

Lake Land College
Resource and Development Committee
May 5, 2022

Minutes

The Resource and Development Committee of the Board of Trustees met on May 5, 2022, in room 011 of the Board and Administration Center, Mattoon. Trustee Curtis, in the absence of Committee Chair Cadwell, called the meeting to order at 10:00 a.m.

Trustee Committee Members Physically Present:

Mr. Kevin Curtis, Committee Member
Mr. Mike Sullivan
Ms. Maggie Kelly, Student Trustee

Trustee Committee Members Participating via Telephonic Means:

Trustee Committee Members Absent or Not Participating by Any Means:

Mr. Gary Cadwell, Committee Chair
Ms. Doris Reynolds, Committee Member

Other Trustee Participants:

None

Other Meeting Participants Physically Present:

Dr. Josh Bullock, President
Ms. Jean Anne Grunloh, Chief of Staff
Mr. Jon Althaus, Vice President for Academic Services
Mr. Greg Nuxoll, Vice President for Business Services
Ms. Valerie Lynch, Vice President for Student Services
Ms. Dustha Wahls, Director of Human Resources

Hearing of Citizens, Faculty and Staff.

There were no public comments.

Approval of Minutes of October 7, 2021, Committee Meeting and Closed Session.

Trustee Sullivan moved and Student Trustee Kelly seconded to approve the minutes of the October 7, 2021, Resource and Development Committee meeting and closed session.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Curtis and Sullivan.

No: None.

Absent: Trustees Cadwell and Reynolds.

Student Trustee Advisory Vote: Ms. Kelly voted yes.

Motion Carried.

Base Salary Increase for Administrative, Supervisory and Support Staff, Excluding Correctional Centers.

Trustees heard a recommendation from President Bullock and Mr. Greg Nuxoll, Vice President for Business Services, for the Board to approve a 5% base salary increase for non-collectively bargained staff in administrative, supervisory, and support staff positions, excluding correctional center employees and employees in planned retirement. Dr. Bullock said this increase will help address the current inflationary increases in living expenses and the financial pressures these increases have placed on our employees. Mr. Nuxoll said this proposed increase is also consistent with rates outlined in a proposed MOU with the Lake Land College Faculty Association.

Trustee Sullivan motioned and Student Trustee Kelly seconded to recommend to the Board approval of the proposed 5% base salary increase for administrative, supervisory and support staff, excluding correctional centers and employees in planned retirement.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Curtis and Sullivan.

No: None.

Absent: Trustees Cadwell and Reynolds.

Student Trustee Advisory Vote: Ms. Kelly voted yes.

Motion Carried.

Salary Schedule.

Dr. Bullock, Mr. Nuxoll and Ms. Dustha Wahls, Director of Human Resources, provided an update on efforts underway to revise our salary schedule in consultation with Korn Ferry, the College's wage rates consultant. Trustees reviewed recommendations from Korn Ferry to increase the minimum, midpoint and maximum point ranges effective FY 2023. Mr. Nuxoll highlighted how the proposed salary schedule includes a much greater midpoint increase for staff in the lower wage grades to address wage compression issues from the minimum wage law. Mr. Nuxoll said the administration requested this past February that Korn Ferry re-evaluate our salary schedule given the inflationary pressures from the pandemic and the minimum wage law. Mr. Nuxoll said the administration just recently received the recommendations from Korn Ferry and that the administration needs more time to evaluate their recommendations and determine the impact for specific employees who would still fall below the new minimum level in the salary schedule even with a 5% pay increase as noted in the prior agenda item. He and

Ms. Wahls said they will complete their impact analysis in the near future and they hope to bring a recommendation back to the Board in June regarding a revised salary schedule.

MOU with Lake Land College Paraprofessional Association.

Trustees heard a recommendation from Mr. Nuxoll for the Committee to recommend approval of a proposed MOU with the Lake Land College Paraprofessional Association. Trustees reviewed the MOU, which detailed specific wage increases for staff in this bargaining unit by years of experience over the next three year period. Mr. Nuxoll said that, in addition to addressing the wage compression issues with the proposed wage rates increase and an updated beginning salary level scale, the MOU will clarify bereavement language in the CBA to align with Board Policy. Ms. Wahls highlighted that the MOU also extends the CBA for another two years (through June 30, 2025) so that the administration will only have one College Association CBA contract expire each year. Mr. Nuxoll also said the Paraprofessional Association has voted to approve the MOU.

Trustee Sullivan motioned and Student Trustee Kelly seconded to recommend to the Board approval of the proposed MOU with the Lake Land College Paraprofessional Association.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Curtis and Sullivan.

No: None.

Absent: Trustees Cadwell and Reynolds.

Student Trustee Advisory Vote: Ms. Kelly voted yes.

Motion Carried.

MOU with Lake Land College Faculty Association.

Trustees heard a recommendation from Mr. Nuxoll for the Committee to recommend approval of a proposed MOU with the Lake Land College Faculty Association. Trustees reviewed the MOU, which detailed specific wage increases for staff in this bargaining unit. Mr. Nuxoll said the proposed pay rate increases will help address the current inflationary increases in living expenses and the financial pressures these increases have placed on our employees. He said the proposed wage rate increase for FY 2023 aligns with the recommended increase for non-collectively bargained staff in the supervisory, administrative and support staff positions. He also highlighted the updated salary guidelines for new hires. Trustees learned the Faculty Association has voted to approve the MOU.

Trustee Sullivan motioned and Student Trustee Kelly seconded to recommend to the Board approval of the proposed MOU with the Lake Land College Faculty Association.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Curtis and Sullivan.

No: None.

Absent: Trustees Cadwell and Reynolds.

Student Trustee Advisory Vote: Ms. Kelly voted yes.

Motion Carried.

MOU with Lake Land College Custodial Association.

Trustees heard a recommendation from Mr. Nuxoll for the Committee to recommend approval of a proposed MOU with the Lake Land College Custodial Association.

Trustees reviewed the MOU, which detailed specific wage increases for staff in this bargaining unit by years of experience over the life of the CBA. Mr. Nuxoll said that the CBA with the Custodial Association is the newest contract the College has with the three College bargaining units and the administration had already significantly increased wage rates for staff in this bargaining unit beginning with FY 2022 to adjust for pandemic related inflationary and wage compression issues. Thus, he said the proposed MOU with the Custodial Association represents a smaller percentage for a wage rate increase than the other Associations for FY 2023. He also said the Custodial Association will meet on May 6, 2022, to vote on the proposed MOU.

Trustee Sullivan motioned and Student Trustee Kelly seconded to recommend to the Board approval of the proposed MOU with the Lake Land College Custodial Association, contingent upon the Custodial Association voting to approve the MOU during its meeting on May 6, 2022.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Curtis and Sullivan.

No: None.

Absent: Trustees Cadwell and Reynolds.

Student Trustee Advisory Vote: Ms. Kelly voted yes.

Motion Carried.

Other Business.

There was no additional discussion.

Adjournment.

Trustee Sullivan moved and Trustee Kelly seconded to adjourn the meeting at 10:27 a.m.

Motion carried with unanimous voice vote.

Approved by:

/s/Doris Reynolds
Resource and Development Committee Chair/Secretary