

MINUTES OF SPECIAL BOARD MEETING OF JUNE 21, 2016

The Board of Trustees of Community College District 509, Counties of Kane, Cook, DuPage, McHenry and DeKalb, State of Illinois, convened a special meeting Tuesday, June 21, 2016, in Building E, Seigle Auditorium, at Spartan Drive Campus, Elgin Community College, 1700 Spartan Drive, Elgin, Illinois.

1. Call to Order and Roll Call

Chair MacKinney called the special meeting to order at 5:08 p.m., indicated that a quorum was present, and asked the recorder to call roll.

Trustees present Mr. Duffy, Ms. MacKinney, Mr. Meyer, Dr. Ollayos, Dr. Redmer, Mr. Saucedo and Student Trustee Mr. Gonzalez

Trustees absent: Ms. Holmes

ECC staff and

others present:

Dr. Sam, President; Ms. Konny, VP, Mr. Jensen, Ms. Gundrum, Ms. S. Migatz, Ms. A Migatz, Ms. Letizio, Ms. Boyce, Ms. Brynelsen, Ms. Hatch, Mr. Treadwell, Ms. Ray, Mr. Prose, Ms. Pang, Ms. Arnold, Ms. MacArthur, Mr. Coonen, Ms. Amenta, Mr. Moore, Ms. Barrueta, Ms. Banks, Dr. Miller, Ms. Folden, Ms. Michaelis, Ms. Munson, Ms. Cook, Ms. Lucca, Ms. Schopen, Ms. Banaszak, Ms. Sanchez, Dr. McClure, Mr. McCoy, Dr. Garber, Ms. DelGenio, Ms. Weinstein, Dr. Thompson, Ms. Funk, Mr. McElhiney, Mr. Albino, Ms. Hamill, Ms. Scholl, Ms. Wons, Ms. Stredde, Mr. Wilquet, Mr. Anderson, Ms. Roush, Ms. Franck and Ms. Kerruish, Recorder

2. Reduction in Force

- **Presentations by Support Staff of Elgin Community College (SSECCA) and the Elgin Community College Faculty Association (ECCFA)**

This special meeting was held at the request of the SSECCA and ECCFA leadership. Chair MacKinney began the meeting stating that this was not a reconsideration of board actions determined at last week's regular meeting. The meeting will be conducted like the committee of the whole meetings when presentations are given to the board. Mr. Treadwell thanked the board for the opportunity to present items regarding the budget that may not have been considered. He suggested several items should be considered before employee lay-offs. Items mentioned were: Keeping the Burlington campus closed for a period of time; eliminating discretionary funds for the president and vice presidents; funds spent on goose removal on campus; current and future retirees. He also mentioned the untimely email sent regarding the recent new hire to replace the associate dean of college readiness and high school partnerships due to a retirement. Mr. McCoy commented on employee morale; the \$35 million in reserves; and the appearance that bricks and mortar are more important than the people.

Dr. Martinez, representing ECCFA, commented that everyone should be included in the decisions and the board needs to hear from SSECCA and ECCFA. His comments echoed

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those of SSECCA leadership.

Trustee Saucedo asked for clarification on what SSECCA members would be willing to do. SSECCA indicated that they needed a guarantee there would be no layoffs for a year if they did not take a 4 % pay increase. Guarantees cannot be given as there is no guarantee funding will be received from the State.

Trustee Meyer inquired about the question posed to SSECCA membership for a vote. Mr. Treadwell indicated he asked SSECCA voting members if he "Could open the contract to discuss raises?". Nothing was mentioned about a guarantee. All voting members (full members) were polled. Fee paying members are not full members of SSECCA and therefore are not voting members.

Chair MacKinney stated the board worked through a thorough and difficult process to balance the budget and there was no joy in discussing layoffs.

Dr. Sam provided clarification regarding comments presented. Many community colleges in the State are on their second and third rounds of layoffs. ECC has worked hard to continue without layoffs. The budget needs to be balanced. The facility in Burlington should have been operational three years ago. It is part of ECC and our student population and will remain open. The surgical tech program is currently overstaffed and the only solution that has been suggested is to hire an additional person. The associate dean position that was recently filled was replacing Dr. Schaid due to her retirement. This position helps feed students into our system. An explanation of which positions will be filled and why was presented by Dr. Sam. Administrative staff will forego a 4 % increase this year. SSECCA membership was offered a choice and they chose to keep their raise. By this action, layoffs will occur. It is the president's job to present a balanced budget for the board to act on. Springfield is not offering any guarantees and the longer the State does not have a budget, the more difficult it will be. The fund balance that has been mentioned is a restricted fund. The board recently acted to provide 6 months of reserves for the college to operate in the best interest of our students who should be able to finish a semester if funding is not provided by the State. In addition, the pension shift conversation and action will resurface.

Additional back and forth conversation occurred between Dr. Sam and SSECCA / ECCFA leadership on the same topics.

Trustee Meyer intervened with a point of order. Clarification was provided regarding the number of voting SSECCA members. There are currently 381 members; 163 FT and 128 PT full (voting) members and 10 FT and 80 PT fee paying members. 203 votes were cast. Trustee Saucedo suggested the board consider a no layoff guarantee for one year and look at programs that are generating losses.

Trustee Meyer inquired of Dr. Sam whether the process had been inclusive. Dr. Sam replied that he has meetings with SSECCA and ECCFA leadership every other week. As leaders, issues are discussed. ECCFA received their 4 % increase in January, 2016. Budget challenges have been discussed with all leadership. Formal meetings regarding potential layoffs were held with SSECCA leadership which provided information and were not to be viewed as negotiations.

Comments on the same concerns with no new information presented were provided.

Chair MacKinney confirmed that this meeting was an opportunity for SSECCA and ECCFA to meet and present to the board. It was not a reconsideration of the board's vote on the budget that occurred last week.

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3. Audience Wishing to Address the Board

No request cards from the audience were received. The recorder was informed the following day that an individual had completed a card, but was not called. This person did not indicate that he had completed a card at the meeting. No completed cards were located after a search was concluded. The individual did get their question answered by other means.

Adjournment

Chair MacKinney adjourned the meeting at 6:40 p.m.



John Duffy, MS Ed, Board Secretary



Diane Kerruish, Board Recorder