

**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 IPCCCA, 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.

ADOPTED this 9th day of March, 2017 by the following vote:

AYES: 6

NAYS: 1

ABSENT: 0



Chairperson, Board of Trustees

ATTEST:


Secretary, Board of Trustees

EXHIBIT A

	<u>EMPLOYEE NAME</u>	<u>EMPLOYEE TITLE</u>
1.	P. Zokal	Counselor
2.	L. Lauf	Counselor
3.	A. Taylor	Counselor
4.	E. Zimmerman	Counselor

EXHIBIT B
NOTICE OF REDUCTION IN FORCE AND HONORABLE DISMISSAL

Via Hand Delivery and
Certified Mail, Return Receipt Requested

March 10, 2017

[Insert Faculty Member Name]
[Insert Last Known Address]

Dear [Faculty Member]:

The Board of Trustees, McHenry County College, Community College District No. 528 (the "Board") has voted to decrease the total number of faculty employed by the Board through a reduction in force and honorable dismissal. The ongoing Illinois State budget impasse, resultant loss of State funding, and declining departmental enrollment have made it imperative that the Board reduce the total number of faculty in order to preserve the core mission of the College.

While the Board is taking additional substantial cost cutting measures beyond employee reductions in order to address the impact of declining departmental enrollment trends and the State budget crisis, you are hereby notified that the Board has decided that, consistent with the Illinois Public Community College Act and the applicable Collective Bargaining Agreement, your services to the College shall terminate effective June 30, 2017.

Should the Board subsequently increase the number of faculty members employed, qualified employees subject to this reduction in force and honorable dismissal shall have a preferred right to reappointment for twenty-four (24) months. Guidelines and limitations pertaining to this right to reappointment are set forth in the Illinois Public Community College Act and the applicable Collective Bargaining Agreement.

If you have any questions regarding this Notice of Reduction in Force and Honorable Dismissal, please contact Angelina Castillo, Assistant Vice President of Human Resources at (815) 455-8738.

Respectfully,

BOARD OF TRUSTEES, MCHENRY
COUNTY COLLEGE, COMMUNITY
COLLEGE DISTRICT NO. 528

By: _____
President

ATTEST:

By: _____
Secretary

I received this Notice of Reduction in Force and Honorable Dismissal by personal delivery on _____, 2017.

By: _____
[Insert Name]