

**Lake Land College
Board of Trustees
District No. 517**



Regular Board Meeting No. 709
Board and Administration Center, Room 011
Mattoon, IL
January 12, 2026

Minutes

Call to Order.

Chair Wright called the January 12, 2026, regular meeting of the Lake Land College Board of Trustees to order at 6:00 p.m. in room 011 of Board and Administration Center, Mattoon, IL. Chair Wright announced that Trustee Denise Walk would serve as Secretary pro tem for the duration of the meeting in the absence of Trustee Lilly.

Roll Call.

Trustees Physically Present:

Trustees Physically Present: Mr. Thomas Wright, Chair; Mr. Gary Cadwell; Mr. Chuck Deters; Mr. Scott Montgomery; Ms. Denise Walk, Vice Chair and Student Trustee Jay Bliier.

Trustees Absent: Trustee Larry Lilly and Trustee Doris Reynolds.

Others Participating via Telephonic or Electronic Means: None.

Others Present:

Dr. Jonathan Bullock, President; Dr. Ikemefuna Nwosu, Vice President for Academic Services; Ms. Jean Anne Highland, Chief of Staff; Ms. Heather Nohren, Vice President for Student Services; Ms. Seirra Laughhunn, Executive Assistant to the President's Office; and members of the staff.

Approval of Consent Items.

Trustee Cadwell moved and Trustee Deters seconded to approve the consent agenda as presented.

1. Approval of Minutes of December 8, 2025, Regular Meeting.
2. Approval of Minutes of December 8, 2025, Closed Session.
3. Approval of Minutes of January 8, 2026, Special Board of Trustees Meeting.
4. Approval of Agenda of January 12, 2026, Board of Trustees Meeting.
5. Bills for Payment and Travel Expenses, Including Trustee Travel Reimbursement.

The following is a summary by funds:

| | | |
|---------------------------|----|--------------|
| Education Fund | \$ | 387,017.58 |
| Building Fund | \$ | 76,062.69 |
| Site & Construction Fund | \$ | 591,973.59 |
| Bond & Interest Fund | \$ | - |
| Auxiliary Services Fund | \$ | 84,951.77 |
| Restricted Purposes Fund | \$ | 161,480.84 |
| Working Cash Fund | \$ | - |
| Audit Fund | \$ | 34.50 |
| Liability Insurance Fund | \$ | 29,865.23 |
| Student Accts Receivables | \$ | 45,148.17 |
| Total | \$ | 1,376,534.37 |

For a summary of trustee travel reimbursement and details of bills refer to [the Board of Trustees web page](#).

6. Destruction of Tape Recording of the July 11, 2024, Closed Session.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Hearing of Citizens, Faculty, and Staff.

There were no public comments.

Committee Reports.

ICCTA/Legislative.

Trustee Walk said Dr Bullock, Student Trustee Bliler and herself will be attending the 2026 Community College National Legislative Summit (NLS) being held in Washington DC from February 8-11, 2026. She said they will be attending the conference as well as meeting with our Illinois legislators. She said if anyone has any thoughts about needs for Lake Land College or all Illinois community colleges that we should share with our legislators, please let her or Dr. Bullock know. She said she would bring an update on the conference to the February board meeting.

Resource & Development.

Trustee Reynolds, Committee Chair, was absent from the meeting thus no report was given.

Finance.

Trustee Lilly, Committee Chair, was absent from the meeting thus no report was given.

Buildings & Site.

Trustee Cadwell, Committee Chair, said the Committee met on January 8, 2026, and discussed ongoing improvements, planned improvements, construction projects and other business which will be addressed later in the agenda.

Foundation.

Ms. Jean Anne Highland, Chief of Staff, highlighted the following information and said this report was provided by Ms. Christina Donsbach, Executive Director for College Advancement:

- The Foundation hosted a holiday photo competition for departments during the month of December. Thank you to all that participated and congratulations to our 3 winners: Dental Hygiene, Business & Technology & Accounting.
- As we head into the 2nd year of our Community Partner program, we are excited to celebrate with a kick-off event for participating businesses on Feb. 26.
- Once again, the Foundation and Student Life offices are partnering to assist students applying for scholarships with events on Jan. 21 and 22. The 2026-2027 Foundation scholarship application closes for the first cycle on January 31. The 2nd cycle will reopen in June.
- The Foundation is hosting our 5th annual Love A Laker Giving Day the week of February 9. We will seek one-time donations along with recurring donations from employees, board members, alumni and community members. New this year, we'll have in person activities to encourage participation.

Student Report.

Student Trustee Bliler reported that since the Board's last meeting, the Student Government Association (SGA) has convened once. The topics of discussion included preparations for the upcoming High School Leadership Conference on February 4, 2026, discussion on the Student Government election process, and the welcoming of four new members to the body to fill vacancies from the Fall semester. The new candidates are Trey Sheehan, SGA Sophomore Delegate; Noah Gorenz, SGA Freshman Delegate; Sayde Hogg, SGA Freshman Delegate; and Kate Landrus, SGA Freshman Delegate. Mr. Bliler said the Association's election committee has also been meeting to discuss this topic further, and he plans to report any further developments as they arise. He said the SGA is planning to speak with prospective candidates for the sophomore elections this spring at the upcoming Laker Club Showcase hosted by the Student Activity Board. The SGA has several large events taking place this spring, and he looks forward to sharing with the Board these developments, updates, and results of the SGA's continued involvement with the student body and the entire Lake Land community. The SGA is also hosting a Red Cross blood drive on January 27, 2026, in the Luther Student Center.

Mr. Bliler said the Student Activity Board (SAB) continues to plan and host events each Wednesday for the student body. The SAB is finalizing preparations for the Laker Club Showcase taking place this week to highlight campus organizations and encourage student involvement. The SAB has also been welcoming students back to campus from the winter hiatus with activities including the Book Bash for students arriving for Spring classes. He said he looks forward to sharing future events with the board as we progress through the Spring semester. He said several clubs have also increased interest, activity, and campus involvement, and have continued to benefit the college community in broader ways.

Mr. Bliler said the Navigator News is working on the January issue of the student newspaper and continues to publish exceptional work for the college community. He continued, in recognition of student groups and organizations, that he would like to highlight and thank the clubs who donated a combined amount of over \$900 to the One Stop Community Christmas, and the volunteers who assisted with the event on campus. He said this event benefits the broader Lake Land College community, and we are thankful for the support and spirit of generosity of the Lake Land community in this seasonal event.

Mr. Bliler said students are excited to return to class for the Spring semester, and we students are grateful for the work that has already gone into making the beginning of each semester easier and more accommodating. He said he is happy to report that the student body is generally satisfied and eager to return, and he extended his thanks to this board and the administration for their work in continuing to ensure student success. He welcomed any questions the Board may have.

President's Report.

Dr. Bullock gave the following updates:

- The College received \$996,640 in payments from the Illinois Department of Corrections in December toward the FY 2026 balance. A total of \$1.2 million remains outstanding for DOC.

- We received no payments in December from the Illinois Department of Juvenile Justice. A balance of \$74,564 remains outstanding.
- In December, the College received \$345,542 from the State of Illinois for FY 2026 credit hour reimbursement and \$514,413 for equalization, and no funds toward CTE. A total of \$5.7 million remains outstanding from the State of Illinois.
- The College received \$83,982 in CPPRT payments in December.
- The College received \$36,506 in property tax payments in December.
- Kudos to Lake Land College for its ongoing partnership with numerous community organizations to host One Stop Community Christmas on campus. The event impacted the lives of 1,053 families and 2,703 children from our region.

Business - Non-action Items.

Quarterly Investment Report.

Mr. Gary Swearingen from SC3F Wealth Management Group (formerly Wells Fargo Advisors) presented during the meeting and summarized key data in the Quarterly Investment Report for the period ending September 30, 2025. Each trustee received a copy of the report.

Annual Assessment Report.

Dr. Ike Nwosu, Vice President for Academic Services, introduced Dr. Shannon McGregor who highlighted the Annual Assessment Report and where the college is in the annual assessment timeline and the draft of the college response addressing the concerns raised by the 2025 Higher Learning Commission Reaccreditation visit. A progress report is due to HLC in May 2027.

Focus on Advancing Student Success – Math and Science Division Lab Updates.

Dr. Ike Nwosu, Vice President for Academic Services, introduced Dr. Mike Rudibaugh, Division Chair for Math & Science, Brenda Hunzinger, Biological Science Instructor, Michael Downton, Dean of Academic Instruction and Jacob Murphy, Lab & Chemical Safety Coordinator. Ms. Hunzinger and Mr. Murphy highlighted the process and timeline of moving lab space from the Kluthe Center to the Effingham Technology Center (ETC) and the updates for the science classrooms at the ETC. They also highlighted the ongoing remodel of the Northwest lab space on the College's main campus.

Monthly Data Point Discussion – Updates for Tableau Data Visualization Tools.

Ms. Jean Anne Highland, Chief of Staff, introduced Ms. Lisa Cole, Director of Data Analytics, who highlighted the updates for Tableau Data Visualization.

Recommendation from an Advisory Committee for the Selection of Mike Sullivan for the Clem Phipps Exemplary Trustee Award and for the Naming of the New Main Entrance Plaza at Lake Land College’s Main Campus as the Sullivan Plaza.

Trustees heard a presentation from Trustee Gary Cadwell regarding the posthumous nomination for Mr. Mike Sullivan for both the Clem G. Phipps Exemplary Trustee Award and for the naming of the new main entrance plaza at Lake Land College’s main campus as the Sullivan Plaza in recognition of his exceptional and transformative contributions to Lake Land College, its students and the broader community. Trustees reviewed details of the nomination letter collectively submitted by Chair Wright, Dr. Bullock, Ms. Highland and Ms. Christi Donsbach, Executive Director for College Advancement, that provided the basis for this naming right and award recognition. Ms. Highland reminded the Board that later in the agenda proposed revisions to Board Policy 11.10 will be discussed regarding naming of buildings, grounds or academic programs.

Updates on College’s Aspirational Goals for the Illinois Business Enterprise Program.

Mr. Dylan Cole, Assistant Comptroller & Purchasing Coordinator, presented on the College’s progress in meeting the aspirational goals set by the Illinois Business Enterprise Program, which was created in 1989 to increase the amount of State procurement dollars towards majority-owned businesses by women, minorities, persons with disabilities, and veterans. The report also detailed how Lake Land’s progress toward meeting the current aspirational goal of 30% aligns with all other community colleges in the state.

Update on Disposition of Surplus Items or Equipment since January 2025.

Ms. Madge Shoot, Comptroller, summarized the disposition of surplus items or equipment since January 2025. She said that several furniture items were disposed of via an auction, netting \$10,922.71 for the College. Ms. Shoot also said some items were donated or transferred to other community partners or used as trade in value for new equipment purchases. Trustees learned the College donated 1,250 rounds of ammunition to the Mattoon Police Department and items left from the closing of the Laker Louis Jr. Academy were donated to Franklin Preschool to be used in their programming.

Calendar of Events.

Trustees reviewed a calendar of upcoming events. Dr. Bullock reminded the Board about the January 17 Effingham Chamber Gala, College Commencement being held on May 15, 2026,

and the May 20, 2026, Board Retreat at 1 p.m., with lunch at noon and guest, ICCTA Facilitator Mr. Jim Reed, will be attending again this year.

Action Items

Approval of Recommendation from the Advisory Committee for Naming of the Nursing Simulation Lab at the Effingham Technology Center in Honor of HSHS St. Anthony's Memorial Hospital.

President Bullock presented a recommendation from himself and Ms. Christi Donsbach, Executive Director for College Advancement, regarding the naming of the Nursing Simulation Lab at the Effingham Technology Center, Room 223, in honor of HSHS St. Anthony's Memorial Hospital to recognize their vital role in advancing our mission and enhancing the future of healthcare education at our institution. He said HSHS St. Anthony's made a significant financial commitment to the College to purchase equipment for the Effingham Technology Center Nursing Simulation Lab, Room 223.

Dr. Bullock said that during the Buildings and Site Committee meeting held on August 14, 2025, Board Chair Wright appointed the members of the Buildings and Site Committee as the Trustee members of the Naming Advisory Committee to consider this naming request. He said after an in-depth review during a Committee meeting held on that same date, the Naming Advisory Committee voted to recommend to the Board approval of this naming request and subsequently submitted this recommendation to the Board as a non-action item during the August 18, 2025, regular Board meeting. He said that per Board Policy 11.10, the required waiting period for the Board to vote on a naming recommendation has now been met.

Trustee Cadwell moved and Trustee Montgomery seconded to approve as presented the naming of the Nursing Simulation Lab at the Effingham Technology Center, Room 223, as the HSHS St. Anthony's Memorial Hospital High Fidelity Simulation Lab.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Montgomery, Walk and Wright.

No: None.

Abstain Vote: Trustee Deters, citing that he serves on the Board of Directors for HSHS St. Anthony's Memorial Hospital.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Acceptance of Grant(s)

Ms. Highland highlighted for the Board that the College has received a one-year \$37,648.13 grant from the Illinois Community College Board (ICCB) Digital Instruction for Adult Education

program. She said the purpose of this grant is to provide funding for adult education programs to improve their technology infrastructure, support technology integration in the classroom, and improve distance learning options for adult learners.

Ms. Highland also presented to the Board a three-year grant for \$76,500 from the U.S. Department of Transportation (USDOT), Federal Motor Carrier Safety Administration (FMCSA) Commercial Motor Vehicle Operator Safety Training (CMVOST) grant program. She said the purpose of this grant is to train individuals in the safe operation of commercial motor vehicles. Grant funds will be used to provide tuition and fee support for 18 Veterans, their spouses or their children to complete the Lake Land College CDL Class A course.

Ms. Highland presented a final grant from the John Ullrich Foundation. She said this grant has been received by the Agriculture division. As in previous years, the Foundation requested that the College refrain from publicizing this grant and disclosing the amount of funding received. In addition, it was noted that in order to comply with the Foundation's confidentiality guidelines, references to dollar amounts have been removed from the attached award letter, and the authority to issue a press release on this award rests solely with the John Ullrich Foundation. Ms. Highland said in FY26, the Ullrich Foundation will provide individual scholarships to support agriculture students from Coles, Douglas, Macon, Moultrie and Piatt counties. She said additional grant funds will be used to purchase instructional supplies and materials including, but not limited to, engine repair stands, transmission support plates, parts washer, spray drone, electric tool sets, student lab tool boxes, manifold gauges and clinometers.

Trustee Deters moved and Trustee Walk seconded to accept as presented a one-year \$37,648.13 grant from the ICCB Digital Instruction for Adult Education program, a three -year, \$76,500 grant from the USDOT FMCSA CMVOST grant program, and a one-year grant from the John Ullrich Foundation.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Acceptance of November 2025 Financial Statements.

Trustees reviewed the November 2025 Financial Statements and a memorandum from Mr. John Woodruff, Vice President for Business Services, that highlighted the Financial Statements and significant variances. Dr. Bullock said some of the significant variances are timing related and should normalize by year's end.

Trustee Cadwell moved and Trustee Montgomery seconded to approve, as presented, the November 2025, fiscal year 2026 Financial Statements.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Declaration of Surplus Item(s) or Equipment.

President Bullock requested the Board to declare as surplus and grant authorization to dispose of the following items in a manner most beneficial to Lake Land College:

- 25 – Stools from West Building, room 137. The current stools are no longer usable by the College, and stools from the Northwest Building science labs will be repurposed to replace them. Furniture and miscellaneous items currently being stored at the Effingham Technology Center are included below. These items were not usable for redeployment as part of the Effingham Technology Center remodel.
- 1 – True Commercial Refrigerator - Model TS-49
- 1 – Avantco Commercial Freezer Model # 178SSUC48FHC

Trustee Deters moved and Trustee Montgomery seconded to declare as presented the various furniture and miscellaneous items as surplus and grant authorization to dispose of the listed items in a manner most beneficial to Lake Land College.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Approval of Annual Schedule of Board of Trustees Meetings.

Trustees reviewed the proposed schedule of regular Board meetings to be held in 2026. Ms. Highland recommended that the Board approve the 2026 schedule of Board of Trustees meetings and said that regular Board meetings have traditionally been held on the second Monday of each month. Ms. Highland said that is what we are recommending for all months in 2026 except for February and August 2026. For these months, she said the administration is recommending holding the regular monthly meeting on the third Monday due to administrative scheduling conflicts and timing issues.

Trustee Cadwell moved and Trustee Deters seconded to approve as presented the 2026 Schedule of Board of Trustees Meetings.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Approval of Course Fees Effective for Fall 2026 Semester.

Dr. Nwosu presented a recommendation to update the College's course fee structure, effective Fall 2026, to better align fees with current instructional costs while maintaining transparency and equity for students. Trustees reviewed a detailed listing of the proposed new fees in comparison to current fees by course levels.

Trustee Montgomery moved and Trustee Deters seconded to approve as presented the update to course fees effective Fall 2026.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Approval of Resolution No. 0126-006 to Transfer Funds to the Designated Insurance Fund Balance.

Dr. Bullock said that, per the request of the College's auditor, the College has established a designated insurance fund balance to record excess and shortfalls in our insurance spending throughout the year. He requested the Board approve the above-referenced Resolution and that by doing so the Treasurer will be authorized to transfer insurance funds between Fund 01 - Education Fund and the designated insurance fund balance to remunerate expenditures. Trustees reviewed the proposed Resolution.

Trustee Deters moved and Trustee Cadwell seconded to approve as presented Resolution No. 0126-006 to transfer \$1 million in funds to the designated insurance fund balance. [A full and complete copy of the Resolution is attached to and part of these minutes.]

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Approval of Faculty Seniority Listing.

Trustees heard a request from Dr. Ike Nwosu, Vice President for Academic Services, for the Board to approve the Faculty Seniority Listing effective January 12, 2026. He said that Chapter 22 of the Illinois Revised Statutes, paragraph 103B-5, requires each community college district to establish a faculty seniority list no later than February 1 of each year and that this list must then be distributed to appropriate employee representatives. He also said Division Chairs and administrators have reviewed the list and believe it is in compliance with the Act.

Trustee Deters moved and Trustee Walk seconded to approve as presented the Faculty Seniority Listing effective January 12, 2026.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Waive First Reading and Approve Proposed Revisions to Board Policy 11.10 – Naming of Buildings, Grounds or Academic Programs.

Ms. Highland presented to the Board proposed revisions to Board Policy 11.10. Trustees reviewed details of the proposed revisions. She said Board Policy 11.10 establishes the process and guidelines for the consideration of recommendations or requests for naming of buildings, grounds, or academic programs at the College. She said this language also highlights the important role and counsel provided by the Lake Land College Foundation to the Board of Trustees for naming considerations. Ms. Highland said proposed revisions eliminate the need for undue delays in the processing of naming requests, especially given the considerable advancement in communication technologies since this Policy was last updated in 2013. She also said proposed additions to the Policy will enable the Board to waive and/or alter guidelines with Board approval related to specific fund-raising campaigns.

Ms. Highland said the administration presented proposed revisions as first reading at the January 8, 2026, Buildings and Site Committee meeting and with their recommendation, we are requesting the Board waive first reading and approve proposed revisions as presented.

Trustee Cadwell moved and Trustee Montgomery seconded to waive first reading and approve as presented proposed revisions to Board Policy 11.10 – *Naming of Buildings, Grounds or Academic Programs*.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Approval of Proposed Revisions to Board Policy 5.04.13 – *Military Leave* and Adoption of New Policy 05.04.26 – *Additional Protected Leave Policies*.

Ms. Highland presented to the Board proposed revisions to Board Policy 05.04.13 and an adoption of a new Policy 05.04.26. Trustees reviewed details of the proposed revisions and new Policy language. She said Board Policy 05.04.13 *Military Leave* outlines the College's obligations and employee rights regarding military leave. She said updates to the law include a provision that qualified employees may use up to 8 hours a calendar month, with a maximum of 40 hours per year, to participate in funeral honors details. Trustees learned the employee must be trained to serve in a funeral honors detail and either be (1) an active or retired member of the U.S. Armed Forces or reserve components, including the National Guard; or (2) be an authorized provider or affiliated with an authorized provider such as a non-profit. The leave provided is paid if the employee meets the qualifications listed.

Ms. Highland said Board Policy 05.04.26 - *Additional Protected Leaves* consolidates and formalizes several protected leave provisions that are covered under federal or state law, including:

- Blood & Organ Donation Leave Act, which provides for a paid leave for organ, bone marrow, blood and platelet donation;
- Family Neonatal Intensive Care Leave Act (Effective June 1, 2026), providing job-protected unpaid leave for NICU-related care; and
- Victims' Economic Security and Safety Act (VESSA), outlining unpaid leave for victims of domestic, sexual, or gender-based violence, which now includes the use of College technology for documentation and record retention responsibilities.

Trustee Deters moved and Trustee Montgomery to approve as presented the recommended policy changes to Board Policy 05.04.13 - *Military Leave* and adopt policy 05.04.26 - *Additional Protected Leaves* for first and final reading to ensure compliance with legal requirements.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Approval of Bid for Effingham Technology Center – Electric Vehicle Charger Station.

Trustees heard a recommendation from Dr. Bullock for the Board to approve the bid from Bodine Electric of Decatur, Illinois for the total amount of \$31,349.00 for the ETC EV Charger Upgrade Project. He said the project scope included removal of the existing EV charger and the furnishing and installation of a new DC fast charger, new concrete pad, required electrical breakers and feeders, and all associated conduit, wiring, and terminations. Dr. Bullock said the existing charger has reached the end of its useful life and cannot reliably support current charging standards or operational demand. He said the project will be funded through an awarded grant, with no impact to operating funds. Trustees reviewed the bid tabulation sheet detailing Bodine Electric as submitting the lowest of three bids received.

Trustee Cadwell moved and Trustee Deters seconded to approve as presented the proposal received by Bodine Electric of Decatur, Illinois for the total amount of \$31,349.00 for the ETC EV Charger Upgrade Project.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Waive First Reading and Approve Proposed Revisions for Board Policies 01.06 – *Degrees and Awards*, 06.06 – *General Education for Associate Degrees*, and 07.24 – *Graduation Requirements*.

Trustees heard a recommendation from Dr. Nwosu who presented to the Board proposed revisions for Board Policies 01.06 – *Degrees and Awards*, 06.06 – *General Education for*

Associate Degrees, and 07.24 – *Graduation Requirements*. He said at the December 10, 2025, Curriculum Committee meeting, the Associate in General Studies (AGS) degree was approved to replace the Associate in Liberal Studies (ALS) degree. Trustees reviewed details of all proposed revisions.

Dr. Nwosu said this change reduces the number of hours required from 64 hours with the Associate in Liberal Studies to 60 hours with the Associate in General Studies and provides students with the flexibility to earn a degree from multiple certificates and courses that they may have completed. He said additionally, the Associate in General Studies allows an additional pathway towards a degree for our residents who earn credit through Lake Land College's Center for Business and Industry.

Dr. Nwosu said upon Curriculum Committee approval, the changes were taken to the Academic Standards Committee to review three policies that align with the curricular changes:

- Board Policy 01.06 Degrees and Awards
- Board Policy 06.06 General Education for Associate Degrees
- Board Policy 07.24 Graduation Requirements

Dr. Nwosu said we are requesting first and final reading to ensure that the Associate in General Studies degree meets the Fall 2026 college catalog printing deadline.

Trustee Montgomery moved and Trustee Deters seconded to approve as presented for first and final reading, the recommended updates to the following Board Policies:

- Board Policy 01.06 *Degrees and Awards*
- Board Policy 06.06 *General Education for Associate Degrees*
- Board Policy 07.24 *Graduation Requirements*

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Closed Session.

7:29 p.m. – Trustee Cadwell moved and Trustee Montgomery seconded to convene to closed session, pursuant to Chapter 5 of the Illinois Compiled Statutes Section 120/2(c)(1), to discuss the appointment, employment or compensation of specific employees.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.
Absent: Trustee Lilly and Trustee Reynolds.
Motion carried.

Return to Open Session - Roll Call

7:37 p.m.

Trustees Physically Present: Mr. Gary Cadwell, Mr. Chuck Deters, Mr. Scott Montgomery, Ms. Denise Walk, Vice-Chair, Mr. Thomas Wright, Chair and Student Trustee Bliler.

Trustees Absent: Trustee Lilly and Trustee Reynolds.

Others Participating via Telephonic or Electronic Means: None.

Appointment of Director of Strategic Initiatives as Discussed in Closed Session.

Trustee Montgomery moved and Trustee Cadwell seconded to appoint Mr. Steven “Jay” Hopper to the full-time position of Director of Strategic Initiatives effective January 20, 2026. This follows discussion on the topic held in closed session.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Approval of the Human Resources Report.

Trustees reviewed the Human Resources Report. Dr. Bullock requested that the Board approve the Report as presented, and he highlighted some of the recommended personnel changes.

Trustee Cadwell motioned and Trustee Deters seconded to approve the Human Resources Report as presented. This followed discussion on the topic held in closed session related to the appointment of a full-time administrator or the director of strategic initiatives position.

The following employees are recommended for FMLA leave. Board policy 05.04.12.

Carr, Sarah
Carter, Adam

12/12/25-12/12/26
12/16/25-1/31/26

| | |
|-------------------|-------------------|
| Deornellas, Laura | 12/08/25-01/31/26 |
| Dick, Joshua | 12/15/25-1/12/26 |
| Molzen, Kara | 4/14/26-7/14/26 |
| Wood, April | 12/31/25-12/31/26 |

Additional Appointments

The following employees are recommended for additional appointments

| | Position | Effective Date |
|-------------------------|---|----------------|
| Part-time | | |
| Garofano, Connor | Newspaper Editor - Student Newspaper | 12/22/25 |
| | Primary Position Bookstore Rush Worker | |
| Gibbons, Olivia | Graduate Intern - Student Wellness Center | 12/9/25 |
| | Primary Position Counseling Services Specialist | |
| Mukanya Kengela, Orinie | Bookstore Rush Worker | 12/15/25 |
| | Primary Position Student Services Intern | |
| Musonda, Mulowa | Bookstore Rush Worker | 12/12/25 |
| | Primary Position Student Services Intern | |
| Salami, Aisha | Bookstore Rush Worker | 12/12/25 |
| | Primary Position Student Services Intern | |

New Hire-Employees

The following employees are recommended for hire

| | Position | Effective Date |
|--------------------|---|----------------|
| Unpaid | | |
| Baumann, Norma | Dual Credit Instructor | 12/17/25 |
| Kroll-Maxey, Katie | Dual Credit Instructor | 12/19/25 |
| Full-time | | |
| Hamilton, Steven | Correctional Commercial Cooking Instructor | 12/8/25 |
| Hopper, Steven Jay | Director of Strategic Initiatives | 1/20/26 |
| Kaiser, Jay | Correctional Custodial Maintenance Instructor | 12/8/25 |
| Mulkins, Kaylee | TRIO Outreach & Retention Specialist | 1/13/26 |
| Stopher, Stephanie | Correctional Office Assistant | 12/8/25 |
| Part-time | | |
| Atwell, Sheila | Bookstore Rush Worker | 12/12/25 |
| Bohac, Autumn | Adjunct Faculty Allied Health Division | 1/12/26 |
| Garofano, Connor | Bookstore Rush Worker | 12/11/25 |
| Garren, Jennifer | Etc Test Proctor | 12/17/25 |
| Hu, Thomas | Adjunct Faculty Math and Science Division | 1/12/26 |
| Killey, Aubrey | Bookstore Rush Worker | 12/12/25 |
| Martin, Juliana | Bookstore Rush Worker | 12/19/25 |
| Millis, Dauntae | Bookstore Rush Worker | 12/17/25 |
| Powell, Angela | Bookstore Rush Worker | 12/11/25 |
| Primmer, Kaeden | Technical Support Assistant - Info Security | 12/9/25 |

| | | |
|-----------------|--|----------|
| Smith, Cheyenne | Bookstore Rush Worker | 12/12/25 |
| Taylor, Hannah | Special Needs Note Taker | 1/12/26 |
| Waymoth, Janet | Adjunct Faculty Allied Health Division | 1/12/26 |

Terminations/Resignations

The following employees are terminating employment

| | Position | Effective Date |
|----------------|--|----------------|
| Full-time | | |
| Farner, Scott | Correctional Career Technology Instructor | 12/1/25 |
| Hampton, John | Police Officer (Retired) | 12/31/25 |
| Hayes, Cobin | Correctional Commercial Cooking Instructor | 12/31/25 |
| Marsh, Jasmine | Correctional Commercial Cooking Instructor | 12/31/25 |
| Taylor, Shelby | Correctional Office Assistant | 12/4/25 |
| Turner, Arthur | Custodial Services Supervisor (Retired) | 12/31/25 |

Part-time

| | | |
|-------------------|---|----------|
| Carter, Natashia | Part-Time Groundskeeper | 10/10/25 |
| Maphosa, Emmanuel | Admissions and Records Data Entry Assistant | 12/19/25 |
| Meinhart, Megan | College Work-Study | 10/30/25 |

Transfers/Promotions

The following employees are recommended for a change in position

| | Position | Effective Date |
|---------------------|--|----------------|
| Full-time | | |
| Myers, Kendra | SSS Stem Advisor | 1/20/26 |
| | Transferring from Adult Education Instructor | |
| Tariq, Faisal | Director of TRIO Programs | 1/13/26 |
| | Transferring from Assistant Director of TRIO | |
| Westendorf, Charles | Application Engineer | |
| | Transferring from Web Developer | |

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Deters, Montgomery, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Bliler voted yes.

Absent: Trustee Lilly and Trustee Reynolds.

Motion carried.

Other Business. (Non-action)

There was no additional discussion.

Adjournment.

Trustee Deters moved and Trustee Walk seconded to adjourn the meeting at 7:39 p.m.

There was no further discussion.

Motion carried by unanimous voice vote.

Approved by:

/s/ Tom Wright
Board Chair

/s/Larry D. Lilly
Board Secretary

*Note – See Board of Trustees web page for any referenced attachments to these minutes.
https://www.lakelandcollege.edu/col/board_minutes/