

MINUTES
SPECIAL BOARD MEETING
OF McHENRY COUNTY COLLEGE

A Special Board meeting of the Board of Trustees of McHenry County College was held on Thursday, March 9, 2017 in the Board Room, Room A217, in Building A on the Campus. Chair Smith called the meeting to order at 6:30 p.m. Chair Smith announced that additional seating was available in Room A-221, to which the meeting was being streamed. When Mr. Jenner called the roll, the following were present:

Mr. Worden
Mr. Jenner
Ms. Kisser
Ms. Liddell
Mr. Parrish
Ms. Tirio
Ms. Walsh
Mr. Smith

Dr. Gabbard was also present. Attorney Samuel Cavnar was present at legal counsel.

PLEDGE OF ALLEGIANCE

Chair Smith led the group in the Pledge of Allegiance.

COLLEGE MISSION STATEMENT

Student Trustee Worden read the Mission Statement.

ACCEPTANCE OF AGENDA

The agenda was accepted as presented.

PUBLIC COMMENT

Mr. Cal Skinner recently requested expenditures between \$19,000 and \$20,000. He stated that the Board should take a tighter look at expenditures. He urged the Board to be transparent in future meetings.

Ms. Pat Zokal spoke about several sections of the faculty contract, and provided a copy of her statement to the Board.

Ms. Ellen Zimmerman shared her concern for students that the counselors were forced to abandon and read language from the American Counseling Association. She stated that the Board and administration are now responsible for any adverse reaction to the loss of counseling services.

Ms. Luisa Lauf spoke about her history with the College and stated that the College has been let down. She added that it is important the Latino community be represented at the College.

Ms. Amy Taylor spoke about her years of experience at McHenry County College, and spoke about how the counselors were dismissed. She stated this is a true loss for current and prospective students.

Ms. Ireth Vilchis, a 2005 graduate of McHenry County College, who has moved on to Columbia College, shared how Luisa Lauf encouraged her to continue her education.

Ms. Betsy Metzger, adult education faculty, spoke about the value of the counseling department to students, and praised Ms. Lauf for her work with students.

Ms. Norma Vilchis, a 2012 graduate of McHenry County College, stated that Ms. Lauf was her kindergarten teacher and mentor. She asked who would represent the minority community.

Ms. Caitlin Henderson expressed her fear that other departments would also be affected, such as student life. She hoped that the College would retain student life.

Mr. Erick Marchessault, who graduated from McHenry County College last semester, expressed his concern for future students who will not have the opportunity to use counseling services. He noted that the counselors have been very supportive to the LGBTQ/trans community.

Ms. Amber Steiger expressed her thanks for staff who have impacted her life. She stated that students will suffer, and added that a small tuition increase should have been considered.

Ms. Yanira Indoal asked who she would go to with questions about school, about classes, and about home. She stated she would be okay with paying more tuition if it meant keeping the counselors.

Ms. Jazmin Rangel, McHenry County College alumna, stated that losing Ms. Lauf hurts the Latino student population. She shared stories from several students.

Ms. Shannon Sterrett, a criminal justice student, shared her experiences, and hoped the Board would learn something from her story.

Ms. Toni Weaver, former tutor in the Special Needs department, stated she was appalled and ashamed at the treatment the counseling department received.

Mr. Brendan Slovacek spoke about McHenry County College's budget and stated that Board must remember it is important to put the students first.

Chair Smith thanked all who expressed their concerns and opinions. The meeting video may be viewed at <http://www.ustream.tv/recorded/100826876>.

SUMMARY COMMENTS BY BOARD MEMBERS

Mr. Parrish stated that MCC is not unique in the issues being faced; all are struggling to find a way to accommodate shortfall in income because of the lockup in our state government.

Ms. Walsh stated that this is the most difficult decision she has had to make in her four years on the Board. She stated that the employees are outstanding. She stated that the College has been backed into a corner by fiscal problems. She added that the Board has spent a considerable amount of time discussing this matter and coming to this conclusion tonight.

Mr. Worden read letters from five students: 1) Madison Patenaude, who noted the counselors provide a judge-free zone. 2) Mark Handeland, MCC graduate and former president of the Student Veterans' Association, who asked that a solid plan be put in place. 3) Matthew Thorndyke, class of 2016, who asked that advertising budgets be cut. 4) Andrew Nuno, class of 2016, who expressed his disappointment with the treatment of faculty. 5) Jeremy Sacramento, former student trustee, who asked that the Board ensure the mission stays consistent with its goals. Mr. Worden stated that he does not support laying off the counseling department.

Ms. Liddell stated that this has been a tough week, and her heart goes out to everyone. She thanked those who came out tonight to share their thoughts with the Board. She stated the Board will continue to do everything they can to ensure student success.

Ms. Kissler stated there was nothing she could say.

Ms. Tirio stated she understands the devastation the counselors are feeling. She added that these are difficult decisions based on the numbers the Board has been given to work with. She thanked those who came and gave the Board their thoughts.

Mr. Jenner said this won't be the first time he has said something unpopular. He noted that one speaker reminded the Board of their oath, and stated that you will not find university, school, or college education in the constitution. He stated that government has no business in education.

Mr. Smith expressed sincere appreciation to all who came out tonight. He stated there are no words to express the emotional anguish that those affected by this decision are feeling. He appreciated how eloquently Ms. Walsh stated her perspective tonight. He stated this is a decision and challenge we all face.

RESOLUTION AUTHORIZING REDUCTION IN FORCE OF SUPPORT STAFF

Chair Smith read the following resolution aloud.

RESOLUTION AUTHORIZING REDUCTION IN FORCE AND HONORABLE DISMISSAL OF STAFF

WHEREAS, the Board of Trustees, McHenry County College, Community College District No. 528 (the "Board") has decided to decrease the total number of staff employed by the Board through a reduction in force;

WHEREAS, due to the ongoing financial crisis caused by the Illinois State budget impasse and the resultant loss of State funding, as well as declining enrollment, it has become necessary and imperative that the Board reduce the total number of staff employed by the Board in order to preserve the core mission of the College;

WHEREAS, the Board is taking additional substantial cost cutting measures beyond employee reductions in order to address the impact of the declining departmental enrollment trends and the financial crisis;

WHEREAS, the Agreement between the Board of Trustees, McHenry County College, Community College District No. 528 and McHenry County College Staff Council Local 1642, IFT/AT, AFL/CIO (the "CBA") defines the process of determining the sequence of the honorable dismissal of the staff subject to this reduction in force; and

WHEREAS, the Board has decided that the staff hereinafter set forth in Exhibit A shall be honorably dismissed as a result of the decision by the Board to decrease the total number of staff members employed by the Board through a reduction in force.

NOW, THEREFORE, Be it Resolved by the Board of Trustees, McHenry County College, Community College District No. 528, as follows:

Section 1: That, based on the recommendation by the Administration, the staff listed in Exhibit A attached hereto be honorably dismissed effective April 10, 2017 for the reasons stated above.

Section 2: That the College's administration is authorized and directed to notify the staff subject to the reduction in force they are being honorably dismissed at least thirty (30) calendar prior to the effective date of such honorable dismissal in accordance with the CBA, and that said notice shall be in conformance with Exhibit B attached hereto.

Section 3: That this Resolution shall be in full force and effect forthwith upon its passage.

EXHIBIT A

<u>EMPLOYEE TITLE</u>	<u>EMPLOYEE NAME</u>
Technical Services/Systems Coordinator	Kivisto
Coordinator of Contract Training	Dworak
Admin. Assistant. Workforce Community Development	Morones
Admin Assistant Math, Sciences & Health Professions	Loewe
Coordinator of Service Learning	Krebs
Office Assistant/Professional Education	Marshall
Testing Center Assistant	Morrison

The following positions are being reduced from full-time status to part-time status:

Enrollment Processor	Wood
Coordinator/Personal Development Programs	Terrones
Coordinator of Workforce Services	Bollman
Web Application Developer	Liu
Marketing Communication Specialist	Lauer

Chair Smith asked for a motion and second to approve the resolution. Ms. Walsh moved to approve, and Ms. Liddell seconded the motion. During discussion, Mr. Parrish asked to confirm that this resolution only includes those Chair Smith named, and not the counselors. Chair Smith so confirmed.

When the roll was called, all voted in favor. The motion carried.

RESOLUTION AUTHORIZING REDUCTION IN FORCE OF NON-TENURED AND TENURED FACULTY

Chair Smith read the following resolution aloud.

**RESOLUTION AUTHORIZING REDUCTION IN FORCE AND
HONORABLE DISMISSAL OF NON-TENURED AND TENURED FACULTY**

WHEREAS, the Board of Trustees, McHenry County College, Community College District No. 528 (the "Board") has decided to decrease the total number of faculty employed by the Board through a reduction in force;

WHEREAS, due to the ongoing financial crisis caused by the Illinois State budget impasse and the resultant loss of State funding, as well as declining departmental enrollment, it has become necessary and imperative that the Board reduce the total number of faculty employed by the Board in order to preserve the core mission of the College;

WHEREAS, the Board is taking additional substantial cost cutting measures beyond employee reductions in order to address the impact of the declining departmental enrollment trends and the financial crisis;

WHEREAS, the Collective Bargaining Agreement between the Board of Trustees, McHenry County College, Community College District No. 528 and McHenry County College Faculty Association (the "CBA")

and the Illinois Public Community College Act (“IPCCA”), 110 ILCS 805/3B-1 *et seq.* define the process of determining the sequence of the honorable dismissal of the faculty subject to this reduction in force; and

WHEREAS, the Board has decided that the faculty hereinafter set forth in Exhibit A shall be honorably dismissed as a result of the decision by the Board to decrease the total number of faculty members employed by the Board through a reduction in force.

NOW, THEREFORE, Be it Resolved by the Board of Trustees, McHenry County College, Community College District No. 528, as follows:

Section 1: That, based on the recommendation by the Administration, the non-tenured faculty listed in Exhibit A attached hereto be honorably dismissed effective June 30, 2017 for the reasons stated above.

Section 2: That, based on the recommendation by the Administration, the tenured faculty listed in Exhibit A attached hereto be honorably dismissed effective June 30, 2017 for the reasons stated above.

Section 3: That the College’s administration is authorized and directed to notify the faculty subject to the reduction in force they are being honorably dismissed no later than sixty (60) days before the end of the current academic year in accordance with the CBA and relevant provisions of the IPCCA, 110 ILCS 805/3B-5, and that said notice shall be in conformance with the form of Exhibit B attached hereto.

Section 4: That this Resolution shall be in full force and effect forthwith upon its passage.

EXHIBIT A

<u>EMPLOYEE TITLE</u>	<u>EMPLOYEE NAME</u>
Counselor	Zokal
Counselor	Lauf
Counselor	Taylor
Counselor	Zimmerman

Chair Smith asked for a motion and second to approve the resolution. Ms. Kisser moved to approve, and Ms. Tirio seconded the motion. During discussion, Mr. Worden repeated the College's mission statement, "Our focus is learning. Student success is our goal." He stated that the counselors uphold the second part, and teachers help students learn. He asked for a different way to look at this. Mr. Parrish stated that his understanding was a department of four positions is being eliminated and stated he finds it debilitating. Mr. Parrish would prefer to retrain the four counselors.

When the roll was called, Ms. Kisser, Ms. Liddell, Ms. Tirio, Ms. Walsh, Mr. Smith and Mr. Jenner voted in favor; Mr. Worden and Mr. Parrish voted against. The motion carried.

RESOLUTION AUTHORIZING REDUCTION IN FORCE OF ADMINISTRATION

Chair Smith read the following resolution aloud.

RESOLUTION AUTHORIZING REDUCTION IN FORCE AND HONORABLE DISMISSAL OF ADMINISTRATION

WHEREAS, the Board of Trustees, McHenry County College, Community College District No. 528 (the "Board") has decided to decrease the total number of administrators employed by the Board through a reduction in force;

WHEREAS, due to the ongoing financial crisis caused by the Illinois State budget impasse and the resultant loss of State funding, as well as declining enrollment, it has become necessary and imperative that the Board reduce the total number of administrators employed by the Board in order to preserve the core mission of the College;

WHEREAS, the Board is taking additional substantial cost cutting measures beyond employee reductions in order to address the impact of the declining departmental enrollment trends and the financial crisis;

WHEREAS, the Board has decided that the administrators hereinafter set forth in Exhibit A shall be dismissed as a result of the decision by the Board to decrease the total number of administrators employed by the Board through a reduction in force.

NOW, THEREFORE, Be it Resolved by the Board of Trustees, McHenry County College, Community

College District No. 528, as follows:

Section 1: That, based on the recommendation by the Administration, the administrators listed in Exhibit A attached hereto be honorably dismissed effective March 10, 2017 for the reasons stated above.

Section 2: That the College's administration is authorized and directed to notify the administrators subject to the reduction in force that they are being dismissed, and that said notice shall be in conformance with Exhibit B attached hereto.

Section 3: That this Resolution shall be in full force and effect forthwith upon its passage.

EXHIBIT A

EMPLOYEE TITLE

EMPLOYEE NAME

Assistant Vice President of Academic and Student Affairs

Patrick

Director of Physical Therapy Assistant Program

Schmidt

Director of Learning Support

Hendrieth

Chair Smith asked for a motion and second to approve the resolution. Ms. Tirio moved to approve, and Mr. Parrish seconded the motion. During discussion, Mr. Parrish noted this was perfectly consistent and in line with the strategies laid out.

When the roll was called, all voted in favor. The motion carried.

ADJOURNMENT

Hearing no further business, the meeting was adjourned at 8:15 p.m.

Patricia Kriegermeier, Recording Secretary

Chris Jenner, Board Secretary