

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



Regular Board Meeting No. 647
Webb Hall, Room 081, Mattoon, IL
November 9, 2020

Minutes

Call to Order.

Chair Reynolds called the November 9, 2020, regular meeting of the Lake Land College Board of Trustees to order at 6:04 p.m. in room 081 of Webb Hall, Mattoon. Due to the COVID-19 pandemic, citizens, faculty and staff were provided an opportunity to attend the meeting via teleconference.

In the absence of Trustee Cadwell, Board Secretary, Chair Reynolds appointed Trustee Storm to serve as secretary pro tem.

Roll Call.

Trustees Physically Present: Mr. Kevin Curtis; Ms. Doris Reynolds, Chair; Mr. Dave Storm; Mr. Mike Sullivan, Vice-Chair; Ms. Denise Walk; Mr. Tom Wright and Student Trustee Lucas Duduit.

Trustees Absent: Mr. Gary Cadwell.

Others Participating via Teleconference: None.

Others Present: Dr. Jonathan Bullock, President; Mr. Jon Althaus, Vice President for Academic Services; Ms. Jean Anne Grunloh, Senior Executive to the President; Ms. Valerie Lynch, Interim Vice President for Student Services; Mr. Greg Nuxoll, Vice President for Business Services; Dr. Tina Stovall, Interim Vice President for Student Services, and members of the staff and media.

Approval of Consent Items.

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

1. Approval of Minutes of October 12, 2020, Regular Meeting.

2. Approval of Minutes of October 12, 2020, Closed Session.
3. Approval of Agenda of November 9, 2020, Board of Trustees Meeting.
4. Bills for Payment and Travel Expenses, Including Trustee Travel Reimbursement.

The following is a summary by funds:

Education Fund	\$	524,927.00
Building Fund	\$	54,073.53
Site & Construction Fund	\$	581,460.26
Bond & Interest Fund	\$	-
Auxiliary Services Fund	\$	104,701.26
Restricted Purposes Fund	\$	376,450.25
Working Cash Fund	\$	-
Audit Fund	\$	-
Liability Insurance Fund	\$	20,171.60
Student Accts Receivables	\$	253,172.53
Total	\$	1,914,956.43

For a summary of trustee travel reimbursement and details of bills refer to:
http://www.lakeland.cc.il.us/col/board_minutes/download.cfm

4. Destruction of Tape Recording of May 13, 2019, Closed Session.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Hearing of Citizens, Faculty, and Staff.

President Bullock said he had not received any written requests to address the Board. Chair Reynolds asked if there were any additional requests for public comment that were not previously submitted by email to Dr. Bullock. There were no public comments.

Committee Reports.

ICCTA/Legislative.

Trustee Sullivan said he had no report at this time. He will be attending an upcoming ICCTA meeting through a virtual format.

Resource & Development.

Trustee Sullivan, 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 met recently for an in-depth review of the audit and the financial statements. He will comment on these finance-related action items when they appear later in the agenda.

Buildings & Site.

Trustee Cadwell, was absent, and Building & Site Committee member Trustee Wright noted the committee had not met since the last regular Board meeting and he had no report at this time.

Foundation.

Chair Reynolds highlighted:

- The recent virtual donor reception was a success and although there was no golf outing held this year due to Covid-19, the Foundation still received a considerable amount of donations.
- A record number of scholarships have been awarded to students this year.

Student Report.

Student Trustee Duduit highlighted:

- The PTK organization had a very successful fundraiser this year.
- PTK recently received over 200 student surveys regarding virtual learning. They will share that information once it has been summarized.
- SAB has offered many opportunities for students to participate in online games to stay connected to others.

President's Report.

Dr. Bullock said:

- In October 2020, we received \$1,500 from the Illinois Department of Corrections (IDOC) toward the FY 2020 outstanding balances. Currently a total of \$1,913,407.67 remains outstanding from IDOC and \$215,377.17 from the Illinois Department of Juvenile Justice (IDJJ) for FY 2020.
- We received no payments for FY 2021 invoices from IDOC or IDJJ in October. A total of \$1,632,261.32 remains outstanding from IDOC and \$121,820.88 from IDJJ.

- In October, we received a \$950,154.61 credit hour payment from the State of Illinois, and a \$526,012.83 payment for equalization. For FY 2021, \$3.9 million remains outstanding for credit hour reimbursement and \$4.2 million for equalization.
- The College received property tax payments totaling \$1,927,373.21 in October.
- Lake Land College will be hosting a virtual Winter Commencement Ceremony on December 21st to celebrate the accomplishments of our Summer 2020 and Fall 2020 graduates. Stay tuned for more information to come and please mark your calendars to join us online!

Business Items.

Non-action Items.

Calendar of Events.

Trustees reviewed a calendar of upcoming events.

Correspondence.

Trustees reviewed two items of correspondence.

Action Items.

Approval of Resolution No. 1120-006 to Authorize Property Tax Abatement for the Altamont/Effingham County Enterprise Zone Application.

Trustees heard a recommendation from Dr. Bullock that the Board approve the above-referenced resolution. Trustees reviewed details of the resolution and a map of the proposed enterprise zone area. Dr. Bullock said that per Board Policy 10.31, the proposed resolution was presented to the Board for first reading during the October 12, 2020, Board meeting. He asked if there were any questions. There were none.

Trustee Walk moved and Trustee Wright seconded to approve as presented Resolution No. 1120-006 to Authorize Property Tax Abatement for the Altamont/Effingham County Enterprise Zone Application. [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 Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Cadwell.

Motion carried.

Approval of Resolution No. 1120-007 for Support of the Extension of the Effingham Central Redevelopment Project Area and Industrial Area TIF Districts.

Trustees heard a recommendation from Dr. Bullock that the Board approve the above-referenced resolution to support 12-year extensions for two Tax Increment Finance (TIF) Districts for the City of Effingham, the Central Redevelopment Project Area (Downtown Area) TIF District and the Effingham South Central Industrial Project Area (Industrial) TIF District. Trustees reviewed details of the resolution and a map of each TIF District area. Mr. Todd Hull, City of Effingham Economic Development Director, participated in the meeting via teleconference and presented to the Trustees. He highlighted the economic benefits yielded from the current life of the two TIF Districts and the City's plans to utilize extended TIF District funds for infrastructure improvement projects and facility enhancements needed at the Village Square Mall. He also highlighted the City's ongoing commitment to support vocational training.

Trustee Wright moved and Trustee Storm seconded to approve as presented Resolution No. 1120-007 for Support of the Extension of the Effingham Central Area Redevelopment Project Area and Industrial Area TIF Districts by 12 years. [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 Curtis, Reynolds, Storm, Sullivan, Walk and Wright.

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Presentation of Audit and Board Acceptance.

Trustees heard a presentation from Ms. Tami Knight, CPA with Kemper CPA of Mattoon. Ms. Knight provided highlights of the 2020 Audit Report and various financial statements. She also gave an overview of a trend analysis for the College's assets, debt, and income statements. Trustees learned the financial statements present fairly in all material respects and there were no material weaknesses.

Trustee Storm, Finance Committee Chair, said the Committee met recently for an in-depth review of the Audit and the Committee's consensus was to recommend to the Board approval of the Audit as presented. He said overall the Audit results were very good for the College, with no material weaknesses being found. He also said that although there were some immaterial findings in the Financial Aid Department the administration has developed corrective action plans that will be monitored closely in the coming year.

Trustee Storm moved and Trustee Walk seconded to approve the FY 2020 Audit Report as presented for submission to the Illinois Community College Board and other federal and state agencies.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Acceptance of Illinois Public Risk Fund Stimulus Grant.

Trustees heard a recommendation by Mr. Greg Nuxoll, Vice President for Business Services, that the Board accept the Illinois Public Risk Fund (IPRF) Stimulus Grant in the amount of \$3,714. Trustees learned that this grant, provided by IPRF who administers our workers compensation program, is designed to ease the burden of safety-related expenses and will cover products that are identified by IPRF Loss Control agents that will assist in reducing injuries or illness. This stimulus grant is in addition to our annual safety grant.

Trustee Walk moved and Trustee Sullivan seconded to accept the Illinois Public Risk Fund (IPRF) Stimulus Grant in the amount of \$3,714.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Acceptance of Reporting of September 2020 Financial Statements.

Trustees reviewed the September 2020 Financial Statements and a memorandum from Mr. Nuxoll regarding a narrative update for the September 2020 Financial Statements. Mr. Nuxoll highlighted an overall summary of the revenues, expenditures and significant variances.

Trustee Storm, Finance Committee Chair, said the Committee met recently for an in-depth review of the Financial Statements and the Committee's consensus was to recommend to the Board approval as presented.

Trustee Storm moved and Trustee Curtis seconded to approve as presented the September 2020 Financial Statements.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Approval of Amended Government Telecommunications Consortium Contract.

Trustees heard a recommendation from Ms. Jean Anne Grunloh, Senior Executive to the President, that the board approve an amended agreement with the Government Telecommunications Consortium (GOV TC) that includes local law enforcement partners Coles County, City of Charleston, City of Mattoon, and Eastern Illinois University. Trustees reviewed the proposed amended agreement. Ms. Grunloh said the key change is the addition of language in section 1 to allow GOV TC to change to a non-profit for tax purposes. She said Lake Land College joined this consortium in 2018 when these partnering agencies identified the need to replace the county-wide leased copper network with our own point-to-point network.

Trustee Curtis moved and Trustee Walk seconded to approve as presented an amended agreement with the Government Telecommunications Consortium (GOV TC) that includes local law enforcement partners Coles County, City of Charleston, City of Mattoon, and Eastern Illinois University.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Approval of Part-Time Rates and Stipends. (Roll Call Vote Required).

Trustees reviewed a request from Mr. Nuxoll asking the Board to approve an updated chart of the Part-Time Rates and Stipends. Mr. Nuxoll said 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. However, due to the state-mandated minimum wage increases effective January 1, 2021, this is being submitted for approval of new rates effective January 1, 2021, with the changes relevant for positions directly impacted by the new minimum wage level of \$11.00 per hour. Mr. Nuxoll also highlighted other key changes including:

- Modified the Director of the Learning Resource Center to be a similar stipend to the Chair of Counseling.

- Added the requisite release time for the IDOT QMTP to be consistent with current practice.
- Added the General Equipment Technician for the Technology Department into the part-time wages.
- Moved Police Officer to the contracted category and increased their rates to be competitive with the area communities.

Trustee Curtis moved and Trustee Sullivan seconded to approve as presented the Part-Time Rates and Stipends effective January 1, 2021.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Approval of Bid for CNC Plasma Cutting Table for the Welding Program.

Trustees heard a recommendation from Mr. Nuxoll that the Board award the bid from Gano Welding Supplies of Charleston, in the amount of \$30,669.90, for the purchase of a CNC Plasma Cutting Table for the Welding Program. Trustees also received the bid tabulation sheet detailing bids received from four vendors, with Gano Welding Supplies submitting the lowest bid.

Mr. Jon Althaus, Vice President for Academic Services, said the purchase of the CNC Plasma Cutting Table will be funded through the Perkins program.

Trustee Sullivan moved and Trustee Walk seconded to award the bid from Gano Welding Supplies of Charleston, in the amount of \$30,669.90, for the purchase of a CNC Plasma Cutting Table for the Welding Program.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Approval of Gift-in-Kind Donation from the Lake Land College Foundation.

Trustees heard a recommendation from Dr. Bullock that the Board accept the gift-in-kind equipment donation, including four new gasoline engines valued at \$32,147.80, from the

College's Foundation. He said these items will be used for educational purposes for the John Deere Tech Program and were generously donated by John Deere & Company of Olathe, Kansas. He thanked Mr. Russell Neu, John Deere Technology Instructor, for his efforts to receive this donation from John Deere.

Trustee Curtis moved and Trustee Wright seconded to accept as presented the gift-in-kind equipment donation, including four new gasoline engines valued at \$32,147.80, from the College's Foundation. The Board expressed its appreciation to John Deere & Company of Olathe, Kansas, for originally making this generous donation to the Foundation.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Approval of Agreement with BetterMynd.

Trustees heard a recommendation from Ms. Valerie Lynch, Interim Vice President for Student Services, requesting that the Board approve a proposed agreement with BetterMynd, Inc. of Rochester, New York, for online mental health services for Lake Land College students for the period November 15, 2020, through July 1, 2021, with a total cost of \$26,500 as detailed in the agreement. She said this agreement is in alignment with the College's current initiative to increase mental health awareness and support for Lake Land students and is supported by GEER funding provided to the College for FY 2021. Trustees reviewed the proposed agreement.

Trustees learned BetterMynd delivers therapy strictly for college students with access through a secure College-branded website portal where students can select a counselor, schedule appointments and receive therapy and other mental health education and information during the day, evening and weekend. Trustees also learned this recommendation follows recent efforts by Mr. Andy Gaines, Academic Counselor/Student Accommodations Coordinator and Ms. Tina Moore, Director of Career Services, under the direction of Ms. Emily Hartke, Chair for Counseling and Judicial Affairs Advisement, to guide the College in moving forward with addressing mental health needs of students including consideration for the pending Illinois Mental Health Early Action on Campus Act.

Student Trustee Duduit highlighted that Lake Land students can start receiving mental health services with BetterMynd and continue with the counselor they have connected with even beyond being a student at Lake Land.

Ms. Lynch addressed various questions by Trustees regarding the fee structure as detailed in the agreement. Trustee Storm requested the administration provide an update on student utilization of BetterMynd services sometime prior to the renewal date.

Student Trustee Duduit motioned and Trustee Walk seconded to approve as presented an agreement with BetterMynd, Inc. of Rochester, New York, for online mental health services for Laker Land College students for the period November 15, 2020, through July 1, 2021, with a total cost of \$26,500.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Approval of Requested Change for Athletic Scholarships for Academic Year 2021-2022.

Trustees heard a recommendation from Dr. Tina Stovall, Interim Vice President for Student Services, that the Board approve increasing the total number of allowable Athletic Scholarships for Academic Year 2021-2022. She said this request is in response to NJCAA updates regarding athletic eligibility due to the impact of COVID-19. Trustees reviewed a memorandum from Dr. Stovall that detailed the number of scholarships to be awarded for each of the five collegiate sports.

Trustee Wright motioned and Trustee Curtis seconded to approve a temporary revision to the Athletic Scholarship Guidelines allowing additional Athletic Scholarships for 2021-2022 as presented and in accordance with NJCAA Guidelines.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

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 consider the appointment, employment, compensation, performance, discipline or dismissal of specific employees.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.
Absent: Trustee Cadwell.
Motion carried.

Ms. Grunloh announced that the phone line enabling staff and members of the public to listen to the Board meeting via teleconference would remain open so if they stayed on the line they would be able to hear the meeting resume once the Board exits closed session. She said closed session was expected to be brief, lasting approximately 10 minutes or less.

Return to Open Session - Roll Call

7:13 p.m.

Trustees Physically Present: Mr. Kevin Curtis; Ms. Doris Reynolds, Chair; Mr. Dave Storm; Mr. Mike Sullivan; Ms. Denise Walk; Mr. Tom Wright and Student Trustee Lucas Duduit.

Trustees Absent: Mr. Gary Cadwell.

Appointment of Dean of Workforce Solutions and Community Education as Discussed in Closed Session.

Dr. Bullock requested the Board appoint Ms. Christine Strohl to the position of Dean of Workforce Solutions and Community Education.

Trustee Sullivan moved and Trustee Walk seconded to appoint Ms. Christine Strohl to the position of Dean of Workforce Solutions and Community Education effective November 16, 2020.

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Approval of Human Resources Report as Discussed in Closed Session.

Trustees reviewed the Human Resources Report. Dr. Bullock highlighted two new positions that have been recommended by the Cabinet.

Trustee Walk motioned and Trustee Curtis seconded to approve as presented the standard Human Resources Report. Chair Reynolds said this action follows discussion in closed session on the items of a general leave of absence request and the appointment of a John Deere Tech Instructor.

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

Peggy Strange	FMLA	01/04/2021-03/28/2021
Jerri Blazich	FMLA & Intermittent	09/22/2020-10/4/2020
Tomi Gravatt	FMLA & Intermittent	10/28/2020-11/09/2020
Olivia Koester	FMLA	04/16/2021-07/09/2021
Debra Taylor	FMLA	10/22/2020-11/22/2020
Richard Beagle	FMLA & Intermittent	10/22/2020-10/28/2020

The following employee is recommended for General Leave of Absence/ Board policy 05.04.14

Don Hardwick	11/09/2020-12/09/2020
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The following positions have been recommended by the Lake Land College President's Cabinet

Print Shop Graphic Designer – Print Assistant-Level 11, Support Staff
Student Life Specialist-Level 13, Support Staff

Additional Appointments

The following employees are recommended for additional appointments

	Position	Effective Date
Part-time - Grant Funded		
Heuerman, Jill	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Allied Health Den Cln Hrly	
Hjort, Carol	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Allied Health Den Cln Hrly	
Jordan, Danielle	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Allied Health Den Cln Hrly	
Maulding, Lacy	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Allied Health Den Cln Hrly	
Molzen, Kara	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Allied Health Den Cln Hrly	
Probst, Melissa	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Adjunct Faculty Dental	
Smith, Logan	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Allied Health Den Cln Hrly	
Wilson, Sheila	Dental Hygiene Enhancement Coach	10/19/2020
	Primary Position is Allied Health Den Cln Hrly	

End Additional Appointments

The following employees are ending their additional appointment

Position	Effective Date
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Part-time

Ali, Iffat	Adjunct Faculty Math and Science Divis	10/06/2020
Beam, Cheryl	Allied Health LPN Substitute Instructo	10/06/2020
Brandt, Haylee	Allied Health LPN Substitute Instructo	10/06/2020
Chambers, David	Adjunct Faculty Social Science Divisio	10/06/2020
Cline, Carol	Allied Health BNA Adjunct Faculty	08/11/2019
Dal Ponte, Marc	Adjunct Faculty Math and Science Divis	10/06/2020
Daugherty, Kathleen	Adjunct Faculty Business Division Subs	10/06/2020
Davis Rincker, Laurie	Adjunct Faculty Math and Science Divis	10/06/2020
Davison, Angela	Adjunct Faculty Business Division Subs	10/06/2020
Doty, Suzett	Adjunct Faculty Math and Science Divis	10/06/2020
Drake, Allen	Adjunct Faculty Agriculture Division S	10/06/2020
Dust, Holly	Adjunct Faculty Math and Science Divis	10/06/2020
Earnst, Cassie	Adjunct Faculty BNA Substitute	10/06/2020
Earp, Lisa	Adjunct Faculty Business Division Subs	10/06/2020
Floyd, Mackenzie	Allied Health Adjunct Faculty ADN Subs	10/06/2020
Foreman, Kay	Adjunct Faculty Allied Health Division	10/06/2020
Goad, Tisha	Allied Health Adjunct Faculty ADN Subs	10/06/2020
Gradle, Scott	Adjunct Faculty Math and Science Divi	10/06/2020
Greider, Matthew	Adjunct Faculty Social Science Divisio	10/06/2020
Hardiek, Karla	Allied Health Adjunct Faculty ADN Subs	10/06/2020
Harley, Sarah	Adjunct Faculty Math and Science Divis	10/06/2020
Hjort, Carol	Dental Hygiene - Substitute	10/06/2020
Holsapple, Kristen	Adjunct Faculty Social Science Divisio	10/06/2020
Homann, Mary	Adjunct Faculty BNA Substitute	10/06/2020
Hood, Shannon	Allied Health LPN Substitute Instructo	10/06/2020
Hunzinger, Brenda	Adjunct Faculty Math and Science Divis	10/06/2020
Jarrell, Charles	Adjunct Faculty Social Science Divisio	10/06/2020
Jones, Bambi	Adjunct Faculty Math and Science Divis	10/06/2020
Jones, Nichole	Allied Health LPN Substitute Instructo	10/06/2020
Kessler, Tynia	Adjunct Faculty Business Division Subs	10/06/2020
Landrus, Matthew	Adjunct Faculty Humanities Division Su	10/06/2020
Lebold, Jonathan	Adjunct Faculty Business Division Subs	10/06/2020
Lynch, Brian	Adjunct Faculty Social Science Divisio	10/06/2020
Madlem, Lisa	Adjunct Faculty Business Division Subs	10/06/2020
Marasinghe, Gishanthi	Adjunct Faculty Math and Science Divis	10/06/2020
McHenry, Walter	Adjunct Faculty Math and Science Divis	10/06/2020
Munger, James	Adjunct Faculty Business Division Subs	10/06/2020
Niebrugge, Stephen	Adjunct Faculty Technology Division Su	10/06/2020
Nohren, Maria	Allied Health LPN Substitute Instruct	10/06/2020
Nwosu, Ikemefuna	Adjunct Faculty Math and Science Divis	10/06/2020
Porter, Cassandra	Allied Health LPN Substitute Instructo	10/06/2020
Powers, Gregory	Adjunct Faculty Humanities Division Su	10/06/2020
Probst, Melissa	Dental Hygiene – Substitute	10/06/2020
Robison, Walter	Adjunct Faculty Technology Division Su	10/06/2020
Salem, Terry	Adjunct Faculty Social Science Divisio	10/06/2020

Satterwhite, Marcy	Adjunct Faculty Business Division Subs	10/06/2020
Shumard-Shelton, Lisa	Adjunct Faculty Humanities Division Su	10/06/2020
Smithenry, Kimberly	Allied Health LPN Substitute Instructo	10/06/2020
Stolz, Timothy	Adjunct Faculty Humanities Division Su	10/06/2020
Strange, Peggy	Adjunct Faculty Business Division Subs	10/06/2020
Swingler, Erin	Allied Health Adjunct Faculty ADN Subs	10/06/2020
Thomas, Amelia	Adjunct Faculty Math and Science Divis	10/06/2020
Thomas, Amelia	Laboratory Supervisor	10/17/2020
Thomas, Edward	Adjunct Faculty Humanities Division Su	10/06/2020
Thomas, Justin	Adjunct Instructor Soc Science Div	10/06/2020
Turnbull, David	Adjunct Instructor Math and Science Div	10/06/2020
Walden, Sterling	Adjunct Instructor Math and Science Div	10/06/2020
Watson, Tara	Adjunct Faculty Humanities Division Su	10/06/2020
Wilson-Kuhn, Debbuse	Adjunct Faculty Business Dvision Sub	10/06/2020
Yealick, Sabrina	Adjunct Faculty Technology Division Sub	10/06/2020
Yeske, Molly	Medical Assistant Instructor Sub	10/06/2020
Zeller, Nicole	Allied Health LPN Substitue Sub	10/06/2020
Zimmerle, Jerad	Adjunct Faculty Math and Science Division	10/06/2020

New Hire-Employees

The following employees are recommended for hire

	Position	Effective Date
Volunteer		
Fisher, Kerry	Dual Credit Instructor	10/21/2020
Part-time		
Beeson, Jordan	Engineering Technician	10/12/2020
Cejkova-Kolaci, Klara	Covid-19 Checkpoint Screener	09/17/2020
Estacio, Estiven	Men's Asst Basketball Coach	10/09/2020
Gould, Anna	Newspaper Editor - Student Newspaper	10/06/2020
Johnson, Noah	Adjunct Faculty Agriculture Division	10/19/2020
Maulding, Claire	Covid-19 Checkpoint Screener	09/10/2020
Mourad, Mehdi	Covid-19 Checkpoint Screener	10/12/2020
Reed, Bretta	Contact Tracer	09/28/2020
Smith, Katherine	Covid-19 Checkpoint Screener	10/06/2020
Speer, Clara	Newspaper Editor - Student Newspaper	10/06/2020
Full-time		
Curry, Brent	John Deere Tech Instructor	01/08/2021
Dodson, Evan	Police Officer	11/16/2020

Terminations/Resignations

The following employees are terminating employment

	Position	Effective Date
Unpaid Volunteer		
Travioli, Lyle	Tech Team Intern	10/01/2020

Full-time

Leonard, Amber	Corr Ofc Asst-Robinson	10/30/2020
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Part-time

Black, Timothy	Adj Doc College Funded Instr	05/19/2019
Clarkson, Jonathan	CBI Non-credit Instructor	10/06/2020
Compton, Daniel	CBI Non-credit Instructor	06/16/2019
Dyer, Brett	CBI Non-credit Instructor	08/01/2020
Froese, Morgan	Newspaper Ed Student News	05/17/2020
Hance, Ronald	Adj Doc College Funded Instr	08/11/2019
Haslett, Kayla	Newspaper Ed Student News	05/03/2020
Henninger, Jenine	Adj Doc College Funded Instr	10/06/2020
Jackson, Kyra	Tutor - Student Lrng Asst Ct	05/17/2020
Jones, Kari	CBI Non-credit Instructor	10/06/2020
Keplar, Vera	Non-Credit Instructor	03/22/2020
Kuster, Nikolous	Adj Doc College Funded Instr	08/11/2019
Lanman, Cindy	Adj Faculty Social Sci	08/11/2019
Nolan, Heather	Adj Doc College Funded Instr	05/19/2019
Ptomey, Kiera	Print Shop Student Asst	05/17/2020
Rardin, James	Test Proctor	08/23/2020
Rhine, Lydia	Print Shop Technician Assist	09/06/2020
Sayers, Kristine	Dual Credit Instructor	10/07/2020
Seifert, Owen	Newspaper Ed Student News	10/20/2019
Sweet, Cheryl	Non-Credit Instructor	03/22/2020
Titus, Timothy	Tutor - Student Lrng Asst Ct	03/06/2020
Wake, Jackie	Professional Development Sup	08/23/2020
Wellbaum, Hannah	Library Assistant	06/14/2020
Wheeler, Elizabeth	Adj Doc College Funded Instr	08/11/2019

College Work Study

Toothman, Elijah	Coll Work Stdy TRIO Talent	05/30/2020
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Transfers/Promotions

The following employee is recommended for a change in position

	Position	Effective Date
Full-time - Grant Funded		
Hurt, Betheny	Associate Dean of Correctional Program Transferring From Corr Career Instructor -Shawnee	10/13/2020
Padrick, Lynae	Employment Specialist from Human Resources Assistant	11/10/2020
Watson, Brian	Associate Dean of Correctional Program Transferring From Associate Dean of Correctional Program	10/05/2020

Part-time

Davidson, Jo	Police Officer from Full-time Police Officer	11/01/2020
Stovall, Tina	Special Assistant to the President Transferring from Interim Vice-President for Student Services	11/25/2020

There was no further discussion.

Roll Call Vote:

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

No: None.

Advisory Vote: Student Trustee Duduit voted yes.

Absent: Trustee Cadwell.

Motion carried.

Other Business. (Non-action)

There was no additional discussion.

Adjournment.

Trustee Curtis moved and Trustee Walk seconded to adjourn the meeting of the Lake Land College Board of Trustees at 7:17 p.m.

Motion carried with unanimous voice vote approval.

Approved by:

/s/Ms. Doris Reynolds, Board Chair

/s/Mr. Gary Cadwell, Board Secretary

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

https://www.lakelandcollege.edu/col/board_minutes/