5	2.0	8.42	8.50	0.00	0.35
STONE MASON	All	BLD		30.00	31.50	1.5	1.5	2.0	8.00	10.92	0.00	0.85
TERRAZZO FINISHER	All	BLD		31.08	0.00	1.5	1.5	2.0	7.20	8.55	0.00	0.00
TERRAZZO MASON	All	BLD		31.52	31.52	1.5	1.5	2.0	8.00	9.71	0.00	0.10
TILE LAYER	All	BLD		30.70	32.95	1.5	1.5	2.0	8.00	13.65	0.00	0.52
TILE MASON	All	BLD		31.08	0.00	1.5	1.5	2.0	7.20	8.55	0.00	0.00

TRUCK DRIVER	All	All	1	28.95	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	2	29.35	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	3	29.55	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	4	29.80	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	5	30.55	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	O& C	1	23.16	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	O& C	2	23.48	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	O& C	3	23.64	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	O& C	4	23.84	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	O& C	5	24.44	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TUCKPOINTER	All	BLD		29.81	31.31	2.0	2.0	2.0	7.20	10.61	0.00	0.85

Explanations

CRAWFORD COUNTY

The following list is considered as those days for which holiday rates of wages for work performed apply: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Veteran's Day in some classifications/counties. Generally, any of these holidays which fall on a Sunday is celebrated on the following Monday. This then makes work performed on that Monday payable at the appropriate overtime rate for holiday pay. Common practice in a given local may alter certain days of celebration. If in doubt, please check with IDOL.

Oil and chip resealing (O&C) means the application of road oils and liquid asphalt to coat an existing road surface, followed by application of aggregate chips or gravel to coated surface, and subsequent rolling of material to seal the surface.

EXPLANATION OF CLASSES

ASBESTOS - GENERAL - removal of asbestos material/mold and hazardous materials from any place in a building, including mechanical systems where those mechanical systems are to be removed. This includes the removal of asbestos materials/
mold and hazardous materials from ductwork or pipes in a building when the building is to be demolished at the time or at some close future date.

ASBESTOS - MECHANICAL - removal of asbestos material from mechanical systems, such as pipes, ducts, and boilers, where the mechanical systems are to remain.

CERAMIC TILE FINISHER, MARBLE FINISHER, TERRAZZO FINISHER

Assisting, helping or supporting the tile, marble and terrazzo mechanic by performing their historic and traditional work assignments required to complete the proper installation of the work covered by said crafts. The term "Ceramic" is used for naming the classification only and is in no way a limitation of the product handled. Ceramic takes into consideration most hard tiles.

COMMUNICATION SYSTEMS TECHNICIAN

Installation, operation, inspection, maintenance, repair, and service of radio, television, recording, voice sound and vision production and reproduction apparatus, equipment and appliances used for domestic, commercial, education, entertainment and private telephone systems.

ELECTRIC POWER LINEMAN

Construction, maintenance and dismantling of overhead and underground electric power lines, including high voltage pipe type cable work, and associated structures and equipment.

ELECTRIC POWER EQUIPMENT OPERATOR - CLASS 1

Operation of all crawler type equipment D-4 and larger from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER EQUIPMENT OPERATORS - CLASS 2

Operation of all other equipment from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER GROUNDMAN

Applies to workers who assist the Electric Power Lineman from the ground.

TRUCK DRIVER - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Drivers on 2 axle trucks hauling less than 9 ton. Air compressor and welding machines and brooms, including those pulled by separate units, truck driver helpers, warehouse employees, mechanic helpers, greasers and tiremen, pickup trucks when hauling materials, tools, or workers to and from and on-the-job site, and fork lifts up to 6,000 lb. capacity.

Class 2. Two or three axle trucks hauling more than 9 ton but hauling less than 16 ton. A-frame winch trucks, hydrolift trucks, vactor trucks or similar equipment when used for transportation purposes. Fork lifts over 6,000 lb. capacity, winch trucks, four axle combination units, and ticket writers.

Class 3. Two, three or four axle trucks hauling 16 ton or more. Drivers on water pulls, articulated dump trucks, mechanics and working forepersons, and dispatchers. Five axle or more combination units.

Class 4. Low Boy and Oil Distributors.

Class 5. Drivers who require special protective clothing while employed on hazardous waste work.

SURVEY WORKER - Operated survey equipment including data collectors, G.P.S. and robotic instruments, as well as conventional levels and transits.

TRUCK DRIVER - OIL AND CHIP RESEALING ONLY

This shall encompass laborers, workers and mechanics who drive contractor or subcontractor owned, leased, or hired pickup, dump, service, or oil distributor trucks. The work includes transporting materials and equipment (including but not limited to, oils, aggregate supplies, parts, machinery and tools) to or from the job site; distributing oil or liquid asphalt and aggregate; stock piling material when in connection with the actual oil and chip contract. The Truck Driver (Oil & Chip Resealing) wage classification does not include supplier delivered materials.

OPERATING ENGINEERS - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Draglines, Derricks, Shovels, Gradalls, Mechanics, Tractor Highlift, Tournadozer, Concrete Mixers with Skip, Tournamixer, Two Drum Machine, One Drum Hoist with Tower or Boom, Cableways, Tower Machines, Motor Patrol, Boom Tractor, Boom or Winch Truck, Winch or Hydraulic Boom Truck, Tournapull, Tractor Operating Scoops, Bulldozer, Push Tractor, Asphalt Planer, Finishing Machine on Asphalt, Large Rollers on Earth, Rollers on Asphalt Mix, Ross Carrier or similar Machine, Gravel Processing Machine, Asphalt Plant Engineer, Paver Operator, Dredging Equipment, or Dredge Engineer, or Dredge Operator, Central Mix Plant Engineer, CMI or similar type machine, Concrete Pump, Truck or Skid Mounted, Engineer or Rock Crusher Plant, Concrete Plant Engineer, Ditching Machine with dual attachment, Tractor Mounted Loaders, Hydro Crane, Standard or Dinkey Locomotives, Scoopmobiles, Euclid Loader, Soil Cement Machine, Back Filler, Elevating Machine, Power Blade, Drilling Machine, including Well Testing, Caissons, Shaft or any similar type drilling machines, Motor Driven Paint Machine, Pipe Cleaning Machine, Pipe Wrapping Machine, Pipe Bending Machine, Apsco Paver, Boring Machine, (Head Equipment Greaser), Barber-Greene Loaders, Formless Paver, (Well Point System),

Concrete Spreader, Hydra Ax, Span Saw, Marine Scoops, Brush Mulcher, Brush Burner, Mesh Placer, Tree Mover, Helicopter Crew (3), Piledriver-Skid or Crawler, Stump Remover, Root Rake, Tug Boat Operator, Refrigerating Machine, Freezing Operator, Chair Cart- Self-Propelled, Hydra Seeder, Straw Blower, Power Sub Grader, Bull Float, Finishing Machine, Self-Propelled Pavement Breaker, Lull (or similar type Machine), Two Air Compressors, Compressors hooked in Manifold, Chip Spreader, Mud Cat, Sull-Air, Fork Lifts (except when used for landscaping work), Soil Stabilizer (Seaman Tiller, Bo Mag, Rago Gator, and similar types of equipment), Tube Float, Spray Machine, Curing Machine, Concrete or Asphalt Milling Machine, Snooper Truck-Operator, Backhoe, Farm Tractors (with attachments), 4 Point Lift System (Power Lift or similar type), Skid-Steer (Bob Cat or similar type), Wrecking Shears, Water Blaster.

Class 2. Concrete Mixers without Skips, Rock Crusher, Ditching Machine under 6', Curbing Machine, One Drum Machines without Tower or Boom, Air Tugger, Self-Propelled Concrete Saw, Machine Mounted Post Hole Digger, two to four Generators, Water Pumps or Welding Machines, within 400 feet, Air Compressor 600 cu. ft. and under, Rollers on Aggregate and Seal Coat Surfaces, Fork Lift (when used for landscaping work), Concrete and Blacktop Curb Machine, One Water Pump, Oilers, Air Valves or Steam Valves, One Welding Machine, Truck Jack, Mud Jack, Gunnite Machine, House Elevators when used for hoisting material, Engine Tenders, Fireman, Wagon Drill, Flex Plane, Conveyor, Siphons and Pulsometer, Switchman, Fireman on Paint Pots, Fireman on Asphalt Plants, Distributor Operator on Trucks, Tampers, Self-Propelled Power Broom, Striping Machine (motor driven), Form Tamper, Bulk Cement Plant, Equipment Greaser, Deck Hands, Truck Crane Oiler-Driver, Cement Blimps, Form Grader, Temporary Heat, Throttle Valve, Super Sucker (and similar type of equipment).

Class 3. Power Cranes, Truck or Crawler Crane, Rough Terrain Crane (Cherry Picker), Tower Crane, Overhead Crane.

Other Classifications of Work:

For definitions of classifications not otherwise set out, the Department generally has on file such definitions which are available. If a task to be performed is not subject to one of the classifications of pay set out, the Department will upon being contacted state which neighboring county has such a classification and provide such rate, such rate being deemed to exist by reference in this document. If no neighboring county rate applies to the task, the Department shall undertake a special determination, such special determination being then deemed to have existed under this determination. If a project requires these, or any classification not listed, please contact IDOL at 217-782-1710 for wage rates or clarifications.

LANDSCAPING

Landscaping work falls under the existing classifications for laborer, operating engineer and truck driver. The work performed by landscape plantsman and landscape laborer is covered by the existing classification of laborer. The work performed by landscape operators (regardless of equipment used or its size) is covered by the classifications of operating engineer. The work performed by landscape truck drivers (regardless of size of truck driven) is covered by the classifications of truck driver.

This schedule contains the prevailing wage rates required to be paid for work performed on or after Monday, June 5, 2017, on public works projects in this County. Pursuant to 820 ILCS 130/4, public bodies in this County that have active public works projects are responsible for notifying all contractors and subcontractors working on those public works projects of the change (if any) to rates that were previously in effect. The failure of a public body to provide such notice does not relieve contractors or subcontractors of their obligations under the Prevailing Wage Act, including the duty to pay the relevant prevailing wage in effect at the time work subject to the Act is performed.

RICHLAND COUNTY PREVAILING WAGE RATES EFFECTIVE JUNE 5, 2017

Trade Title	Region	Typ	Class	Base Wage	Foreman Wage	M-F OT	OSA	OSH	H/W	Pensn	Vac	Trng
ASBESTOS ABT-GEN	All	All		27.55	28.00	1.5	1.5	2.0	6.72	13.42	0.00	0.90
ASBESTOS ABT-MEC	All	BLD		22.40	23.40	1.5	1.5	2.0	6.80	6.55	0.00	0.50
BOILERMAKER	All	BLD		34.34	36.84	1.5	1.5	2.0	7.07	22.13	1.50	0.71
BRICK MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
CARPENTER	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
CARPENTER	All	HWY		34.24	35.99	1.5	1.5	2.0	6.80	8.75	0.00	0.45
CEMENT MASON	All	BLD		29.77	31.27	1.5	1.5	2.0	8.00	7.01	0.00	0.50
CEMENT MASON	All	HWY		28.97	30.47	1.5	1.5	2.0	8.00	7.11	0.00	0.30
CERAMIC TILE FNSHER	All	BLD		28.17	0.00	1.5	1.5	2.0	8.50	7.57	0.00	0.75
COMM SYSTEMS TECH	All	BLD		26.85	29.55	1.5	1.5	2.0	5.85	5.69	0.00	0.29
ELECTRIC PWR EQMT OP	All	All	1	39.15	53.92	1.5	1.5	2.0	6.36	10.96	0.00	0.39
ELECTRIC PWR EQMT OP	All	All	2	34.96	53.92	1.5	1.5	2.0	6.36	9.79	0.00	0.35
ELECTRIC PWR	All	All		28.81	53.92	1.5	1.5	2.0	6.36	8.06	0.00	0.29
GRNDMAN												
ELECTRIC PWR LINEMAN	All	All		49.05	52.35	1.5	1.5	2.0	6.36	13.73	0.00	0.49
ELECTRICIAN	All	BLD		35.02	37.47	1.5	1.5	2.0	6.62	9.98	0.00	0.36
FLOOR LAYER	All	BLD		31.83	32.58	1.5	1.5	2.0	6.80	8.75	0.00	0.45
GLAZIER	All	BLD		27.23	29.43	1.5	1.5	2.0	6.22	6.95	0.00	0.40
HT/FROST INSULATOR	All	BLD		30.58	31.58	1.5	1.5	2.0	6.61	11.75	0.00	0.43
IRON WORKER	All	All		28.64	30.14	1.5	1.5	2.0	8.41	10.92	0.00	0.35
LABORER	All	BLD		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
LABORER	All	HWY		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
MACHINIST	All	BLD		45.35	47.85	1.5	1.5	2.0	7.26	8.95	1.85	0.00
MARBLE FINISHERS	All	BLD		28.17	0.00	1.5	1.5	2.0	8.50	7.57	0.00	0.75
MARBLE MASON	All	BLD		30.00	31.50	1.5	1.5	2.0	8.50	8.24	0.00	0.75
MILLWRIGHT	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
MILLWRIGHT	All	HWY		34.74	36.49	1.5	1.5	2.0	6.80	8.75	0.00	0.45
OPERATING ENGINEER	All	All	1	40.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGINEER	All	All	2	39.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGINEER	All	All	3	25.00	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
PAINTER	All	All		26.80	28.30	1.5	1.5	2.0	7.97	10.95	0.00	0.60
PILEDRIVER	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
PILEDRIVER	All	HWY		34.74	36.49	1.5	1.5	2.0	6.80	8.75	0.00	0.45
PIPEFITTER	All	All		37.03	39.81	1.5	1.5	2.0	7.05	6.63	0.00	0.70
PLASTERER	All	BLD		29.77	31.27	1.5	1.5	2.0	8.00	7.01	0.00	0.50
PLUMBER	All	All		37.03	39.81	1.5	1.5	2.0	7.05	6.63	0.00	0.70
ROOFER	All	BLD		28.17	31.19	1.5	1.5	2.0	10.80	7.06	0.00	0.85
SHEETMETAL WORKER	All	All		33.05	34.55	1.5	1.5	2.0	8.83	8.04	1.99	0.42
SPRINKLER FITTER	All	BLD		37.12	39.87	1.5	1.5	2.0	8.42	8.50	0.00	0.35
STONE MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
TERRAZZO FINISHER	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
TILE MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
TRUCK DRIVER	All	All	1	28.95	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	2	29.35	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25

TRUCK DRIVER	All	All	3	29.55	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	4	29.80	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	5	30.55	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TUCK POINTER	All	BLD		30.00	31.50	1.5	1.5	2.0	8.50	8.24	0.00	0.75

Explanations

RICHLAND COUNTY

The following list is considered as those days for which holiday rates of wages for work performed apply: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Veteran's Day in some classifications/counties. Generally, any of these holidays which fall on a Sunday is celebrated on the following Monday. This then makes work performed on that Monday payable at the appropriate overtime rate for holiday pay. Common practice in a given local may alter certain days of celebration. If in doubt, please check with IDOL.

EXPLANATION OF CLASSES

ASBESTOS - GENERAL - removal of asbestos material/mold and hazardous materials from any place in a building, including mechanical systems where those mechanical systems are to be removed. This includes the removal of asbestos materials/ mold and hazardous materials from ductwork or pipes in a building when the building is to be demolished at the time or at some close future date.

ASBESTOS - MECHANICAL - removal of asbestos material from mechanical systems, such as pipes, ducts, and boilers, where the mechanical systems are to remain.

CERAMIC TILE FINISHER, MARBLE FINISHER, TERRAZZO FINISHER

Assisting, helping or supporting the tile, marble and terrazzo mechanic by performing their historic and traditional work assignments required to complete the proper installation of the work covered by said crafts. The term "Ceramic" is used for naming the classification only, and is in no way a limitation of the product handled. Ceramic takes into consideration most hard tiles.

COMMUNICATION SYSTEMS TECHNICIAN

Installation, operation, inspection, maintenance, repair, and service of radio, television, recording, voice sound and vision production and reproduction apparatus, equipment and appliances used for domestic, commercial, education, entertainment and private telephone systems.

ELECTRIC POWER LINEMAN

Construction, maintenance and dismantling of overhead and underground electric power lines, including high voltage pipe type cable work, and associated structures and equipment.

ELECTRIC POWER EQUIPMENT OPERATOR - CLASS 1

Operation of all crawler type equipment D-4 and larger from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER EQUIPMENT OPERATORS - CLASS 2

Operation of all other equipment from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER GROUNDMAN

Applies to workers who assist the Electric Power Lineman from the ground.

SURVEY WORKER - Operated survey equipment including data collectors, G.P.S. and robotic instruments, as well as conventional levels and transits.

TRUCK DRIVER - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Drivers on 2 axle trucks hauling less than 9 ton. Air compressor and welding machines and brooms, including those pulled by separate units, truck driver helpers, warehouse employees, mechanic helpers, greasers and tiremen, pickup trucks when hauling materials, tools, or workers to and from and on-the-job site, and fork lifts up to 6,000 lb. capacity.

Class 2. Two or three axle trucks hauling more than 9 ton but hauling less than 16 ton. A-frame winch trucks, hydrolift trucks, vactor trucks or similar equipment when used for transportation purposes. Fork lifts over 6,000 lb. capacity, winch trucks, four axle combination units, and ticket writers.

Class 3. Two, three or four axle trucks hauling 16 ton or more. Drivers on water pulls, articulated dump trucks, mechanics and working forepersons, and dispatchers. Five axle or more combination units.

Class 4. Low Boy and Oil Distributors.

Class 5. Drivers who require special protective clothing while employed on hazardous waste work.

OPERATING ENGINEERS - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Draglines, Derricks, Shovels, Gradalls, Mechanics, Tractor Highlift, Tournadozer, Concrete Mixers with Skip, Tournamixer, Two Drum Machine, One Drum Hoist with Tower or Boom, Cableways, Tower Machines, Motor Patrol, Boom Tractor, Boom or Winch Truck, Winch or Hydraulic Boom Truck, Tournapull, Tractor Operating Scoops, Bulldozer, Push Tractor, Asphalt Planer, Finishing Machine on Asphalt, Large Rollers on Earth, Rollers on Asphalt Mix, Ross Carrier or similar Machine, Gravel Processing Machine, Asphalt Plant Engineer, Paver Operator, Dredging Equipment, or Dredge Engineer, or Dredge Operator, Central Mix Plant Engineer, CMI or similar type machine, Concrete Pump, Truck or Skid Mounted, Engineer or Rock Crusher Plant, Concrete Plant Engineer, Ditching Machine with dual attachment, Tractor Mounted Loaders, Hydro Crane, Standard or Dinkey Locomotives, Scoopmobiles, Euclid Loader, Soil Cement Machine, Back Filler, Elevating Machine, Power Blade, Drilling Machine, including Well Testing, Caissons, Shaft or any similar type drilling machines, Motor Driven Paint Machine, Pipe Cleaning Machine, Pipe Wrapping Machine, Pipe Bending Machine, Apsco Paver, Boring Machine, (Head Equipment Greaser), Barber-Greene Loaders, Formless Paver, (Well Point System), Concrete Spreader, Hydra

Ax, Span Saw, Marine Scoops, Brush Mulcher, Brush Burner, Mesh Placer, Tree Mover, Helicopter Crew (3), Piledriver-Skid or Crawler, Stump Remover, Root Rake, Tug Boat Operator, Refrigerating Machine, Freezing Operator, Chair Cart-Self-Propelled, Hydra Seeder, Straw Blower, Power Sub Grader, Bull Float, Finishing Machine, Self-Propelled Pavement Breaker, Lull (or similar type Machine), Two Air Compressors, Compressors hooked in Manifold, Chip Spreader, Mud Cat, Sull-Air, Fork Lifts (except when used for landscaping work), Soil Stabilizer (Seaman Tiller, Bo Mag, Rago Gator, and similar types of equipment), Tube Float, Spray Machine, Curing Machine, Concrete or Asphalt Milling Machine, Snooper Truck-Operator, Backhoe, Farm Tractors (with attachments), 4 Point Lift System (Power Lift or similar type), Skid-Steer (Bob Cat or similar type), Wrecking Shears, Water Blaster.

Class 2. Concrete Mixers without Skips, Rock Crusher, Ditching Machine under 6', Curbing Machine, One Drum Machines without Tower or Boom, Air Tugger, Self-Propelled Concrete Saw, Machine Mounted Post Hole Digger, two to four Generators, Water Pumps or Welding Machines, within 400 feet, Air Compressor 600 cu. ft. and under, Rollers on Aggregate and Seal Coat Surfaces, Fork Lift (when used for landscaping work), Concrete and Blacktop Curb Machine, One Water Pump, Oilers, Air Valves or Steam Valves, One Welding Machine, Truck Jack, Mud Jack, Gunnite Machine, House Elevators when used for hoisting material, Engine Tenders, Fireman, Wagon Drill, Flex Plane, Conveyor, Siphons and Pulsometer, Switchman, Fireman on Paint Pots, Fireman on Asphalt Plants, Distributor Operator on Trucks, Tampers, Self-Propelled Power Broom, Striping Machine (motor driven), Form Tamper, Bulk Cement Plant, Equipment Greaser, Deck

Hands, Truck Crane Oiler-Driver, Cement Blimps, Form Grader, Temporary Heat, Throttle Valve, Super Sucker (and similar type of equipment).

Class 3. Power Cranes, Truck or Crawler Crane, Rough Terrain Crane (Cherry Picker), Tower Crane, Overhead Crane.

Other Classifications of Work:

For definitions of classifications not otherwise set out, the Department generally has on file such definitions which are available. If a task to be performed is not subject to one of the classifications of pay set out, the Department will upon being contacted state which neighboring county has such a classification and provide such rate, such rate being deemed to exist by reference in this document. If no neighboring county rate applies to the task, the Department shall undertake a special determination, such special determination being then deemed to have existed under this determination. If a project requires these, or any classification not listed, please contact IDOL at 217-782-1710 for wage rates or clarifications.

LANDSCAPING

Landscaping work falls under the existing classifications for laborer, operating engineer and truck driver. The work performed by landscape plantsman and landscape laborer is covered by the existing classification of laborer. The work performed by landscape operators (regardless of equipment used or its size) is covered by the classifications of operating engineer. The work performed by landscape truck drivers (regardless of size of truck driven) is covered by the classifications of truck driver.

This schedule contains the prevailing wage rates required to be paid for work performed on or after Monday, June 5, 2017, on public works projects in this County. Pursuant to 820 ILCS 130/4, public bodies in this County that have active public works projects are responsible for notifying all contractors and subcontractors working on those public works projects of the change (if any) to rates that were previously in effect. The failure of a public body to provide such notice does not relieve contractors or subcontractors of their obligations under the Prevailing Wage Act, including the duty to pay the relevant prevailing wage in effect at the time work subject to the Act is performed.

WABASH COUNTY PREVAILING WAGE RATES EFFECTIVE JUNE 5, 2017

	Region	Typ	Class	Base Wage	Foreman Wage	M-F OT	OS A	OS H	H/W	Pensn	Vac	Trn g
ASBESTOS ABT-GEN	All	All		27.55	28.00	1.5	1.5	2.0	6.72	13.42	0.00	0.90
ASBESTOS ABT-MEC	All	BLD		22.40	23.40	1.5	1.5	2.0	6.80	6.55	0.00	0.50
BOILERMAKER	All	BLD		34.34	36.84	1.5	1.5	2.0	7.07	22.13	1.50	0.71
BRICK MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
CARPENTER	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
CARPENTER	All	HWY		34.24	35.99	1.5	1.5	2.0	6.80	8.75	0.00	0.45
CEMENT MASON	All	BLD		32.26	34.01	1.5	1.5	2.0	8.00	9.50	0.00	0.50
CEMENT MASON	All	HWY		28.97	30.47	1.5	1.5	2.0	8.00	7.11	0.00	0.30
CERAMIC TILE FNSHER	All	BLD		28.17	0.00	1.5	1.5	2.0	8.50	7.57	0.00	0.75
COMMUNICATION TECH	All	BLD		18.35	19.65	1.5	1.5	2.0	0.00	0.55	0.00	0.00
ELECTRIC PWR EQMT OP	All	All	1	39.15	53.92	1.5	1.5	2.0	6.36	10.96	0.00	0.39
ELECTRIC PWR EQMT OP	All	All	2	34.96	53.92	1.5	1.5	2.0	6.36	9.79	0.00	0.35
ELECTRIC PWR GRNDMAN	All	All		28.81	53.92	1.5	1.5	2.0	6.36	8.06	0.00	0.29
ELECTRIC PWR LINEMAN	All	All		49.05	52.35	1.5	1.5	2.0	6.36	13.73	0.00	0.49
ELECTRICIAN	All	BLD		35.66	37.66	1.5	1.5	2.0	6.85	8.27	0.00	0.57
FLOOR LAYER	All	BLD		31.83	32.58	1.5	1.5	2.0	6.80	8.75	0.00	0.45
GLAZIER	All	BLD		27.23	29.43	1.5	1.5	2.0	6.22	6.95	0.00	0.40
HT/FROST INSULATOR	All	BLD		29.99	30.99	1.5	1.5	2.0	5.05	10.09	0.00	0.28
IRON WORKER	All	All		28.64	30.14	1.5	1.5	2.0	8.41	10.92	0.00	0.35
LABORER	All	BLD		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
LABORER	All	HWY		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
MACHINIST	All	BLD		45.35	47.85	1.5	1.5	2.0	7.26	8.95	1.85	0.00
MARBLE FINISHERS	All	BLD		28.17	0.00	1.5	1.5	2.0	8.50	7.57	0.00	0.75
MARBLE MASON	All	BLD		30.00	31.50	1.5	1.5	2.0	8.50	8.24	0.00	0.75
MILLWRIGHT	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
MILLWRIGHT	All	HWY		34.74	36.49	1.5	1.5	2.0	6.80	8.75	0.00	0.45
OPERATING ENGINEER	All	All	1	40.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGINEER	All	All	2	39.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGINEER	All	All	3	39.60	0.00	1.5	1.5	2.0	8.00	9.50	0.00	0.85
OPERATING ENGINEER	All	O&C		25.00	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
PAINTER	All	BLD		26.45	27.95	1.5	1.5	2.0	6.75	6.30	0.00	0.40
PAINTER	All	HW		27.60	29.10	1.5	1.5	2.0	6.75	6.30	0.00	0.40
		Y										
PAINTER OVER 30FT	All	BLD		27.20	28.70	1.5	1.5	2.0	6.75	6.30	0.00	0.40
PAINTER PWR EQMT	All	BLD		27.45	28.95	1.5	1.5	2.0	6.75	6.30	0.00	0.40
PAINTER PWR EQMT	All	HW		28.60	30.10	1.5	1.5	2.0	6.75	6.30	0.00	0.40
		Y										
PILEDRIVER	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
PILEDRIVER	All	HW		34.74	36.49	1.5	1.5	2.0	6.80	8.75	0.00	0.45
		Y										
PIPEFITTER	All	BLD		35.65	37.79	1.5	1.5	2.0	7.05	8.56	0.00	0.82
PLASTERER	All	BLD		32.05	34.05	1.5	1.5	2.0	8.00	11.37	0.00	0.50
PLUMBER	All	BLD		35.65	37.79	1.5	1.5	2.0	7.05	8.56	0.00	0.82
ROOFER	All	BLD		29.10	31.10	1.5	1.5	2.0	7.80	6.35	0.00	0.54

SHEETMETAL WORKER	All	All		33.05	34.55	1.5	1.5	2.0	8.83	8.04	1.99	0.42
SPRINKLER FITTER	All	BLD		37.12	39.87	1.5	1.5	2.0	8.42	8.50	0.00	0.35
STONE MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
TERRAZZO FINISHER	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
TERRAZZO MASON	All	BLD		29.25	30.75	1.5	1.5	2.0	8.45	7.10	0.00	0.48
TILE MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
TRUCK DRIVER	All	All	1	28.95	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	2	29.35	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	3	29.55	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	4	29.80	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	All	5	30.55	0.00	1.5	1.5	2.0	9.30	2.90	0.00	0.25
TRUCK DRIVER	All	O&C		13.94	0.00	1.5	1.5	2.0	2.55	1.50	0.00	0.00
TUCKPOINTER	All	BLD		30.00	31.50	1.5	1.5	2.0	8.50	8.24	0.00	0.75

Explanations

WABASH COUNTY

The following list is considered as those days for which holiday rates of wages for work performed apply: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Veteran's Day in some classifications/counties. Generally, any of these holidays which fall on a Sunday is celebrated on the following Monday. This then makes work performed on that Monday payable at the appropriate overtime rate for holiday pay. Common practice in a given local may alter certain days of celebration. If in doubt, please check with IDOL.

EXPLANATION OF CLASSES

ASBESTOS - GENERAL - removal of asbestos material/mold and hazardous materials from any place in a building, including mechanical systems where those mechanical systems are to be removed. This includes the removal of asbestos materials/ mold and hazardous materials from ductwork or pipes in a building when the building is to be demolished at the time or at some close future date.

ASBESTOS - MECHANICAL - removal of asbestos material from mechanical systems, such as pipes, ducts, and boilers, where the mechanical systems are to remain.

CERAMIC TILE FINISHER, MARBLE FINISHER, TERRAZZO FINISHER

Assisting, helping or supporting the tile, marble and terrazzo mechanic by performing their historic and traditional work assignments required to complete the proper installation of the work covered by said crafts. The term "Ceramic" is used for naming the classification only, and is in no way a limitation of the product handled. Ceramic takes into consideration most hard tiles.

COMMUNICATIONS TECHNICIAN

Installation, operation, inspection, modification, maintenance and repair of systems used for the transmission and reception of signals of any nature, for any purpose, including but not limited to, sound and voice transmission/transference systems, communication systems that transmit or receive information and/or control systems, television and video systems, micro-processor controlled fire alarm systems, and security systems, and the performance of any task directly related to such installation or service. EXCLUDES installation of electrical power wiring and conduit raceways exceeding fifteen (15) feet in length.

ELECTRIC POWER LINEMAN

Construction, maintenance and dismantling of overhead and underground electric power lines, including high voltage pipe type cable work, and associated structures and equipment.

ELECTRIC POWER EQUIPMENT OPERATOR - CLASS 1

Operation of all crawler type equipment D-4 and larger from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER EQUIPMENT OPERATORS - CLASS 2

Operation of all other equipment from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER GROUNDMAN

Applies to workers who assist the Electric Power Lineman from the ground.

SURVEY WORKER - Operated survey equipment including data collectors, G.P.S. and robotic instruments, as well as conventional levels and transits.

TRUCK DRIVER - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Drivers on 2 axle trucks hauling less than 9 ton. Air compressor and welding machines and brooms, including those pulled by separate units, truck driver helpers, warehouse employees, mechanic helpers, greasers and tiremen, pickup trucks when hauling materials, tools, or workers to and from and on-the-job site, and fork lifts up to 6,000 lb. capacity.

Class 2. Two or three axle trucks hauling more than 9 ton but hauling less than 16 ton. A-frame winch trucks, hydrolift trucks, vactor trucks or similar equipment when used for transportation purposes. Fork lifts over 6,000 lb. capacity, winch trucks, four axle combination units, and ticket writers.

Class 3. Two, three or four axle trucks hauling 16 ton or more. Drivers on water pulls, articulated dump trucks, mechanics and working forepersons, and dispatchers. Five axle or more combination units.

Class 4. Low Boy and Oil Distributors.

Class 5. Drivers who require special protective clothing while employed on hazardous waste work.

TRUCK DRIVER - OIL AND CHIP

Encompasses following types of work when participating on public works projects involving oil and chip activities: Ready Mix, Gravel Truck Drivers, Asphalt Distributor Truck and Lowboy Drivers.

OPERATING ENGINEERS - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Draglines, Derricks, Shovels, Gradalls, Mechanics, Tractor Highlift, Tournadozer, Concrete Mixers with Skip, Tournamixer, Two Drum Machine, One Drum Hoist with Tower or Boom, Cableways, Tower Machines, Motor Patrol, Boom Tractor, Boom or Winch Truck, Winch or Hydraulic Boom Truck, Tournapull, Tractor Operating Scoops, Bulldozer, Push Tractor, Asphalt Planer, Finishing Machine on Asphalt, Large Rollers on Earth, Rollers on Asphalt Mix, Ross Carrier or similar Machine, Gravel Processing Machine, Asphalt Plant Engineer, Paver Operator, Dredging Equipment, or Dredge Engineer, or Dredge Operator, Central Mix Plant Engineer, CMI or similar type machine, Concrete Pump, Truck or Skid Mounted, Engineer or Rock Crusher Plant, Concrete Plant Engineer, Ditching Machine with dual attachment, Tractor Mounted Loaders, Hydro Crane, Standard or Dinkey Locomotives, Scoopmobiles, Euclid Loader, Soil Cement Machine, Back Filler, Elevating Machine, Power Blade, Drilling Machine, including Well Testing, Caissons, Shaft or any similar type drilling machines, Motor Driven Paint Machine, Pipe Cleaning Machine, Pipe Wrapping Machine, Pipe Bending Machine, Apsco Paver, Boring Machine, (Head Equipment Greaser), Barber-Greene Loaders, Formless Paver, (Well Point System), Concrete Spreader, HydraAx, Span Saw, Marine Scoops, Brush Mulcher, Brush Burner, Mesh Placer, Tree Mover, Helicopter Crew (3), Piledriver-Skid or Crawler, Stump Remover, Root Rake, Tug Boat Operator, Refrigerating Machine, Freezing Operator, Chair Cart- Self-Propelled, Hydra Seeder, Straw Blower, Power Sub Grader, Bull Float, Finishing Machine, Self-Propelled Pavement Breaker, Lull (or similar type Machine), Two Air Compressors, Compressors hooked in Manifold, Chip Spreader, Mud Cat, Sull-Air, Fork Lifts (except when used for landscaping work), Soil Stabilizer (Seaman Tiller, Bo Mag, Rago Gator, and similar types of equipment), Tube Float, Spray Machine, Curing Machine, Concrete or

Asphalt Milling Machine, Snooper Truck-Operator, Backhoe, Farm Tractors (with attachments), 4 Point Lift System (Power Lift or similar type), Skid-Steer (Bob Cat or similar type), Wrecking Shears, Water Blaster.

Class 2. Concrete Mixers without Skips, Rock Crusher, Ditching Machine under 6', Curbing Machine, One Drum Machines without Tower or Boom, Air Tugger, Self-Propelled Concrete Saw, Machine Mounted Post Hole Digger, two to four Generators, Water Pumps or Welding Machines, within 400 feet, Air Compressor 600 cu. ft. and under, Rollers on Aggregate and Seal Coat Surfaces, Fork Lift (when used for landscaping work), Concrete and Blacktop Curb Machine, One Water Pump, Oilers, Air Valves or Steam Valves, One Welding Machine, Truck Jack, Mud Jack, Gunnite Machine, House Elevators when used for hoisting material, Engine Tenders, Fireman, Wagon Drill, Flex Plane, Conveyor, Siphons and Pulsometer, Switchman, Fireman on Paint Pots, Fireman on Asphalt Plants, Distributor Operator on Trucks, Tampers, Self-Propelled Power Broom, Striping Machine (motor driven), Form Tamper, Bulk Cement Plant, Equipment Greaser, Deck Hands, Truck Crane Oiler-Driver, Cement Blimps, Form Grader, Temporary Heat, Throttle Valve, Super Sucker (and similar type of equipment).

Class 3. Power Cranes, Truck or Crawler Crane, Rough Terrain Crane (Cherry Picker), Tower Crane, Overhead Crane.

OPERATING ENGINEER - OIL AND CHIP

Encompasses following types of work when participating on public works projects involving oil and chip activities: Spreading and compaction of seal coat aggregate on liquid asphalt or road oil and the preparation for such work for maintenance purposes.

Other Classifications of Work:

For definitions of classifications not otherwise set out, the Department generally has on file such definitions which are available. If a task to be performed is not subject to one of the classifications of pay set out, the Department will upon being contacted state which neighboring county has such a classification and provide such rate, such rate being deemed to exist by reference in this document. If no neighboring county rate applies to the task, the Department shall undertake a special determination, such special determination being then deemed to have existed under this determination. If a project requires these, or any classification not listed, please contact IDOL at 217-782-1710 for wage rates or clarifications.

LANDSCAPING

Landscaping work falls under the existing classifications for laborer, operating engineer and truck driver. The work performed by landscape plantsman and landscape laborer is covered by the existing classification of laborer. The work performed by landscape operators (regardless of equipment used or its size) is covered by the classifications of operating engineer. The work performed by landscape truck drivers (regardless of size of truck driven) is covered by the classifications of truck driver.

This schedule contains the prevailing wage rates required to be paid for work performed on or after Monday, June 5, 2017, on public works projects in this County. Pursuant to 820 ILCS 130/4, public bodies in this County that have active public works projects are responsible for notifying all contractors and subcontractors working on those public works projects of the change (if any) to rates that were previously in effect. The failure of a public body to provide such notice does not relieve contractors or subcontractors of their obligations under the Prevailing Wage Act, including the duty to pay the relevant prevailing wage in effect at the time work subject to the Act is performed.

WAYNE COUNTY PREVAILING WAGE RATES EFFECTIVE JUNE 5, 2017

Trade Title	Region	Typ	Class	Base Wage	Foreman Wage	M-F OT	OS A	OS H	H/W	Pensn	Vac	Trn g
ASBESTOS ABT-GEN	All	All		27.55	28.00	1.5	1.5	2.0	6.72	13.42	0.00	0.90
ASBESTOS ABT-MEC	All	BLD		22.40	23.40	1.5	1.5	2.0	6.80	6.55	0.00	0.50
BOILERMAKER	All	BLD		34.34	36.84	1.5	1.5	2.0	7.07	22.13	1.50	0.71
BRICK MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
CARPENTER	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
CARPENTER	All	HWY		34.24	35.99	1.5	1.5	2.0	6.80	8.75	0.00	0.45
CEMENT MASON	All	BLD		29.77	31.27	1.5	1.5	2.0	8.00	7.01	0.00	0.50
CEMENT MASON	All	HWY		28.97	30.47	1.5	1.5	2.0	8.00	7.11	0.00	0.30
CERAMIC TILE FNSHER	All	BLD		28.17	0.00	1.5	1.5	2.0	8.50	7.57	0.00	0.75
ELECTRIC PWR EQMT OP	All	All	1	39.15	53.92	1.5	1.5	2.0	6.36	10.96	0.00	0.39
ELECTRIC PWR EQMT OP	All	All	2	34.96	53.92	1.5	1.5	2.0	6.36	9.79	0.00	0.35
ELECTRIC PWR GRNDMAN	All	All		28.81	53.92	1.5	1.5	2.0	6.36	8.06	0.00	0.29
ELECTRIC PWR LINEMAN	All	All		49.05	52.35	1.5	1.5	2.0	6.36	13.73	0.00	0.49
ELECTRICIAN	All	All		41.92	44.17	1.5	1.5	2.0	7.69	11.53	0.00	0.84
ELECTRONIC SYS TECH	All	BLD		33.57	35.57	1.5	1.5	2.0	7.52	4.37	0.00	0.40
FLOOR LAYER	All	BLD		31.83	32.58	1.5	1.5	2.0	6.80	8.75	0.00	0.45
GLAZIER	All	BLD		27.23	29.43	1.5	1.5	2.0	6.22	6.95	0.00	0.40
HT/FROST INSULATOR	All	BLD		30.58	31.58	1.5	1.5	2.0	6.61	11.75	0.00	0.43
IRON WORKER	All	All		28.64	30.14	1.5	1.5	2.0	8.41	10.92	0.00	0.35
LABORER	All	BLD		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
LABORER	All	HW		26.55	27.00	1.5	1.5	2.0	6.72	13.42	0.00	0.80
		Y										
MACHINIST	All	BLD		45.35	47.85	1.5	1.5	2.0	7.26	8.95	1.85	0.00
MARBLE FINISHERS	All	BLD		28.17	0.00	1.5	1.5	2.0	8.50	7.57	0.00	0.75
MARBLE MASON	All	BLD		30.00	31.50	1.5	1.5	2.0	8.50	8.24	0.00	0.75
MILLWRIGHT	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
MILLWRIGHT	All	HW		34.74	36.49	1.5	1.5	2.0	6.80	8.75	0.00	0.45
		Y										
OPERATING ENGNR	All	All	1	40.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGNR	All	All	2	39.25	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
OPERATING ENGNR	All	All	3	25.00	41.25	1.5	1.5	2.0	8.50	9.90	0.00	0.95
PAINTER	All	All		24.81	25.31	1.5	1.5	2.0	5.60	8.90	0.00	0.65
PAINTER OVER 30FT	All	All		27.91	28.41	1.5	1.5	2.0	5.60	8.90	0.00	0.65
PAINTER PWR EQMT	All	All		27.91	28.41	1.5	1.5	2.0	5.60	8.90	0.00	0.65
PILEDRIVER	All	BLD		34.24	35.74	1.5	1.5	2.0	6.80	8.75	0.00	0.45
PILEDRIVER	All	HW		34.74	36.49	1.5	1.5	2.0	6.80	8.75	0.00	0.45
		Y										
PIPEFITTER	All	BLD		40.25	44.28	1.5	1.5	2.0	9.00	10.60	0.00	1.80
PLASTERER	All	BLD		29.77	31.27	1.5	1.5	2.0	8.00	7.01	0.00	0.50
PLUMBER	All	BLD		40.25	44.28	1.5	1.5	2.0	9.00	10.60	0.00	1.80
ROOFER	All	BLD		26.55	27.55	1.5	1.5	2.0	9.00	3.80	0.00	0.00
SHEETMETAL WORKER	All	All		33.05	34.55	1.5	1.5	2.0	8.83	8.04	1.99	0.42
SPRINKLER FITTER	All	BLD		37.12	39.87	1.5	1.5	2.0	8.42	8.50	0.00	0.35
STONE MASON	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77

TERRAZZO FINISHER	All	BLD		30.40	31.90	1.5	1.5	2.0	8.60	8.72	0.00	0.77
TERRAZZO MASON	All	BLD		29.25	30.75	1.5	1.5	2.0	8.45	7.10	0.00	0.48
TRUCK DRIVER	All	All	1	35.15	38.67	1.5	1.5	2.0	11.92	5.86	0.00	0.25
TRUCK DRIVER	All	All	2	35.64	38.67	1.5	1.5	2.0	11.92	5.86	0.00	0.25
TRUCK DRIVER	All	All	3	35.91	38.67	1.5	1.5	2.0	11.92	5.86	0.00	0.25
TRUCK DRIVER	All	All	4	36.21	38.67	1.5	1.5	2.0	11.90	5.86	0.00	0.25
TRUCK DRIVER	All	All	5	37.17	38.67	1.5	1.5	2.0	11.92	5.86	0.00	0.25
TUCKPOINTER	All	BLD		30.00	31.50	1.5	1.5	2.0	8.50	8.24	0.00	0.75

Explanations

WAYNE COUNTY

The following list is considered as those days for which holiday rates of wages for work performed apply: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Veteran's Day in some classifications/counties. Generally, any of these holidays which fall on a Sunday is celebrated on the following Monday. This then makes work performed on that Monday payable at the appropriate overtime rate for holiday pay. Common practice in a given local may alter certain days of celebration. If in doubt, please check with IDOL.

EXPLANATION OF CLASSES

ASBESTOS - GENERAL - removal of asbestos material/mold and hazardous materials from any place in a building, including mechanical systems where those mechanical systems are to be removed. This includes the removal of asbestos materials/ mold and hazardous materials from ductwork or pipes in a building when the building is to be demolished at the time or at some close future date.

ASBESTOS - MECHANICAL - removal of asbestos material from mechanical systems, such as pipes, ducts, and boilers, where the mechanical systems are to remain.

CERAMIC TILE FINISHER, MARBLE FINISHER, TERRAZZO FINISHER

Assisting, helping or supporting the tile, marble and terrazzo mechanic by performing their historic and traditional work assignments required to complete the proper installation of the work covered by said crafts. The term "Ceramic" is used for naming the classification only, and is in no way a limitation of the product handled. Ceramic takes into consideration most hard tiles.

ELECTRIC POWER LINEMAN

Construction, maintenance and dismantling of overhead and underground electric power lines, including high voltage pipe type cable work, and associated structures and equipment.

ELECTRIC POWER EQUIPMENT OPERATOR - CLASS 1

Operation of all crawler type equipment D-4 and larger from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER EQUIPMENT OPERATORS - CLASS 2

Operation of all other equipment from the ground to assist the Electric Power Linemen in performing their duties.

ELECTRIC POWER GROUNDMAN

Applies to workers who assist the Electric Power Lineman from the ground.

ELECTRONIC SYSTEMS TECHNICIAN

Installation, service and maintenance of low-voltage systems which utilizes the transmission and/or transference of voice, sound, vision, or digital for commercial, education, security and entertainment purposes for the following: TV monitoring and surveillance, background/foreground music, intercom and telephone interconnect, field programming, inventory control systems, microwave transmission, multi-media, multiplex, radio page, school, intercom and sound burglar alarms and low voltage master clock systems. Excluded from this classification are energy management systems, life safety systems, supervisory controls and data acquisition systems not intrinsic with the above listed systems, fire alarm systems, nurse call systems and raceways exceeding fifteen feet in length.

SURVEY WORKER - Operated survey equipment including data collectors, G.P.S. and robotic instruments, as well as conventional levels and transits.

TRUCK DRIVER - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Drivers on 2 axle trucks hauling less than 9 ton. Air compressor and welding machines and brooms, including those pulled by separate units, truck driver helpers, warehouse employees, mechanic helpers, greasers and tiremen, pickup trucks when hauling materials, tools, or workers to and from and on-the-job site, and fork lifts up to 6,000 lb. capacity.

Class 2. Two or three axle trucks hauling more than 9 ton but hauling less than 16 ton. A-frame winch trucks, hydrolift trucks, vactor trucks or similar equipment when used for transportation purposes. Fork lifts over 6,000 lb. capacity, winch trucks, four axle combination units, and ticket writers.

Class 3. Two, three or four axle trucks hauling 16 ton or more. Drivers on water pulls, articulated dump trucks, mechanics and working forepersons, and dispatchers. Five axle or more combination units.

Class 4. Low Boy and Oil Distributors.

Class 5. Drivers who require special protective clothing while employed on hazardous waste work.

OPERATING ENGINEERS - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Draglines, Derricks, Shovels, Gradalls, Mechanics, Tractor Highlift, Tournadozer, Concrete Mixers with Skip, Tournamixer, Two Drum Machine, One Drum Hoist with Tower or Boom, Cableways, Tower Machines, Motor Patrol, Boom Tractor, Boom or Winch Truck, Winch or Hydraulic Boom Truck, Tournapull, Tractor Operating Scoops, Bulldozer, Push Tractor, Asphalt Planer, Finishing Machine on Asphalt, Large Rollers on Earth, Rollers on Asphalt Mix, Ross Carrier or similar Machine, Gravel Processing Machine, Asphalt Plant Engineer, Paver Operator, Dredging Equipment, or Dredge Engineer, or Dredge Operator, Central Mix Plant Engineer, CMI or similar type machine, Concrete Pump, Truck or Skid Mounted, Engineer or Rock Crusher Plant, Concrete Plant Engineer, Ditching Machine with dual attachment, Tractor Mounted Loaders, Hydro Crane, Standard or Dinkey Locomotives, Scoopmobiles, Euclid Loader, Soil Cement Machine, Back Filler, Elevating Machine, Power Blade, Drilling Machine, including Well Testing, Caissons, Shaft or any similar type drilling machines, Motor Driven Paint Machine, Pipe Cleaning Machine, Pipe Wrapping Machine, Pipe Bending Machine, Apsco Paver, Boring Machine, (Head Equipment Greaser), Barber-Greene Loaders, Formless Paver, (Well Point System), Concrete Spreader, Hydra Ax, Span Saw, Marine Scoops, Brush Mulcher, Brush Burner, Mesh Placer, Tree Mover, Helicopter Crew (3), Piledriver-Skid or Crawler, Stump Remover, Root Rake, Tug Boat Operator, Refrigerating Machine, Freezing Operator, Chair Cart- Self-Propelled, Hydra Seeder, Straw Blower, Power Sub Grader, Bull Float, Finishing Machine, Self-Propelled Pavement Breaker, Lull (or similar type Machine), Two Air Compressors, Compressors hooked in Manifold, Chip Spreader, Mud Cat, Sull-Air, Fork Lifts (except when used for landscaping work), Soil Stabilizer (Seaman Tiller, Bo Mag, Rago Gator, and similar types of equipment), Tube Float, Spray Machine, Curing Machine, Concrete or Asphalt Milling Machine, Snooper Truck-Operator, Backhoe, Farm Tractors (with attachments), 4 Point Lift System (Power Lift or similar type), Skid-Steer (Bob Cat or similar type), Wrecking Shears, Water Blaster.

Class 2. Concrete Mixers without Skips, Rock Crusher, Ditching Machine under 6', Curbing Machine, One Drum Machines without Tower or Boom, Air Tugger, Self-Propelled Concrete Saw, Machine Mounted Post Hole Digger, two to four Generators, Water Pumps or Welding Machines, within 400 feet, Air Compressor 600 cu. ft. and under, Rollers on Aggregate and Seal Coat Surfaces, Fork Lift (when used for landscaping work), Concrete and Blacktop Curb Machine, One Water

Pump, Oilers, Air Valves or Steam Valves, One Welding Machine, Truck Jack, Mud Jack, Gunnite Machine, House Elevators when used for hoisting material, Engine Tenders, Fireman, Wagon Drill, Flex Plane, Conveyor, Siphons and Pulsometer, Switchman, Fireman on Paint Pots, Fireman on Asphalt Plants, Distributor Operator on Trucks, Tampers, Self-Propelled Power Broom, Striping Machine (motor driven), Form Tamper, Bulk Cement Plant, Equipment Greaser, Deck Hands, Truck Crane Oiler-Driver, Cement Blimps, Form Grader, Temporary Heat, Throttle Valve, Super Sucker (and similar type of equipment).

Class 3. Power Cranes, Truck or Crawler Crane, Rough Terrain Crane (Cherry Picker), Tower Crane, Overhead Crane.

Other Classifications of Work:

For definitions of classifications not otherwise set out, the Department generally has on file such definitions which are available. If a task to be performed is not subject to one of the classifications of pay set out, the Department will upon being contacted state which neighboring county has such a classification and provide such rate, such rate being deemed to exist by reference in this document. If no neighboring county rate applies to the task, the Department shall undertake a special determination, such special determination being then deemed to have existed under this determination. If a project requires these, or any classification not listed, please contact IDOL at 217-782-1710 for wage rates or clarifications.

LANDSCAPING

Landscaping work falls under the existing classifications for laborer, operating engineer and truck driver. The work performed by landscape plantsman and landscape laborer is covered by the existing classification of laborer. The work performed by landscape operators (regardless of equipment used or its size) is covered by the classifications of operating engineer. The work performed by landscape truck drivers (regardless of size of truck driven) is covered by the classifications of truck driver.

Agenda Item #8D

Technology Plan

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: Technology Plan

Beginning in 1996, the District initiated a program of improving internal telecommunication programs and the District's computer system. By 2001, the District began expending \$440,000.00 per year on its five-year technology plan. Since 2001, the District has adopted annually its forecast expenditures for the year and for each of the next four years. Because of the rapid changes in technology, the Technology Plan, in the future, will cover three fiscal years instead of five fiscal years.

The Technology Plan for FY 2018, FY 2019, and FY 2020 was developed by the Technology Committee and established a blueprint that sets forth IECC's Information Technology vision, its strategic directions, and the action plans for supporting the academic experience of students and strengthening the educational mission of faculty and staff.

The Technology Plan is grouped into the categories of administrative systems, academic technology, and technology infrastructure. The plan reviews the progress on FY2017 projects and sets the goals for FY2018, FY2019 and FY2020.

The Technology Plan contemplates expenditures of \$500,000 in fiscal year 2018 and \$450,000 in fiscal years 2019 and 2020 year for a total anticipated expenditure of \$1,400,000.

I ask the Board's approval of the Technology Plan as submitted.

TLB/rs

Attachment

Illinois Eastern Community Colleges



Technology Plan 2018-2020

July 18, 2017

Frontier Community College – Fairfield, Illinois
Lincoln Trail College – Robinson, Illinois
Olney Central College - Olney, Illinois
Wabash Valley College – Mt. Carmel, Illinois

TABLE OF CONTENTS

Technology Committee	1
Information Technology Staff	1
Mission Statement	2
Executive Summary	3
Technology Vision	3
Fiscal Year 2017 Technology Plan Accomplishments	4
Administrative Systems	4
Network Infrastructure	4
Telecommunications	4
Software	4
Other Technology Resources	5
Three Year Technology Goals and Strategies	5
Administrative Systems	5
Academic Technology	5
Technology Infrastructure	6
Budget	7

TECHNOLOGY COMMITTEE MEMBERS

The IECC staff and students wish to express a special thank you to the Technology Committee members and the technology staff

Roger Browning, DO
Ryan Gower, LTC
Alex Cline, DO
Robert Conn, WVC
Jeff Cutchin, DO
Jay Edgren, FCC
Matt Fowler, WVC
Travis Matthews, LTC
Kristi Urfer, OCC/DO
Brandon Weger, DO

INFORMATION TECHNOLOGY STAFF

IECC is fortunate to have skilled and dedicated professionals to support the technology needs of the district. These employees do an excellent job of implementing technology solutions in support of IECC's mission.

District Office

Cris Costantino, Research Data Analyst
Jack Dunn, Part-Time Computer Technician
Jeff Gumbel, Coordinator of Web/Online Learning Services
Carrie Hallam, Part-Time IT Trainer/Support
Paul Tait, Systems Administrator
Cindy Westendorf, Help Desk/Computer Technician
Dave Wingert, IT Technician
Jay Zwilling, Systems Administrator

FCC
Vacant

LTC
Chuck Bennett, IT Technician

OCC
Allen Simpson, IT Technician

WVC
Bobby Moyes, IT Technician

Submitted to Cabinet: July 12, 2017

Submitted to Board of Trustees: July 18, 2017

**ILLINOIS EASTERN COMMUNITY COLLEGES
DISTRICT No. 529**

MISSION

Our mission is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.

Purposes

The District is committed to high academic standards for pre-baccalaureate, career and technical education that sustain and advance excellence in learning. The mission is achieved through a variety of programs and services that include, but are not limited to:

- educational programs, including pre-baccalaureate, career and technical degrees and certificates that prepare a diverse student body for transfer to a four-year institution of higher education or entry into a multicultural global workplace;
- program, course and institutional goals that have identifiable and measurable learning outcomes that are clearly understood by students;
- utilization of resource-sharing partnerships to expand, retrain, and strengthen the industrial base of southeastern Illinois;
- development of partnerships with pre-K through high schools allowing for the smooth transition and progression of students through lifelong learning;
- academic programs and institutional services that are reviewed and revised on a scheduled time frame with a focus on accountability relative to planning, student and program assessment, and learning outcomes;
- adult and continuing education designed to meet the immediate and long-term needs of the residents in the District;
- programs in remedial education, which assist District residents in attaining skills and abilities needed to enter and complete college-level programs;
- student advisement, counseling, and placement services for the purpose of assisting students in choosing a program of study, transferring to a four-year institution, entering employment, or completing certificate or course goals;
- curricula and services that are developed and updated, as necessary, to meet both short- and long-term needs of the residents of the District;
- community education and community service activities that provide a cultural and intellectual resource center for the area as well as identifying and honoring multiculturalism and diversity within our communities;
- professional enrichment and growth experiences for college, faculty, administrators, and staff which will improve and enhance instruction and service; and,
- resources, facilities, staff, and equipment to support all program and service components of the college.

TECHNOLOGY PLAN FY 2018-2020

EXECUTIVE SUMMARY

With the support and commitment of the Board of Trustees, staff, faculty and administration, IECC continues to improve the technological resources available throughout the district. The FY 2018 – FY 2020 Technology Plan serves as a review of FY 2017 technology projects and outlines current and future technological needs. The goal of the plan is to improve technological services for faculty, staff, and students within the projected budget.

A Technology Committee comprised of employees throughout the IECC District provided input and guidance for the plan. This Committee identified technological resources needed to better serve the citizens of District 529 and developed a Technology Plan that:

- is supported by the four colleges, workforce education, and district office and includes their full commitment to the implementation of the adopted plan.
- is cost-effective, with regard given to present and anticipated financial resources.
- is developed with input from key officers from each college and the district office with full consideration given to the American Disabilities Act and the need to accommodate access for the physically challenged.
- ensures investments in technologies that will provide a sound, reliable infrastructure.
- focuses on major technology needs outside of the normal operating budget and grant funds.

The Technology Committee gathered input from employee and student satisfaction surveys, college focus groups, and a targeted faculty technology survey to better understand technology requirements.

TECHNOLOGY VISION AND MISSION FOR ILLINOIS EASTERN COMMUNITY COLLEGES

IECC has actively built a substantial technology foundation rapidly adopting a significant amount of technology. The district must continue to upgrade technology in order to maximize the educational benefits to the citizens of District 529.

Technology changes on a regular basis; therefore, the Technology Plan is a “living” document that will be updated on an annual basis. The plan is a blueprint for tomorrow that sets forth IECC’s information technology vision, strategic directions, and action plans for achieving the empowerment of the district’s community through information technology.

The vision of IECC’s Technology Plan is to create a sustainable environment that integrates technology into the framework of the institution and provides our students, faculty and staff with the information, tools and services where and when needed.

The mission of the Information Technology Plan is to provide secure, reliable and accessible technology services in support of the overall mission of Illinois Eastern Community Colleges.

FISCAL YEAR 2017 TECHNOLOGY PLAN ACCOMPLISHMENTS

Below are status updates for the 2017 Technology Plan projects.

STATUS UPDATE**Administrative Systems**

<i>PROJECT</i>	<i>STATUS</i>	<i>NOTES</i>
Banner Hardware Upgrade.	<input type="checkbox"/> Completed	New servers were implemented May 20, 2017. Upgraded hardware and moved to virtualized environment running Oracle Virtual Machine and Oracle Enterprise Linux. Provided Banner Financial Aid training to streamline system usage and improve efficiency

Network Infrastructure

<i>PROJECT</i>	<i>STATUS</i>	<i>NOTES</i>
Network Equipment	<input type="checkbox"/> Completed	Upgraded the wireless controller used to manage district-wide wireless access points. Purchased Cisco Smartnet support for firewall.
Network Servers and Storage	<input type="checkbox"/> Completed/ Reallocated	Purchased additional server storage and Ellucian consulting hours for new Banner server setup.

Telecommunications

<i>PROJECT</i>	<i>STATUS</i>	<i>NOTES</i>
Emergency Notification System	<input type="checkbox"/> Completed	Purchased the Regroup emergency notification system.

Software

<i>PROJECT</i>	<i>STATUS</i>	<i>NOTES</i>
Computer Software Licenses	<input type="checkbox"/> Completed	The following District-wide software licenses were purchased: Microsoft Desktop Bundle, Antivirus, Deepfreeze, Backup Exec, Adobe Connect and D2L.
Online Software Subscriptions	<input type="checkbox"/> Completed	The following district-wide LRC software subscriptions were also purchased: American History, World History, World News, Issues and Controversies, Today's Science, Literary Reference Center, Small Business Reference Center, Access Science and CQ Researcher.

Other Technology Resources

<i>PROJECT</i>	<i>STATUS</i>	<i>NOTES</i>
Other Technology Needs	<input type="checkbox"/> Completed	Purchased technology equipment and software based on campus needs. Purchases included: computers, display TVs and software.

TECHNOLOGY GOALS AND STRATEGIES

FY 2018 – FY 2020

The improvements and recommendations established through the Technology Plan are listed below as goals in the areas of administrative systems, academic success, and infrastructure. The goals and activities of the Technology Plan are not a wish list, but represent the cost for improvements, upgrades and maintenance necessary to provide the technological resources required by the IECC district. These projects represent technology needs outside the normal operating budget and grant funds.

GOAL 1: MAINTAIN AND UPGRADE SYSTEMS IN SUPPORT OF ADMINISTRATIVE OPERATIONS

Activity 1: Upgrade the hardware and software that supports Banner, the centralized administrative software system. This system contains the core information required for day-to-day operations at IECC including financials, human resources, student records, and financial aid. Additional software demands from Banner upgrades, web access, online reporting, and imaging system access require additional computing capacity. As the system is upgraded, training is also required to help employees utilize system functionality and increase efficiency.

All Banner clients are required to migrate all Banner modules to version 9 by December 31, 2018. The FY 18 and 19 funds in this activity will be used to support this upgrade.

Activity 2: Purchase annual subscription for emergency notification system that can send text and voice messages to cell phones.

GOAL 2: PROVIDE TECHNICAL RESOURCES TO SUPPORT ACADEMIC SUCCESS

Activity 1: Purchase software applications such as the online learning management system, video conferencing, Microsoft Office Suite, Microsoft Windows Servers and antivirus software. These applications are installed on almost every computer throughout the district. As with all areas of technology, software applications change rapidly. IECC must teach and use the most current software applications to give both students and employees the tools needed to compete in today's marketplace

Activity 2: Purchase online software subscriptions. Many research materials are now available online and are accessible by purchasing annual software subscriptions. Purchasing access to the online materials as a district provides district-wide access to the information and takes advantage of quantity discounts.

Activity 3: Due to the elimination of the ICCB Advanced Technology Grant funding, the Committee recommends allocating funds to support technology needs previously funded by the grant.

Purchases from this line item will be based on the Advanced Technology Grant guidelines and left to the discretion of the CEO, CFO, Director of IT, College Presidents, and College Deans. The distribution will be: FCC: \$30,000, LTC: \$30,000, OCC: \$30,000, WVC: \$30,000, WE: \$10,000.

GOAL 3: MAINTAIN AND UPGRADE THE DISTRICT'S TECHNOLOGY INFRASTRUCTURE

Activity 1: Upgrade the existing wired and wireless network equipment and bandwidth. Increases in both instructional and administrative network applications drive the need for faster network and additional wireless access; therefore, we must annually upgrade the networking equipment to accommodate the demands.

Activity 2: Upgrade network servers and data storage equipment to support various applications throughout the district. Continue to evaluate cloud-based storage and server options.

Activity 3: Upgrade battery backup and surge protection systems throughout the district.

Activity 4: Replace desktop computers that no longer meet minimum requirements. The lifecycle of a desktop computer ranges from three to five years depending on application requirements. A line item to ensure the replacement of outdated computers is critical.

Technology Plan Budget FY 2018 - 2020

Administrative Systems

Activity	Description	FY 2018	FY 2019	FY 2020	TOTALS
1	Banner System Upgrades and Consulting	\$60,000.00	\$30,000.00	\$30,000.00	\$120,000.00
2	Emergency Notification System	\$5,000.00	\$5,000.00	\$5,000.00	\$15,000.00
	Administrative Systems Totals	\$65,000.00	\$35,000.00	\$35,000.00	\$135,000.00

Academic Technology

Activity	Description	FY 2018	FY 2019	FY 2020	TOTALS
1	Computer Software Licenses	\$120,000.00	\$120,000.00	\$120,000.00	\$360,000.00
2	Online Software Subscriptions	\$20,000.00	\$20,000.00	\$20,000.00	\$60,000.00
3	Program-Specific Academic Technology	\$130,000.00	\$130,000.00	\$130,000.00	\$390,000.00
	Academic Technology Totals	\$270,000.00	\$270,000.00	\$270,000.00	\$810,000.00

Infrastructure

Activity	Description	FY 2018	FY 2019	FY 2020	TOTALS
1	Network Equipment and Consulting	\$30,000.00	\$20,000.00	\$20,000.00	\$70,000.00
2	Network Servers and Storage	\$30,000.00	\$20,000.00	\$20,000.00	\$70,000.00
3	Network Power Backup and Surge Protection	\$5,000.00	\$5,000.00	\$5,000.00	\$15,000.00
4	Computer Replacements	\$100,000.00	\$100,000.00	\$100,000.00	\$300,000.00
	Infrastructure Totals	\$165,000.00	\$145,000.00	\$145,000.00	\$455,000.00
	Totals	\$500,000.00	\$450,000.00	\$450,000.00	\$1,400,000.00

Agenda Item #8E

Athletic Training Agreement - LTC

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: June 18, 2017
RE: Crawford Memorial Hospital Athletic Training Services Training Contract

Crawford Memorial Hospital (CMH) has requested a renewal of the existing Athletic Training Services Agreement for an additional one-year period to cover academic year 2017-2018.

Lincoln Trail College has been extremely satisfied with the services provided by CMH under the existing agreement and LTC wishes to extend the agreement.

I ask the Board's approval of this extension of the Athletic Training Services Training Agreement with Crawford Memorial Hospital.

TLB/rs

Attachment

ATHLETIC TRAINING SERVICES
AGREEMENT

This ATHLETIC TRAINING SERVICES AGREEMENT (this "Agreement") is entered into as of _____ 2017 (the "Effective Date"), by and between CRAWFORD HOSPITAL DISTRICT (D/B/A CRAWFORD MEMORIAL HOSPITAL), an Illinois special district of government (hereinafter, "CMH"), and ILLINOIS EASTERN COMMUNITY COLLEGES (hereinafter, the "College") (each of CMH and the College, a ¹¹ Party" and collectively the "Parties").

RECITALS

WHEREAS, CMH and the College desire to have CMH provide certain athletic training services to Lincoln Trail College (hereinafter, "Lincoln Trail Campus"), as set forth herein.

NOW, THEREFORE, in consideration of the mutual representations, warranties, covenants and other terms and conditions contained herein, the receipt and legal sufficiency of which are hereby acknowledged, the Parties agree as follows:

AGREEMENT

1.1 CMH Athletic Trainers. CMH shall provide to College one or more of CMH's employed licensed athletic trainers (the ¹¹Athletic Trainer(s)) to perform the Services (as defined below). CMH may, in its sole discretion, utilize one or more student trainees who shall operate under the supervision of the Athletic Trainer(s)

1.2 Term and Termination. The term of this Agreement shall begin on the Effective Date, shall continue for a period of one (1) year, and shall automatically renew for like terms unless earlier terminated earlier by either Party. Either Party may, with or without cause and for any reason whatsoever, terminate this Agreement with thirty (30) days written notice to the other Party.

1.3 Services. During the term of this Agreement, Athletic Trainers shall perform for Lincoln Trail Campus the services listed in Schedule A ("Services"). CMH shall use commercially reasonable efforts to satisfy its obligations under this Agreement and shall keep the College informed on a regular basis as to CMH's ability to staff the events listed in Schedule A. College's sole remedy for any Athletic Trainer's failure to meet College's expectations regarding the provision of the Services is to notify CMH and request a replacement Athletic Trainer or to terminate this Agreement.

1.4 Consideration. Upon execution of this Agreement and at the commencement of each renewal term, College shall pay to CMH the sum of **SIX THOUSAND FIVE HUNDRED AND 00/100 DOLLARS (\$6,500.00)**. In the event either Party terminates this Agreement before the expiration of the initial term or any renewal term, any moneys already paid to CMH for Services not performed shall be promptly reimbursed to the College in such amount as the Parties mutually agree.

1.5 Relationship of the Parties. In the exercise of their respective rights, and the performance of their respective obligations hereunder, the Parties are, and will remain, independent contractors.

Nothing in this Agreement will be construed to constitute the Parties as partners, or principal and agent for any purpose whatsoever. Neither Party will bind, or attempt to bind, the other Party to any contract or other obligation, and neither Party will represent to any third party that it is authorized to act on behalf of the other Party to this Agreement. Athletic Trainers are the employees of CMH and not the College.

Notices. Any notice, request, instruction, or other document to be given hereunder by a Party shall be in writing and shall be deemed to have been given (a) when received, if given in person or by courier or a courier service, (b) on the date of transmission, if sent by facsimile or other wire transmission (receipt confirmed), or (c) five business days after being deposited in the mail, certified or registered, postage prepaid:

If to
CMH:

Crawford Hospital District
d/b/a Crawford Memorial
Hospital 1000 North Allen
Street
Robinson, Illinois 62454
Facsimile: (618) 546-2682

Attention: Chief Executive
Officer

If to the College:

Lincoln Trail College
Illinois Eastern Community
Colleges 11220 State Highway 1
Robinson, Illinois 62454-5707
Facsimile: (618) 544-4705

Attention: Kevin Bowers

Indemnification. The Parties agree to defend, hold harmless and indemnify each other, their directors, officers and members from and against any and all losses, damages, claims, demands, suits, actions, expenses and liabilities, including reasonable attorneys' fees and expenses, associated therewith or with. successfully establishing the right to indemnification hereunder, which arise out of, in connection with or result from any claim, action or other proceeding, that is based on: (i) the negligent actions or omissions of the indemnifying Party; and (ii) either Party's breach of any of the representations, warranties or covenants contained in this Agreement.

1.6 Confidentiality. The Parties shall comply with all federal and state laws pertaining to medical record confidentiality and disclosure. To the extent, and for so long as required, the Parties represent that they shall make all reasonable efforts to comply with the provisions of 42 U.S.C. § 1171, *et. seq.* enacted by the Health Insurance Portability and Accountability Act of 1996, and the regulations promulgated thereunder all amended from time to time, including but not limited to the requirement for a business associate agreement, if applicable.

1.7 Access to Books and Records. The Parties agree that they will allow the Comptroller General of the United States, Health and Human Services, and their duly authorized representatives, access to the contracts, books, documents, and records of both Parties until the expiration of four (4) years after the services are furnished under this Agreement. The access will be provided for in accordance with the provisions of 42 CFR § 420.302 and related regulations. Furthermore, the Parties agree that if any of the value or cost of any work provided by a subcontractor of one Party to the other Party for any twelve (12) month period has a value of Ten Thousand and 00/100 Dollars (\$10,000) or more, the subcontractor will be required to sign a similar agreement to make its books and records available for such four (4) year period of time. The Parties further agree they will adhere to the Illinois Local Records Act, 55 ILCS 205/1, *et. seq.*, and any other applicable legal requirements(s).

1.8 Tax Exempt Status. In the event the performance by either Party of any term, covenant, condition or provision of this Agreement should jeopardize CMH's tax exempt status, license, ability to participate in Medicare or Medicaid, or an accreditation by the Joint Commission on Accreditation of Healthcare Organizations or any other state or nationally-recognized accreditation organization, or violate any statute, regulation, ordinance, or be deemed unethical by any recognized body, agency, or association in the medical or hospital fields, CMH may at its option terminate this Agreement immediately.

Miscellaneous Provisions. (i) This Agreement constitutes the entire agreement between the Parties with respect to the subject matter set forth herein and supersedes any prior understandings, agreements, or representations by the Parties, written or oral, to the extent they relate in any way to the subject matter hereof; (ii) This Agreement shall be binding upon and inure to the benefit of the Parties and their respective successors and permitted assigns. No Party may assign any of its rights or obligations hereunder, directly or indirectly, without the prior written consent of the other Party; (iii) No amendment of any provision of this Agreement shall be valid unless the same shall be in writing and signed by each Party; (iv) No waiver by a Party of any provision of this Agreement or any default hereunder, whether intentional or not, shall be valid unless the same shall be in writing and signed by the Party making such waiver nor shall such waiver be deemed to extend to any prior or subsequent default hereunder or affect in any way any rights arising by virtue of any prior or subsequent such default; (v) This Agreement shall be governed by and construed and enforced in accordance with the domestic laws of the State of Illinois without giving effect to any choice or conflict of law provision or rule (whether the State of Illinois or any other jurisdiction) that would cause the application of laws of any jurisdiction other than the State of Illinois, and any dispute arising from this Agreement shall be venued in the state and federal courts of Crawford County, Illinois; (vi) This Agreement shall not confer any rights or remedies upon any person (including Athletic Trainer or any replacement employee) other than the Parties; (vii) The Parties have participated jointly in the negotiation and drafting of this Agreement, and no presumption or burden of proof shall arise favoring or disfavoring any Party by virtue of the authorship of any of the provisions of this Agreement; (viii) This Agreement may be executed using counterparts and shall be fully effective and enforceable upon exchange of such executed counterparts by facsimile or electronic transmittal; (ix) Each Party warrants and represents by its execution of the Agreement that it has full power and authority to enter into this Agreement, and this Agreement was adopted by its respective bodies with power to adopt upon proper resolution and vote at a meeting duly and lawfully called and with power to consider this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the day and year first above written.

CRAWFORD HOSPITAL DISTRICT
(D/B/A CRAWFORD MEMORIAL HOSPITAL)

Signature: _____

Name: _____

Title: _____

ILLINOIS EASTERN COMMUNITY COLLEGES

Signature: _____

Name: _____

Title: _____

SCHEDULE A
SERVICES

Subject to the conditions set forth in the Agreement, CMH will provide athletic training services to College at the Lincoln Trail Campus consistent with the Illinois Athletic Trainers Practice Act, 225 ILCS 5/1, *et. seq.*, as amended from time to time. Examples of the Services that may be provided include to the extent applicable:

- A. Selection, fitting, and maintenance of protective equipment;
- B. Assistance to the coaching staff in the development and implementation of conditioning programs;
- C. Counseling of athletes on nutrition and hygiene;
- D. Inspection of athletic training and playing facilities, equipment and supplies;
- E. Coordination with a licensed physician(s) to provide:
 - (i) pre-competition physical exam and health history updates,
 - (ii) game coverage or phone access to a physician or paramedic,
 - (iii) on-site and follow-up injury care,
 - (iv) reconditioning programs, and
 - (v) assistance on other matters pertaining to the health and well-being of athletes.
- F. With a physician, determination of when an athlete may safely return to full participation post-injury; and
- G. Maintenance of records of athletic injuries and treatments rendered. Services

shall be "provided at the following events, listed in order of priority ¹ :

- Home game coverage for women's volleyball
- Home game coverage for men's basketball
- Home game coverage for women's basketball
- Home game coverage for men's baseball
- Home game coverage for women's softball
- Coverage for post-season tournaments hosted at the Lincoln Trail Campus
- Weekday Athletic Training Room Coverage for a minimum of two {2} hours

College will provide:

- Basic athletic training supplies such as tape, pre-wrap, bandages, AED, etc.

¹ Should events overlap, CMH shall determine, in its sole discretion, which event shall be staffed. In the event of Athletic Trainer's inability to attend a scheduled event, whether due to injury or illness or for any other reason, CMH will promptly notify College.

Agenda Item #8F

Route 130 Greenhouse (Seals) Property Easement

MEMORANDUM

TO: Board of Trustees
FROM: Terry L. Bruce
DATE: July 18, 2017
RE: Route 130 Greenhouse (Seals) Property Easement

At the June Board meeting, the Board approved two construction easements to build several berms and a retention pond on District property adjoining the Greenhouse/Seals property. A question arose about the length of time of the construction easement and following further discussions, the Seals have approved limiting the construction easement to two years following commencement of substantial construction at the site.

Additionally, the Board discussed the construction easement of the existing waterway on the south side of the Greenhouse/Seals property. The waterway is on both District property and the Greenhouse/Seals property under its current alignment. Under the proposed construction easement, the waterway will be moved from twelve to fifteen feet totally onto District property. This permanent realignment will be beneficial to the District and the Greenhouse/Seals property. This construction easement will be limited to two years following commencement of substantial construction upon the waterway project.

As discussed at the June meeting, the District continues to work with the Seals to develop a water retention plan, but it has not been drafted in its final form for approval by the Board. I anticipate that it will be prepared for review in the immediate future.

I ask the Board's approval of the limitation of two years on the construction easement approved at the June Board meeting and further that the Board approve a second construction easement for the realignment of the waterway.

TLB/rs

**GRANT OF EASEMENT FOR
TEMPORARY CONSTRUCTION
PURPOSES**

**THE GRANTOR, ILLINOIS
EASTERN COMMUNITY COLLEGE
DISTRICT #529**, an Illinois Community
College District, 233 E. Chestnut Street,
Olney, Illinois, 62450, for and in
consideration of the sum of One Dollar
(\$1.00) in hand paid by the Grantee, the
receipt and sufficiency of which is hereby
acknowledged, and in consideration of the
covenants and other agreements herein
expressed to be performed on the part of

Grantee, does hereby **GRANT** to the **PARKSIDE INN, LLC**, an Illinois Limited Liability
Company, 2400 N. Wakefield Road, Noble, Illinois 62868, a construction easement in, upon, across,
over, under, and through the land hereinafter described with the right to install, construct, inspect,
operate, replace, renew, alter, enlarge, extend, remove, repair, and realign a waterway along with
other related earth moving construction as said Grantee may deem necessary, said easement being
described as follows:

A tract of land located in the Northeast Quarter of the Southeast Quarter of Section Thirty-
Three, Township Four North, Range Ten East of the Third Principal Meridian, City of Olney,
Richland County, Illinois, more particularly described as follows:

Commencing at the Northeast Corner of the Northeast Quarter of the Southeast Quarter of
said Section Thirty-Three; thence S 00° 14' 19" E, 1244.89 feet along the East line of Section
33; thence S 88° 02' 40" W, 45.01 feet to a point on the West Right of Way of Illinois Route
130, also being the point of beginning; thence N 00° 14' 19" W, 20.01 feet along the West
Right of Way line of Illinois Route 130; thence S 88° 02' 40" W, 455.15 feet; thence S 00°
14' 19" E, 40.02 feet; thence N 88° 02' 40" E, 631.48 feet to a point on the West Right of
Way Line of Illinois Route 130; thence N 00° 14' 19" W, 40.02 feet along the West Right of
Way Line of Illinois Route 130 to the point of beginning, containing 0.66 acres more or less.

Said easement also shown by the plat attached hereto.

This Space for Recorder's Use Only

This Grant of Easement for Construction Purposes is executed and delivered and granted upon the following conditions:

1. The Grantee shall, as soon as practical after said work is completed, restore all property of Grantor to a neat and presentable condition, including the seeding of any area damaged as a result of any work.
2. Grantee shall indemnify Grantor against any loss and damage which shall be caused by any wrongful or negligent act or omission of its agents or employees in the course of their employment.
3. Grantor herein reserves the right to use the property for purposes which will not interfere with the Grantee's full enjoyment of the rights hereby granted.
4. The Grantor and Grantee agree that this construction easement and any earlier approved construction easements shall terminate 24 months following the commencement of substantial construction of the contemplated improvements or alterations within the construction easement, and all construction easements shall terminate no later than 60 months from the date of approval of the easement.

This Grant of Easement for Temporary Construction Purposes is made, executed and delivered pursuant to a resolution duly adopted at a meeting of the Board of Trustees of the said Community College district held on the 18th day of July, 2017.

IN WITNESS WHEREOF, said Grantor has caused its name to be signed to these presents by its Board Chairman and attested by its Secretary this 18th day of July, 2017.

**ILLINOIS EASTERN COMMUNITY
COLLEGE DISTRICT #529**, an Illinois
Community College District

By: _____
G. Andrew Fischer, Board Chairman

ATTEST:

I, Renee Smith, the Undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Community College District No. 529, Counties of Richland, Clark, Clay, Crawford, Cumberland, Edwards, Hamilton, Jasper, Lawrence, Wabash, Wayne and White and State of Illinois (the "Board"). I attest and affirm that on July 18, 2017, the Board of Trustees of Illinois Eastern Community College District #529 granted a construction easement as described above.

In witness whereof, I hereunto affix my official signature, this 18th day of July, 2017

By: _____
Renee Smith, Secretary

STATE OF ILLINOIS)
) SS.
COUNTY OF CRAWFORD)

I, the undersigned, a Notary Public in and for said County in the State aforesaid, DO HEREBY CERTIFY that G. ANDREW FISCHER and RENEE SMITH, personally known to me to be the Board Chairman and Secretary of the Illinois Eastern Community College District #529, an Illinois school district, and also known to me to be the same persons whose names are subscribed to the foregoing instrument, appeared before me this day in person and severally acknowledged that as such Board Chairman and Secretary of said school district they signed and delivered the said instrument in their capacity as Board Chairman and Secretary of said district, pursuant to authority given by the Board of Trustees of said district, and they acknowledged that the execution of the foregoing instrument is their free and voluntary act and the free and voluntary act of said district, for the uses and purposes therein set forth.

GIVEN under my hand and notarial seal this ____ day of _____, 2017.

Notary Public

Exempt under provisions of Paragraph (b)
of 35 ILCS 200/31-45.

Date _____

Grantor, Grantee or Representative

This Instrument Prepared By:
Paul V. Bishop II
Burke and Bishop
Attorney at Law
PO Box 398
Olney, IL 62450
(618) 393-2183

Agenda Item #9

Bid Committee Report

None

Agenda Item #10

District Finance

- A. Financial Report**
- B. Approval of Financial Obligations**

**ILLINOIS EASTERN COMMUNITY COLLEGES
DISTRICT #529**

**TREASURER'S REPORT
June 30, 2017**

FUND	BALANCE
Educational	\$2,163,995.06
Operations & Maintenance	\$708,495.25
Operations & Maintenance (Restricted)	\$171,998.03
Bond & Interest	\$681,474.91
Auxiliary	\$320,115.24
Restricted Purposes	(\$966.71)
Working Cash	\$196,552.88
Trust & Agency	\$410,664.01
Audit	\$0.00
Liability, Protection & Settlement	\$615,385.95
TOTAL ALL FUNDS	\$5,267,714.62

Respectfully submitted,

Roger Browning, Treasurer

ILLINOIS EASTERN COMMUNITY COLLEGES
Combined Balance Sheet - All Funds
June 30, 2017

(Prior to the accrual run and year-end adjusting journal entries)

	ALL FUNDS
	Fiscal Year 2017
ASSETS:	
CASH	5,267,715
IMPREST FUND	21,400
CHECK CLEARING	12,500
INVESTMENTS	18,590,000
RECEIVABLES	3,925,378
ACCRUED REVENUE	4,616,037
INTERFUND RECEIVABLES	227,070
INVENTORY	509,653
OTHER ASSETS	457,507
TOTAL ASSETS AND OTHER DEBITS:	33,627,260
LIABILITIES:	
PAYROLL DEDUCTIONS PAYABLE	220,966
ACCOUNTS PAYABLE	94,498
ACCRUED EXPENSES	-
INTERFUND PAYABLES	-
DEFERRED REVENUE	4,221,611
OTHER LIABILITIES	644,941
TOTAL LIABILITIES:	5,182,016
EQUITY AND OTHER CREDITS:	
INVESTMENT IN PLANT	2,672,727
PR YR BDGTD CHANGE TO FUND BALANCE	5,913,625
FUND BALANCES:	
FUND BALANCE	19,368,039
RESERVE FOR ENCUMBRANCES	490,853
TOTAL EQUITY AND OTHER CREDITS	28,445,244
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	33,627,260

ILLINOIS EASTERN COMMUNITY COLLEGES
Combined Statement of Revenues, Expenses,
and Changes in Net Assets
AS OF June 30, 2017

(Prior to the accrual run and year-end adjusting journal entries)

ALL FUNDS

FY 2017
YEAR-TO-DATE

REVENUES:

LOCAL GOVT SOURCES	13,381,729
STATE GOVT SOURCES	10,065,980
STUDENT TUITION & FEES	14,254,149
SALES & SERVICE FEES	3,353,621
FACILITIES REVENUE	13,990
INVESTMENT REVENUE	183,770
OTHER REVENUES	611,065
TOTAL REVENUES:	<u>41,864,304</u>

EXPENDITURES:

INSTRUCTION	11,739,386
ACADEMIC SUPPORT	495,095
STUDENT SERVICES	1,603,753
PUBLIC SERV/CONT ED	4,318
OPER & MAINT PLANT	2,945,297
INSTITUTIONAL SUPPORT	8,373,707
SCH/STUDENT GRNT/WAIVERS	7,055,642
AUXILIARY SERVICES	5,277,579
TOTAL EXPENDITURES:	<u>37,494,777</u>

TRANSFERS AMONG FUNDS:

INTERFUND TRANSFERS	180,000
TOTAL TRANSFERS AMONG FUNDS:	<u>180,000</u>

NET INCREASE/DECREASE IN NET ASSETS	<u>4,549,527</u>
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Agenda Item #11

Chief Executive Officer's Report

Agenda Item #12

Executive Session

Agenda Item #13

Approval of Executive Session Minutes

- A. Written Executive Session Minutes**
- B. Audio Executive Session Minutes**

Agenda Item #14

Approval of Personnel Report

Agenda Item #15

Collective Bargaining

Agenda Item #16

Litigation

Agenda Item #17

Other Items

Agenda Item #18

Adjournment

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

	Funding Source	Estimated Budget								
Student Center - WVC	CDB	\$4,029,400	████████							
Temp Building Replacement - LTC	CDB	\$1,495,500	████████							
Center for Technology - LTC	CDB	\$7,569,800	████████							
GRAND TOTAL		\$13,094,700	Board Approval	Materials	Begin Construction	30% Completed	60% Completed	80% Completed	100% Completed	Fully Accepted

6/30/2017