

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



Regular Board Meeting No. 659  
Board and Administration Center, Room 011  
Mattoon, IL  
November 8, 2021

**Minutes**

**Call to Order.**

Chair Sullivan called the November 8, 2021, regular meeting of the Lake Land College Board of Trustees to order at 6:00 p.m. in room 011 of Board & Administration Center, Mattoon, IL.

**Roll Call.**

**Trustees Physically Present:** Mr. Gary Cadwell, Vice-Chair; Mr. Kevin Curtis; Ms. Doris Reynolds; Mr. Dave Storm; Mr. Mike Sullivan, Chair; Ms. Denise Walk, Mr. Thomas Wright, Secretary and Student Trustee Katie Greuel.

**Trustees Absent:** None.

**Others Participating via Telephonic or Electronic Means:** None.

**Others Present:** Dr. Jonathan Bullock, President; Mr. Jon Althaus, Vice President for Academic Services; Ms. Jean Anne Grunloh, Chief of Staff; Mr. Greg Nuxoll, Vice President for Business Services; Ms. Seirra Laughunn, Executive Assistant to the President's Office; Ms. Valerie Lynch, Vice President for Student Services; and members of the staff and media.

**Approval of Consent Items.**

Trustee Storm moved and Trustee Curtis seconded to approve the following consent items:

1. Approval of Minutes of October 11, 2021, Regular Meeting.
2. Approval of Minutes of October 11, 2021, Closed Session.
3. Approval of Minutes of October 28, 2021, Board Retreat.
4. Approval of Agenda of November 8, 2021, Board of Trustees Meeting.
5. Bills for Payment and Travel Expenses, Including Trustee Travel Reimbursement.

The following is a summary by funds:

Education Fund	\$	364,531.89
Building Fund	\$	42,951.12
Site & Construction Fund	\$	197,682.49
Bond & Interest Fund	\$	-
Auxiliary Services Fund	\$	85,302.66
Restricted Purposes Fund	\$	1,359,291.87
Working Cash Fund	\$	-
Audit Fund	\$	-
Liability Insurance Fund	\$	21,914.47
Student Accts Receivables	\$	412,062.63
Total	\$	2,483,737.13

For a summary of trustee travel reimbursement and details of bills refer to:  
<https://www.lakelandcollege.edu/board-of-trustees/>

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Hearing of Citizens, Faculty, and Staff.**

There were no public comments.

### **Committee Reports.**

#### **ICCTA/Legislative.**

Trustee Walk, Legislative Liaison, said there will be an upcoming ICCTA meeting in Schaumburg for which Trustee Cadwell will attend on behalf of the College. She also highlighted HB 2778, COVID-19 Wage and Benefit Protection, which recently passed both state legislative bodies and has been sent to the Governor for signature.

#### **Resource & Development.**

Trustee Cadwell, Committee Chair, said the Committee had not met since the last regular Board meeting and he had no report at this time.

#### **Finance.**

Trustee Storm, Committee Chair, said the Committee had met recently and the Committee's review will be discussed later in the meeting per the agenda.

### **Buildings & Site.**

Trustee Curtis, Committee Chair, said the Committee had met recently and the Committee's review will be discussed later in the meeting per the agenda.

### **Foundation.**

Trustee Wright, Foundation Liaison, highlighted the following information and said this was provided by Ms. Christina Donsbach, Executive Director for College Advancement:

- The Foundation is excited to welcome new board members: Angela Downs (Paris), Kellie Eastham (Paris), Austin Frank (Mattoon) and Tyler Micenheimer (Effingham) and honored outgoing board members at the October meeting: Michelle Blackwell (Pana), Mike Bohannon (Charleston), Brian Hutchins (Charleston), and Lisa Kallis (Effingham).
- Congratulations to our 2021 Philanthropy recipients which include: Outstanding Philanthropist - Burnham Neal & Family; Outstanding Philanthropic Organization -Fuqua Foundation; Outstanding Volunteer Fundraiser - Preston Smith.
- The Foundation is hosting a drive thru style donor reception on campus the morning of Thursday, Nov. 18 from 7:30-9 a.m. to thank our generous top donors. Donors will drive through campus to pick up a "thank you" box, grab coffee and a snack.

### **Student Report.**

Student Trustee Katie Greuel said that SGA recently held a successful blood drive which will help 108 people in need of blood. Ms. Greuel said she would like to thank Lake Land College for acknowledging our student veterans. She presented a video that was produced by our Marketing and Public Relations department highlighting Ms. Greuel and her experiences at Lake Land College as a veteran student.

### **President's Report.**

- Lake Land received a payment of \$95,076 in October from the Illinois Department of Juvenile Justice (IDJJ) toward the FY2021 outstanding balance. IDJJ is paid in full for FY 2021.
- The College received no October payments from either the Illinois Department of Corrections (IDOC) or IDJJ for FY 2022 invoices. A total of \$1.12 million remains outstanding for IDOC and \$141,274 for IDJJ.
- In October, the College received payments from the State of Illinois for FY 2022 credit hour reimbursement of \$947,152 and equalization payments of \$505,251.
- The College received property tax payments totaling just under \$3.4 million in October.

- November 7-13 is Allied Health Professions Week. On behalf of the College, I would like to thank all of our allied health faculty and staff for their dedication to educating our future allied health workforce!
- Finally, kudos to the entire Lake Land College community for being recognized for the fifth time by The Aspen Institute as one of the top 150 community colleges in the nation. The Aspen Institute honors colleges with outstanding achievement in five critical areas: teaching and learning, certificate and degree completion, transfer and bachelor's attainment, workforce success, and equity for students of color and students from low-income backgrounds. Way to go Lakers!

### **Business Items.**

### **Non-action Items.**

#### **Faculty Focus on Advancing Student Success – HyFlex Technology.**

Mr. Joshua Fulk, Civil Engineering Technology Instructor/Coordinator, highlighted his use of the Hyflex Technology that enables students the option to participate in his classes either in person or virtually.

#### **Monthly Data Point Discussion: Diversity, Equity and Inclusion KPI - Low Income Students.**

Ms. Lisa Cole, Director of Data Analytics, highlighted data she has compiled related to Lake Land College students considered to be in low-income status.

#### **Proposed Revisions to Board Policy 10.33 – Payroll Withholdings.**

Mr. Greg Nuxoll, Vice President for Business Services, recommended proposed changes to the above-referenced Policy. Mr. Nuxoll reported the revisions are needed to include five new voluntary insurance policies being offered by the College related to the recent health insurance renewal approved by the board.

Mr. Nuxoll said the administration is submitting this recommendation as first reading and will bring this to the Board of Trustees for approval during the December 2021 regular meeting.

### **Calendar of Events.**

Trustees reviewed a calendar of upcoming events.

### **Action Items.**

#### **Approval of Employee Retention Incentive.**

Trustees heard Dr. Bullock present on a proposed employee retention incentive for the Fall 2021 semester and Trustees reviewed details of the incentive levels based on employment status. Dr. Bullock said this incentive is needed to recognize the additional burdens placed on our employees due to the pandemic, the short-term inflationary pressures on spending power, and to express our thanks to our staff who have remained with the College during such challenging times.

Trustee Reynolds moved and Trustee Walk seconded to approve as presented an employee retention incentive for the Fall 2021 semester.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

#### **Approval of Certificate of Tax Levy.**

Trustees heard a recommendation from Mr. Nuxoll that the Board approve the Certificate of Tax Levy for the 2021 levy year. Mr. Nuxoll said the proposed taxing levy will not exceed a five percent increase over the prior year's extension. Therefore, a notice and a hearing will not be necessary. Trustees learned the College will not know the actual tax rate for the 2021 levy year until late spring when all of the EAV's are finally determined by the 15 individual counties in the Lake Land College district, but we are estimating that our rate of levy will decrease to approximately \$.5996 per \$100 EAV, a 2.5% decline in the amount levied overall from the prior levy year. Dr. Bullock said that for the individual taxpayer, Lake Land's tax is approximately 5% of the total bill and reflects Lake Land's low overall tax rate per \$100 EAV.

Trustee Storm moved and Trustee Cadwell seconded to approve as presented the 2021 tax levy and related certificate of compliance.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

#### **Approval of Proposed Revisions to Board Policy 11.08.04 – Retention of College Records.**

Trustees heard a recommendation from Dr. Bullock regarding proposed revisions to Board Policy 11.08.04 – *Retention of College Records*. The proposed Policy revisions were provided

to each trustee. Dr. Bullock explained that as part of Public Act 101-0652 that included sweeping criminal justice reforms, the Local Records Act was amended to require permanent retention of records related to complaints, investigations and adjudication of police misconduct. The proposed policy revisions reflect this new amendment in the Human Resource Records section.

Dr. Bullock said this request was submitted as first reading during the October 2021 regular meeting. Since that time, we have received no requests for changes or additions to the proposed policy language.

Trustee Reynolds moved and Trustee Walk seconded to approve as presented proposed revisions to Board Policy 11.08.04 – *Retention of College Records*.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Approval of Workers Compensation Insurance Renewal.**

Trustees heard a recommendation from Mr. Nuxoll requesting the Board approve the renewal of the College's current worker's compensation policy with the Illinois Public Risk Fund (IPRF). Trustees learned the proposed renewal rate of \$174,593 reflects a 23.2% decrease in premium costs to the College as compared to the expiring rate of \$227,432. This equates to a decrease of \$52,839 in annual premium costs.

Trustee Walk moved and Trustee Curtis seconded to approve as presented the renewal of the College's Worker's Compensation Insurance Policy with the Illinois Public Risk Fund at a rate of \$174,593 for the period January 1, 2022 through December 31, 2022.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Approval of Cyber Security Insurance.**

Trustees heard from Mr. Dave Storm, Trustee and Finance Committee Chairman, recommending the Board approve a cyber security insurance policy with Cowbell Cyber, Inc. of Bedford, Texas, in the amount of \$18,248 for the period December 14, 2021, through

December 14, 2022, providing \$3 million in coverage. He said the Finance Committee met recently to review the administration's recommendation and the Committee's consensus was to recommend to the Board approval of this agenda item as presented.

Trustee Cadwell moved and Trustee Reynolds seconded to approve as presented a cyber security insurance policy with Cowbell Cyber, Inc. of Bedford, Texas, in the amount of \$18,248, for the period December 14, 2021, through December 14, 2022, providing \$3 million in coverage.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

#### **Acceptance of Reporting of September 2021 Financial Statements.**

Trustees reviewed the September 2021 Financial Statements and heard from Trustee Storm regarding an update for the September 2021 Financial Statements. He said the Finance Committee met recently to review the administration's recommendation and the Committee's consensus was to recommend to the Board approval of this agenda item as presented.

Trustee Storm moved and Trustee Curtis seconded to approve as presented the September 2021 Financial Statements.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

#### **Approval of Part-Time Rates and Stipends.**

Mr. Nuxoll requested that the Board approve an updated chart of the Part-Time Rates and Stipends. He said that this action item is normally brought to the Board at the beginning of each fiscal year, as was done this past summer, for rates effective July 1 or the start of the College's fiscal year. Mr. Nuxoll said that due to the state-mandated minimum wage increases effective January 1, 2022, this is being submitted for approval of new rates effective January 1, 2022, for positions impacted by the new minimum wage level of \$12.00 per hour.

Trustee Curtis moved and Trustee Walk seconded to approve as presented the Part-Time Rates and Stipends effective January 1, 2022.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Declaration of Surplus Equipment – Chair Back Seats.**

Trustees heard a recommendation from Mr. Nuxoll for the Board to declare as surplus 119 chair back seats from the Athletics Department that have become obsolete and have little value to the College. He said if these items are approved by the Board as surplus, then the administration will dispose of these items in a manner most beneficial to the College.

Trustee Walk moved and Trustee Cadwell seconded to declare as surplus the 119 chair back seats from the Athletics Department so that these items may be disposed of in a manner most beneficial to the College.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Approval of Spring 2022 Tuition Incentives.**

Trustees heard a recommendation from Ms. Valerie Lynch, Vice President of Student Services, asking the Board to approve two separate tuition incentive programs for the Spring 2022 semester including:

- Provide a Spring 2022 tuition award (waiver) equivalent to the credit hours a student withdrew from during the past year (Spring, Summer or Fall 2020 and Spring, Summer, or Fall 2021) up to a maximum of five (5) credit hours (\$552.50).
- Offer a “Second Chance Presidential Scholarship” incentive to 2021 district high school graduates who either:
  - Attended another college or university for Summer or Fall 2021 but do not plan to continue at that school for Spring 2022; or
  - Have not yet attended any college or university and wish to attend Lake Land for Spring 2022.

Ms. Lynch said that since Spring 2020, Lake Land College students have worked diligently to continue or complete their educational goals despite the many challenges related to the



pandemic and in order to further support our students, the administration is proposing these tuition incentives for the Spring 2022 semester.

Trustee Storm said the Finance Committee met recently to review the administration's recommendation and the Committee's consensus was to recommend to the Board approval of this agenda item as presented.

Trustee Cadwell moved and Trustee Reynolds seconded to approve two tuition incentive programs for Spring 2022 as follows:

- Provide a Spring 2022 tuition award (waiver) equivalent to the credit hours a student withdrew from during the past year (Spring, Summer or Fall 2020 and Spring, Summer, or Fall 2021) up to a maximum of five (5) credit hours (\$552.50).
- Offer a "Second Chance Presidential Scholarship" incentive to 2021 district high school graduates who either:
  - Attended another college or university for Summer or Fall 2021 but do not plan to continue at that school for Spring 2022; or
  - Have not yet attended any college or university and wish to attend Lake Land for Spring 2022.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

**Approval of Tuition Waivers for Adult Students Eligible for the "Ability to Benefit" Program Associated with the FAFSA and for GED and Pathways Alternative High School graduates.**

Trustees heard a recommendation from Dr. Bullock and reviewed memorandums from Ms. Chris Strohl, Dean of Workforce Solutions and Community Education, asking the Board to approve proposed tuition waivers for adult students eligible for the "Ability to Benefit" Program associated with the FAFSA and for GED and Pathways Alternative High School graduates. He said that adult students without a high school diploma, or the equivalency, and students in GED and Pathways Alternative High School graduates often face many social and economic barriers for equitable access to higher education. Dr. Bullock said in order to address these equity issues, the administration proposes two tuition waiver programs as follows:

- Provide a six credit hour tuition and fees waiver for any adult student eligible for the "Ability to Benefit" program related to the federal financial aid and the FAFSA process.
- Provide a three credit hour tuition waiver for any GED or Pathways Alternative High School Graduate.

Trustee Storm moved and Trustee Walk seconded to approve providing a six credit hour tuition and fees waiver for any adult student eligible for the Ability to Benefit Program related to the federal financial aid and the FAFSA process and approve providing a three credit hour tuition waiver for any GED or Pathways Alternative High School Graduate. The pilot period for both tuition waiver programs would be from the Spring 2022 semester through the Spring 2025 semester, with the administration reevaluating the effectiveness of these waiver programs during the Fall 2024 semester.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Approval of Landscape Architect of Record.**

Trustees heard a recommendation from Mr. Kevin Curtis, Trustee and Buildings and Site Committee Chairman, along with Mr. Nuxoll requesting the Board grant approval to hire a landscape architect and aid the College in a multi-year landscaping planning project. Trustees learned the administration had issued a Request for Qualifications (RFQ) and then extensively vetted eight qualified respondents, using a selection committee for the vetting process. Trustee Curtis said the Buildings and Site Committee met recently and thoroughly reviewed the administration's request. He said the Committee's consensus was to recommend to the Board approving engaging Planning Design Studio of St. Louis, Missouri as the landscape architect of record for this project so that the administration may work with Planning Design Studio on a formal contract with hopes of starting meetings and design work in 2022.

Trustee Curtis moved and Trustee Walk seconded to approve engaging Planning Design Studio of St. Louis, Missouri, as the landscape architect of record for the College's multi-year landscaping project.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Approval of Contract Renewal with Dynamic Controls Inc.**

Trustees heard a recommendation from Mr. Nuxoll requesting that the Board approve a three-year service agreement with Dynamic Controls, Inc. of East Peoria, Illinois, at a rate of \$45,466

per year, which is an increase of \$4,278 as compared to our previous agreement that expired on September 30, 2021. Trustees were provided with the service agreement.

Trustee Storm moved and Trustee Curtis seconded to approve as presented a three-year service agreement with Dynamic Controls, Inc. of East Peoria, Illinois, at a rate of \$45,466 per year, for the period October 1, 2021 through September 30, 2024.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

#### **Approval of Updated Request for Class B Truck Purchase.**

Mr. Nuxoll presented the Trustees with a request that the Board approve increasing the maximum net purchase price from \$40,000 to \$60,000 to purchase one used Class B truck for use in the College's CDL program. He said during the September 2021 regular meeting the Board approved the purchase for a Class B truck to replace our 1992 Ford F700F bucket truck, with a net purchase price not to exceed \$40,000. However, trustees learned that due to vehicle shortages and supply chain issues the administration has not been able to successfully purchase an appropriate Class B truck at the previously approved price limit.

Trustee Walk moved and Trustee Reynolds seconded to approve as presented the administration's request to increase the maximum net purchase price from \$40,000 to \$60,000 to purchase one used Class B truck for use in the College's CDL program.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

#### **Approval of Use of Tech Refresh Bond Proceeds for Wasabi Cloud-Based Air-Gapped Backups.**

Mr. Nuxoll presented to the Trustees a request that the Board approve the use of remaining Tech Refresh Bond funds for the purchase of Wasabi Cloud-Based Air-Gapped Backups at a cost of \$36,885.26 to continue to improve the cyber security for the College. Mr. Nuxoll reported that adding air-gapped backups was a key finding by H & A's security assessment. He said air-gapped backups help prevent ransomware attacks from modifying or destroying

our back-up data. He said this tool is also a key requirement of insurance agencies willing to offer cyber security insurance coverage.

Trustee Cadwell moved and Trustee Storm seconded to approve the use of remaining Tech Refresh Bond funds for the purchase of the Wasabi Cloud-Based Air-Gapped Backups to continue to improve the cyber security of the College at a cost of \$36,885.26.

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

### **Closed Session**

7:03 p.m. – Trustee Curtis moved and Trustee Walk 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, compensation, performance, discipline or dismissal of specific employees.

### **Return to Open Session - Roll Call**

7:08 p.m.

**Trustees Physically Present:** Mr. Gary Cadwell, Vice-Chair; Mr. Kevin Curtis, Ms. Doris Reynolds; Mr. Dave Storm; Mr. Mike Sullivan, Chair; Ms. Denise Walk, Mr. Tom Wright, Secretary; and Ms. Katie Greuel, Student Trustee.

**Trustees Absent:** None.

### **Approval of Human Resources Report as Discussed in Closed Session.**

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

Trustee Cadwell motioned and Trustee Walk seconded to approve as presented the standard Human Resources Report. Chair Sullivan said this followed discussion on this topic held in closed session that related only to an approval for a maternity leave request and the appointment of an employee for the Director of Enrollment Services position.

**The following employees are recommended for FMLA leave. Board policy 05.14.12.**

Byrum, Larissa  
Cox, Jane

Revised FMLA 10/20/21-1/12/22  
9/8/21-10/8/21

Hampton, Tanya	9/22/21-Intermittent
Hartke, Pam	11/12/21-1/7/22
Hurt, Betheny	10/15/21-Intermittent
Parnell, Thomas	10/4/21-12/7/21
Tucker, Laura	10/5/21-11/5/21

**The following employee is recommended for Maternity Leave/ Board policy 05.04.10**

Byrum, Larissa	Maternity Leave 1/13/22-4/13/22
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**The following positions have been recommended by the Lake Land College President's Cabinet**

WIOA Apprenticeship Navigator	Level 13
Accounting and Payroll Specialist	Level 13
Associate Dean of Enrollment Management	Level 15
Director of Enrollment Services	Level 15

**Additional Appointments**

**The following employees are recommended for additional appointments**

	<b>Position</b>	<b>Effective Date</b>
<b>Part-time</b>		
Grass, Yolanda	Covid Test Collection Assistant	10/27/21
	Primary Position-Covid Site Collection Driver	
Hammond, Diana	Covid Test Collection Assistant	10/27/21
	Primary Position- Adult Education Instructor	
Hollingsworth, Travis	Covid Test Collection Assistant	10/11/21
	Primary Position- Adm Assist Marshall Ext	
Meadows, Janet	Human Resources Assistant	10/11/21
	Primary Position- Test Proctor	
Monterusso, Lauren	College Work Study - TRIO Talent Search	9/30/21
	Primary Position- College Work Study-TRIO	
Mukanya, Andy	Tutor-Disability Services - Student	10/18/21
	Primary Position-	
Storm, Janalee	Print Shop Technician Assistant	10/6/21
	Primary Position- Tutor - Student Lrng Ass	
<b>Part-time - Grant Funded</b>		
Mukanya, Andy	Tutor-Student Carl Perkins	10/8/21
	Primary Position- Tutor - Student Lrng Ass	
Tuttle, Allie	Perkins Student Worker - Allied Health	10/18/21
	Primary Position- Covid Test Collection	

**End Additional Appointments**

**The following employees are ending their additional appointment**

	<b>Position</b>	<b>Effective Date</b>
<b>Part-time</b>		
Duckett, Amy	Retiree Incentive Program	10/6/21
Monterusso, Lauren	College Work Study - TRIO SSS	10/1/21
Stoutin, Drew	College Work Study - Business	8/31/21
Tappendorf, Hannah	Admissions and Records Data Entry Asst	8/20/21

### **New Hire-Employees**

**The following employees are recommended for hire**

	<b>Position</b>	<b>Effective Date</b>
<b>Full-time</b>		
Goldberg, Anna	Internship & Employment Coordinator	11/9/21
Gough, Zachary	Groundskeeper	11/10/21
Lang, Justin	Transportation Training Specialist	11/9/21

### **Full-time Grant Funded**

Cunningham, Nancy	Correctional Career Technology Instructor	10/25/21
Owens, Jaclyn	Correctional Office Assistant	10/18/21

### **Full-time Tenure Track**

Webster, Samantha	Cosmetology Instructor	1/7/22
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### **Part-time**

Baker, Jessica	Covid Test Collection Assistant	10/27/21
Connelly, Travis	Covid Site Collection Driver	10/11/21
Fitt, Jacob	Covid Test Collection Assistant	10/11/21
Fitzsimmons, Jessica	Covid Test Collection Assistant	10/11/21
Grass, Yolanda	Covid Site Collection Driver	10/27/21
Hobgood, Justin	Fitness Center Specialist	10/6/21
Jarrell, Cameron	Covid Test Collection Assistant	10/11/21
Lawrence, Jessalyn	Covid Test Collection Assistant	11/1/21
Marino Lopez, Juliana	Covid Test Collection Assistant	10/11/21
Mukanya, Andy	Tutor - Student Learning Assistance Center	10/8/21
Myers, Alyvia	Covid Test Collection Assistant	10/11/21
Nino Pardo, Wilson	Covid Test Collection Assistant	10/11/21
Porter, Janice	Part-Time Groundskeeper	10/18/21
Ramage, Joshua	Covid Test Collection Assistant	10/11/21
Richey, Brandon	Covid Test Collection Assistant	11/1/21
Scroggins, Amanda	Covid Test Collection Assistant	10/27/21
Snyder, Kiersten	Covid Test Collection Assistant	10/28/21
Songo, Divine	Covid Test Collection Assistant	10/11/21
Sudkamp, Sandra	Covid Test Assistant	10/27/21
Wilhoit, Sarah	Adjunct Faculty Business Division	1/10/22
Williams, Lauren	Newspaper Editor - Student Newspaper	9/13/21

### **Part-time Grant Funded**

Eller, Tabitha	Talent Search Tutor - Bachelors	10/28/21
Hardy, Natalie	Perkins Student Worker - Allied Health	10/11/21
Neal, Lance	Adjunct DOC College Funded Instructor	10/18/21

### College Work Study

Myers, Renee	College Work Study - Early Childhood Edu	10/11/21
Williamson, Katie	College Work Study - Early Childhood Edu	10/11/2021

### Terminations/Resignations

The following employees are terminating employment

	Position	Effective Date
<b>Full-time</b>		
Cheek, Zachary	Correctional Horticulture Instructor	10/26/21
Craig, Jessica	Admissions Representative	10/13/21
Hendren, Helen	Human Services Instructor / Coordinator	8/8/21
Marshall, Brianna	Associate Dean of Correctional Programs	9/15/21
<b>Part-time</b>		
Brown, Rex	E-Commerce Specialist	10/14/21
Drone-Silvers, Scott	Retiree Incentive Program	10/6/21
Hess, David	Adjunct DOC College Funded Instructor	10/20/19
Kepley, Kirk	Police Officer	10/26/21
Lapington, Kyle	Adjunct DOC College Funded Instructor	12/27/20
Meadows, Jessica	Student Success Coach Trio Destination Col	10/15/21
Melvin, Kathy	Adjunct DOC College Funded Instructor	10/11/19
Metzelaars, Jason	Police Officer	2/21/21
Tuttle, Allie	Covid Test Collection Assistant	10/11/21

### Transfers/Promotions

The following employee is recommended for a change in position

	Position	Effective Date
<b>Full-time</b>		
Deters, Timothy	Groundskeeper	11/9/21
	Transferring from- Physical Plant Assistant	
Hunter, Kim	Director Student Success Service	11/15/21
	Transferring from- Coor International Studies	
Kaurin, Joy	TRIO student Support Services Advisor	11/15/21
	Transferring from- Counseling Srvcs Specialist	
Smith, Paula	Director of Enrollment Services	11/15/21
	Transferring from-Co of Enrollment Services	
<b>Full-time - Grant Funded</b>		
Knebel, Ty	Welding Instructor - Vandalia	11/1/21
	Transferring from- Corr Auto Body Instructor-Graham	
Scott, Garry	Correctional Career Technology Instructor	10/12/21
	Transferring from- Dir of Adult/Alt Education	

There was no further discussion.

Roll Call Vote:

Yes: Trustees Cadwell, Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Greuel voted yes.

Absent: None.

Motion carried.

**Other Business. (Non-action)**

There was no additional discussion.

**Adjournment.**

Trustee Cadwell moved and Trustee Walk seconded to adjourn the meeting of the Lake Land College Board of Trustees at 7:10 p.m.

There was no further discussion.

Motion carried by unanimous voice vote.

Approved by:

/s/Mike Sullivan  
Board Chair

/s/Tom Wright  
Board Secretary

\*Note – See Board of Trustees web page for any referenced attachments to these minutes.

[https://www.lakelandcollege.edu/col/board\\_minutes/](https://www.lakelandcollege.edu/col/board_minutes/)