

# THE BOARD OF ILLINOIS COMMUNITY COLLEGE DISTRICT NO. 515

## Special Meeting and Board Workshop December 10, 2019

### MINUTES

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Dr. Ronald White, Vice Chair, convened the Special Meeting and Board Workshop of the Board of Illinois Community College District No. 515 at 5:10 p.m., Tuesday, December 10, 2019, in the Board Room of the College.

#### **ROLL CALL:**

##### Board Members Present

Mr. Marc Wiley, Chair (via speaker phone)  
Dr. Ronald White, Vice Chair  
Mr. Christopher Baikauskas, Secretary  
Ms. Joelle Mulhearn  
Mr. Jay Readey  
Mr. John Stanfa  
Ms. Camiella Williams

##### Board Members Absent

Ms. Thalia Valdivia, Student Trustee

##### Table Participants Present

Dr. Terri L. Winfree, President  
Ms. Jodi Pedersoli, Board Recorder  
Dr. Marie Hansel, Vice President, Academic Affairs  
Dr. Thomas Saban, Vice President, Finance and Administration  
Mr. Craig Schmidt, Vice President, Community and Economic Development  
Dr. Michael Anthony, Vice President, Student Affairs and Institutional Effectiveness  
Mr. Eric Stach, Del Galdo Law Group  
Mr. Thomas Nicholas, Faculty Representative  
Ms. Cheron Ricks, Support Staff Representative

##### Table Participants Absent

Mr. Fabian Lopez, President, Student Government Association

##### Administrators Present

Ms. Jan Bonavia; Ms. Carolyn Ciesla; Mr. David Cronan; Ms. Deborah Havighorst;  
Mr. Greg Kain; Ms. Marina Krtinic; Ms. Kim Kunce; Ms. Kelly Lapetino; Dr. Anthony Martin;  
Ms. Jaime Miller; Mr. Felix Simpkins; Ms. Patricia Gallagher Trost; Mr. Elighie Wilson

##### Faculty Members Present

Mr. Thane Montaner; Ms. Valerie Nicholson

##### Managers

Mr. Jay Barriga; Ms. Denise Edwards; Ms. Andrea Small; Ms. Cheri Taylor-Lawton;  
Ms. Lisa Ziegler

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## Staff Members Present

Ms. Crystal Alston; Mr. William Berkley; Ms. Candace Capolillo; Mr. William Condon;  
Ms. Mary Hampton; Ms. Velma McWilliams; Ms. Carolyn Ostroski; Ms. Dawn Sterning;  
Ms. Erin Violette

## Other

Mr. Tony Johnston, Local 1600 President; Mr. Carlos Reyes, Men's Soccer Head Coach

Dr. White announced that they would have oral and written communications shortly. He would like to, with the Board's consensus, get a motion to suspend the agenda and move 4.1 under 4.2.

*Ms. Williams moved and Ms. Mulhearn seconded that the Board of Trustees suspend the agenda and move 4.1 under 4.2.*

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Readey	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Wiley	Aye
Ms. Williams	Aye

***The vote being seven (7) Ayes, no Nays, the motion carried.***

Dr. White said the Board would now entertain oral and written communications. He asked that everyone be respectful and limit their comments to three minutes. Mr. Stach asked if Dr. White moved 4.1 to the top of the agenda. Dr. White answered that he moved it under 4.1. Dr. White asked that Counsel be the timekeeper.

## **ORAL/WRITTEN PUBLIC COMMUNICATIONS**

### Statement from Ms. Cheron Ricks, Union President

Ms. Ricks acknowledged that Union President from Local 1600, Tony Johnston, was present along with Support Staff members. Support Staff members received an email to show support and wear red in solitary. Ms. Ricks read the following statement:

*“Good Evening Board Members,*

*I am here again to address the agenda item 3.1 Reorganization and Compensation Plan. I stand on what I stated at the last meeting. I am the union president and I represent 101 support staff members. The union is not trying to cause friction between the administration and the union. My concern is only for the members and how these changes will affect them now and in the future during contract negotiations. My comments should not have been taken as personal attacks, as I only stated facts that were presented to me.*

*The College is dangerously close to violating the terms of the support staff contract with Article XI – Working Conditions Section 11.1 Office Automation and Reorganization Letter A. It states that “The Union shall be kept informed in writing of any employer programs of reorganization and/or automation. The written notice will set forth the nature of the intended changes.” The union was never notified in writing of these changes. VP Saban and VP Anthony were the only two that met with me to inform me of*

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*their reorganization plan. With this notice I am requesting for impact bargaining for the support staff members who will be affected by the reorganization plan. Any matters that affect my members should be tabled until the next board meeting so that impact bargaining can take place.*

*The video of the December 4 board meeting was posted with my statement edited out along with the statements from students. To my knowledge, editing out parts of the board meeting has never been a practice. I am asking that my comments from the last meeting be uploaded to the website so that they may be part of the record in accordance with the Illinois Open Meetings Act. Thank you."*

### Statement from Ms. Valerie Nicholson, Senior Faculty Member

Ms. Valerie Nicholson, Professor/Coordinator, Music read the following statement to the Board:

*"Last week and again just now, the president of Local 1600 addressed the Board with some concerns about the purported reorganization of the College's administration. Local 3816, the full-time faculty union would like to add a few concerns of our own about the planned reorganization of Academic Affairs.*

*We don't dispute that it is within the Board's power to reorganize the administration from time to time as it sees fit, and to rely on administration for their judgement about how best to do so. We would, however, like to see more genuine attempts at shared governance in the College when making these decisions as it is unwise to give key employee constituencies no voice in these key decisions. In short, we don't think that an unsolicited public comment like this one is the best way for us, or for Local 1600, to communicate our concerns and insights to the Board.*

*And yet here we are. We are concerned by some of the personnel changes proposed within Academic Affairs, but our major concern, the reason we're speaking to you now, is that we were merely informed of these changes after the plans were already made, and we have still not been informed of any planned changes outside Academic Affairs, even though they would clearly impact teaching and learning at the College. We were not invited to weigh in on them or respond to them through any of our elected bodies, namely, the Academic Senate.*

*The Board has the power to reorganize the College, and the administration has the responsibility to do it well by harnessing the deliberative power of groups across the College. We hope that the Board and administration will approach shared governance as openly as possible, and will see employee groups like us and Local 1600 not as problems to be managed but as partners in our shared mission. Thank you."*

### Comments from Mr. Tony Johnston, President, Cook County College Teachers Union, Local 1600

Mr. Tony Johnston, President of Cook County College Teachers Union, Local 1600, wanted to briefly show support for the two previous speakers. He thinks, whenever there are any issues that deal with union members it is always best to reach out and say this is what we are thinking. He acknowledged that certain Vice Presidents reached out to Chapter Chair, Cheron Ricks. Mr. Johnston stated that it has a more powerful and positive impact when it comes from the administration as a whole when looking at reorganization ideas. Mr. Johnston would like a more formal process and have the union's feedback before decisions are made. He requested that any issues that deal with Local 1600 members be tabled to the next board meeting.

Dr. Winfree had a statement received from someone that could not be there. She was able to distribute the written statement to the Board. Dr. Winfree asked Counsel if it should be read out loud. Counsel said it was not necessary to read it out loud. It is a written statement and just entered into the record. The standard policy is ten copies should be submitted and then it is circulated to the Board and made part of the record. Dr. Winfree asked if the people that presented earlier should supply ten copies. Mr. Stach answered that if they wish to. They provided oral comments. Copy of the letter is attached.

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### Reorganization and Compensation Plan

Dr. White is unsettled about last meeting when 5.1 was presented. In that there was a salary that was presented at \$68,863.21 and then in the spreadsheet that was submitted to the Board the previous night at 5 p.m. that same salary had been moved to \$75,749.00 which is two proposed ten (10%) percent increases. Dr. White does not know how the other board members feel but that is something that he observed and is very unsettled.

Mr. Wiley said when 5.1 Reorganization came up for his approval at last month's board meeting he asked for some details and was forwarded information by Dr. Winfree and Dr. Anthony. He asked for a breakdown of each Vice President's reorganization. Dr. Anthony's information was very detailed and it broke down salaries and supporting information. Mr. Wiley thought the other groups were going to follow that format. Mr. Wiley wanted to be clear that there are some good people in the list, who do great work. The only thing he wanted it to be a little more detailed by each VP, not just everyone thrown together. Mr. Wiley does not want individuals who are looking at possible promotions or advancements to feel that no one is listening to them. There is a certain order and way that he wanted the information presented. With that being said, he wanted to make sure everyone is working together which includes the Board, President and working the way down to the VP and their staff. There needs to be some work ironed out and will revisit the Reorganization.

Mr. Baikauskas asked Mr. Stach if he was familiar with Impact Bargaining term since it was something he never heard of. Mr. Stach answered that he was familiar with the term, but not in the context of the contract. Mr. Baikauskas agreed that the Board should table the Reorganization in order to get more information.

*Mr. Stanfa moved and Ms. Williams seconded that the Board of Trustees table the Reorganization until the next Board meeting.*

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Readey	Abstain
Mr. Stanfa	Aye
Dr. White	Aye
Ms. Williams	Aye

***The vote being five (5) Ayes, one (1) Abstain, and no Nays, the motion carried.***

### **CLOSED SESSION**

*Mr. Baikauskas motioned and Ms. Mulhearn seconded that the Board of Trustees go into closed session for "the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, or a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body, or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, or against legal counsel for the public body to determine its validity;" (5 ILCS 120/2(c) (1); "self evaluation, practices and procedures or professional ethics, when meeting with a representative of statewide association of which the public body is a member." 5 ILCS 120/2(c)(16).*

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Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Readey	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Ms. Williams	Aye

*The vote being six (6) Ayes, no Nays, the motion carried and the meeting adjourned to Executive Session at 5:28 p.m.*

Dr. White announced that there would no other action taken tonight.

**RETURN TO OPEN SESSION:**

*Ms. Williams moved and Ms. Mulhearn seconded to return of Open Session at 7:13 p.m.*

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Readey	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Ms. Williams	Aye

*The vote being six (6) Ayes, no Nays, the motion carried.*

**ADJOURNMENT**

*Mr. Baikauskas moved and Ms. Williams seconded that the Board of Trustees adjourn the meeting. . All members present voted Aye, and the meeting adjourned at 7:15 p.m.*

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Dr. Ronald White, Vice Chair

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Mr. Christopher Baikauskas, Secretary

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Jodi Pedersoli, Board Recorder

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