

**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.

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

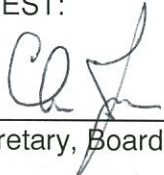
AYES: 7

NAYS: 0

ABSENT: 0



Chairperson, Board of Trustees

ATTEST:


Secretary, Board of Trustees

EXHIBIT A

	<u>EMPLOYEE NAME</u>	<u>EMPLOYEE TITLE</u>
1.	J. Kivisto	Technical Services/Systems Coordinator
2.	B. Dworak	Coordinator of Contract Training
3.	J. Morones	Admin. Assistant. Workforce Community Development
4.	E. Loewe	Admin Assistant Math, Sciences & Health Professions
5.	L. Krebs	Coordinator of Service Learning
6.	L. Marshall	Office Assistant/Professional Education
7.	M. Morrison	Testing Center Assistant
	<u>The following positions are being reduced from full-time status to part-time status:</u>	
8.	K. Wood	Enrollment Processor
9.	C. Terrones	Coordinator/Personal Development Programs
10.	N. Bollman	Coordinator of Workforce Services
11.	H. Liu	Web Application Developer
12.	P. Lauer	Marketing Communication Specialist

EXHIBIT B
NOTICE OF REDUCTION IN FORCE AND HONORABLE DISMISSAL

Via Hand Delivery and
Certified Mail, Return Receipt Requested

March 10, 2017

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

Dear [Staff Member]:

The Board of Trustees, McHenry County College, Community College District No. 528 (the "Board") has voted to decrease the total number of staff employed by the Board through a reduction in force and honorable dismissal. The ongoing financial crisis caused by the Illinois State budget impasse, the resultant loss of State funding, and declining enrollment have made it imperative that the Board reduce the total number of staff 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 the State budget crisis, you are hereby notified that the Board has decided that your services to the College shall terminate on April 10, 2017.

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]