
LLCC Board of Trustees Regular Meeting

April 29, 2026

Wayne Rosenthal, Chair

Ken Elmore, Vice Chair

Samantha Enz, Secretary

Vicki Davis

Gordon Gates

Jeff Fulgenzi

Mark Holaway

Addy Blimling, Student Trustee

Charlotte Warren, President

MISSION STATEMENT

The mission of Lincoln Land Community College is to transform lives and strengthen our communities through learning.

**BOARD OF TRUSTEES
LINCOLN LAND COMMUNITY COLLEGE
ILLINOIS COMMUNITY COLLEGE DISTRICT #526**

**AGENDA
REGULAR MEETING**

Wednesday, April 29, 2026
5:30 P.M.

Lincoln Land Community College
Robert H. Stephens Room

I. Preliminary Matters

- A. Roll Call
- B. Pledge of Allegiance
- C. Introductions and Recognitions
 - 1. Student Elections
- D. Seating of Student Trustee/Oath of Office
- E. Adoption of Agenda of the April 29, 2026 Meeting
- F. Hearing of Citizens

II. Consent Agenda

- A. Approval of Minutes of the Regular Meeting of March 25, 2026
- B. Ratify Payments of Cash Disbursements for March and the March Treasurer's Report
- C. Out-of-State Travel
 - 1. Ratification of Out-of-State Travel
 - 2. Approval of Out-of-State Travel
- D. Budget/Financial Items
- E. Purchasing
 - 1. The Learning Center Study Pod
 - 2. Construction Lab Hilti Total Stations
 - 3. Dell Computers for 2nd Floor of Millenium Center
- F. Contracts/Agreements
 - 1. Monthly Training Contract/Clinical Agreement Status Report
 - 2. RL Canning, Network Administration Services
- G. Monthly Grant Status Report
- H. Facility Leases
- I. Construction Items
 - 1. 2025 Master Service Agreement for Construction Management – Amendment #5 – Surgical Tech & Sonography Lab Upgrades
 - 2. Master Plan Implementation – Construction Management Services Amendment #2 – Phase A3 Renovations of Sangamon Hall
- J. Other Items

III. Action Agenda

- A. Policies
 - 1. Revisions to Board Policy 4.13 – Academic Integrity and Proposed New Board Policy 4.131 – Appeals of Alleged Violation of the Academic Integrity Policy
 - 2. Revisions to Board Policy 8.12 – Leaves

- B. Academic Services Division Items
 - 1. Summary of Curriculum Changes for 2026-2027
- C. Student Services Division Items
- D. Administrative Services Division Items
 - 1. Health Insurance Rates for FY27
- E. Information Technology Items
- F. Executive Division Items

IV. Information Items

- A. Staff Reports
 - 1. Academic Services
 - 2. Student Services
 - 3. Administrative Services
 - a. Position Vacancies and Hires
 - b. Construction Progress Update
 - c. Monthly Financial Report
 - d. Quarterly Budget Transfer Report
 - 4. Information Technology
 - 5. Advancement Office
 - 6. Executive Division
 - a. Review of Agenda Master Calendar
- B. President's Report
- C. Report from Faculty Senate
- D. Report from Faculty Association
- E. Report from Classified Staff
- F. Report from Professional Staff
- G. Report from Facilities Services Council
- H. Chairman's Report
- I. Secretary's Report
- J. Foundation Report
- K. Other Board Members' Reports

V. Strategic Discussion

VI. Executive Session

- A. Personnel Matters
- B. Facilities Services Union Contract
- C. Pending /Imminent Legal Matters

VII. Actions from Open/Executive Session

- A. Approval of Personnel Matters
- B. Approval of Facilities Services Union Contract

VIII. Adjournment

I. Preliminary Matters

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Student Elections

DATE: April 29, 2026

Student Government Association elections were held April 6th -8th. Kristin Booher, SGA Advisor, will introduce students elected to office. Elected students include:

Student Trustee

Rylie Jones

SGA President

Melanie Wiediger

SGA Vice President of Leadership & Advocacy

Xavia Perkins

II. Consent Agenda

AGENDA ITEM II.B

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Ratify Payments of All Cash Disbursements for March and the
March Treasurer's Report

DATE: April 29, 2026

In accordance with Lincoln Land Community College Board of Trustees Policy 6.1, the following items are available in the President's Office and Vice President, Administrative Services Office for your review and subsequent action:

- A. The Cash Disbursement Register including the Check Register of bi-monthly accounts payable checks, E-commerce refunds, ACH and Wire transactions issued during March, 2026, (payments for purchase order payments, equipment, supplies, lease payments, maintenance agreements, travel in accordance with the Local Government Travel Expense Control Act, employee reimbursements, membership dues, subscriptions, club vouchers, medical claim payments, pre-paid purchase orders, and time sensitive payment due dates – generally, items included under Board Policy 6.6).
- B. The Treasurer's Report for the month ending March 31, 2026.

MOTION: Ratify disbursements of the bi-monthly checks, E-commerce refunds, ACH and Wire transactions issued during March 2026, and ratify the March 31, 2026, Treasurer's Report.

AGENDA ITEM II.C.1

MEMORANDUM

TO: Members, LLCC Board of Trustees
FROM: Charlotte J. Warren
President
SUBJECT: Ratification of Out-of-State Travel
DATE: April 29, 2026

Name	Meeting	Location	Date	Purpose	Amount
Bettis, Jennifer	CASE Conference	Indianapolis, IN	04/26/2026- 04/29/2026	Staff Development	\$2,233
Sanders, Karen	CASE Conference	Indianapolis, IN	04/26/2026- 04/29/2026	Staff Development	\$2,233

AGENDA ITEM II.C.2**MEMORANDUM****TO:** Members, LLCC Board of Trustees**FROM:** Charlotte J. Warren
President**SUBJECT:** Out-of-State Travel**DATE:** April 29, 2026

Name	Meeting	Location	Purpose	Amount
Brothers, Deborah	Omega Institute Poetry Workshop	Rhinebeck, NY	Faculty Development	\$2,500
Dineen, Joshua	ACF Certification	Kissimmee, FL	Faculty Development	\$2,985
Dockter, Jason	Gardner Institute - CAO Innovation Community	Brevard, NC	Staff Development	\$1,457
Giles- Brown, Leigh	IFSER Ultrasound Educator's Summit 2026	Albuquerque, NM	Faculty Development	\$2,028
Hinton, Raven	IFSER Ultrasound Educator's Summit 2026	Albuquerque, NM	Faculty Development	\$1,743
Horton, Carrie	IFSER Ultrasound Educator's Summit 2026	Albuquerque, NM	Faculty Development	\$1,743
Murphy, Janelle	JRCERT Site Visit- SW Virginia Community College	Logan, WV	Faculty Development	\$0
Penning, Tamar	JNUC Conference (Jamf Nation User Conference)	Kansas City, MO	Staff Development	\$2,500
Letterle, Kody + 1 Student	Skills USA National Competition - Diesel Technology	Atlanta, GA	Student Experience	\$3,803**

Bergschneider, Pierce + 1 Student	Skills USA National Competition - Diesel Technology	Atlanta, GA	Student Experience	\$3,803**
Matlock, Derek + 1 Student	Skills USA National Competition - HVAC	Atlanta, GA	Student Experience	\$3,803**
Dineen, Melanie + 1 Student	Skills USA National Competition - Culinary	Atlanta, GA	Student Experience	\$3,803**
Dineen, Joshua + 1 Student	Skills USA National Competition - Culinary	Atlanta, GA	Student Experience	\$3,803**
Hoy, Doug +1 Student	Skills USA National Competition - Industrial Maintenance	Atlanta, GA	Student Experience	\$3,803**

**Outside Funding*

***Travel dependent on student qualifying for nationals and will be grant funded.*

MEMORANDUM

TO: Members, LLCC Board of Trustees
FROM: Charlotte J. Warren
President
SUBJECT: The Learning Center Study Pod
DATE: April 29, 2026

The College requests approval to purchase a 6' x 8', free-standing study room for use by students as a low-distraction pod for individual or group study within The Learning Center. The Learning Center Interim Dean has identified the required equipment and obtained a quote from KI Wall. Krueger International (KI) will utilize the following purchasing consortium to ensure compliance and competitive pricing (Contract IPHEC 1905).

Budget Impact:

Total Funds Requested: \$26,341.65
Source of Funds: Operating Funds
Projected Revenue: N/A
Projected Savings: N/A

Student Learning Impact:

How will proposed agenda item impact student learning?

The installation of the free-standing group study room will directly enhance student learning by providing a low-distraction space for students to study, either individually or in a small group of 2-3 people. The availability of the room will be initially helpful during the upcoming renovation when designated student study space will be at a premium. After the renovations are completed, students will have continued use of the room as an additional location for focused study on the lower level of The Learning Center.

How will proposed agenda item be measured?

N/A

MOTION: Move to approve the purchase and installation of a new Study Pod from Krueger International for The Learning Center, in the amount of \$26,341.65.

MEMORANDUM

TO: Members, LLCC Board of Trustees
FROM: Charlotte J. Warren
President
SUBJECT: Construction Lab Hilti Total Stations
DATE: April 29, 2026

The College is seeking approval to enter into a sole source agreement with Hilti to provide two Total Stations for the new construction lab. No equivalent product matches the proprietary features, cost structure, and required support. Hilti is the sole manufacturer, sole software provider, and sole authorized service and repair which meets the needs of the department.

Budget Impact:

Total Funds Requested:	\$49,999.30
Source of Funds:	Perkins
Projected Revenue:	N/A
Projected Savings:	N/A

Student Learning Impact:

How will proposed agenda item impact student learning?

Students will gain hands-on experience with new equipment that reflects current industry standards, better preparing them for real-world careers.

How will proposed agenda item be measured?

N/A

MOTION: Move to approve a purchase order to Hilti for two Total Stations at the total cost of \$49,999.30.

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Dell Computers for 2nd Floor of Millennium Center

DATE: April 29, 2026

Board approval is requested for the purchase of 131 classroom computers to be used in the new classroom spaces created by the remodeling of the 2nd Floor of Millennium Center. These computers would be purchased from Dell.

Device	Qty.	Unit Cost	Total
Dell Pro 14 PC14250	48	\$ 979.31	\$ 47,006.88
Dell Pro Micro QCM1255	10	\$ 676.33	\$ 6,763.30
Dell Wired Keyboard and Mouse - KM300C	83	\$ 20.93	\$ 1,737.19
Dell Pro Max Micro FCM2250	25	\$ 1,806.87	\$ 45,171.75
Dell Pro Slim QCS1250	48	\$ 935.08	\$ 44,883.84
Total	-	-	\$145,562.96

Budget Impact:

Total Funds Requested: \$145,562.96
Source of Funds: 2025 Bond
Projected Revenue: N/A
Projected Savings: N/A

Student Learning Impact:

How will the proposed agenda item impact student learning?

These classroom computers will provide faculty and students with critical up-to-date technology for classroom instruction.

How will the proposed agenda item be measured?

The effectiveness of student learning through new technology.

MOTION: Move to approve the purchase of 131 classroom computers, at a total cost of \$ 145,562.96.

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Monthly Training Contract/Clinical Agreement Status Report

DATE: April 22, 2026

The following is the current Training Contract/Clinical Agreement Status Report for LLCC.

The Community Education Department has entered into a contract with local Girl Scout Troop #6219 to provide a customized cooking activity. Approximately 10 kids will attend in April.

The Health Professions Department seeks approval to enter into Clinical Site Agreements with Pana Community Hospital for students enrolled in the College's Basic Nursing Assistant Program, The Carle Foundation for students enrolled in the College's DMS and CVS Programs and Blessing Corporate Services for students enrolled in the College's DMS and CVS Programs.

LLCC Medical District seeks approval to enter into an Internship Affiliation Agreement with James H. McDermott Family Dentistry for students enrolled in the College's Dental Assistant Program

Academic Services seeks approval to enter into an Internship Affiliation Agreement with Camp Ondessonk for students enrolled in the College's Social Sciences & business Program.

The Health Professions Department seeks approval to amend the first Amendment to the master agreement with Springfield Clinic LLP. The second amendment is to extend the term of this agreement to continue until it is terminated.

MOTION: Move to approve the Clinical Site Agreements with Pana Community Hospital, Blessing Corporate Services and The Carle Foundation; approve the Internship Affiliation Agreements with James H. McDermott Family Dentistry, Camp Ondessonk and the Second Amendment Clinical Site Affiliation Agreement with Springfield Clinic LLP.

MEMORANDUM

TO: Members, LLCC Board of Trustees
FROM: Charlotte J. Warren
President
SUBJECT: RL Canning, Network Administration Services
DATE: April 29, 2026

Board approval is requested to contract for Network Administration services with RL Canning in the amount of \$31,000. LLCC will gain access to senior level Network Administration and Engineering through April of 2027 (200 hours).

Budget Impact:

Total Funds Requested:	\$31,000
Source of Funds:	Operational
Projected Revenue:	N/A
Projected Savings:	N/A

Student Learning Impact:

How will proposed agenda item impact student learning?

Help support the operation of the college.

How will proposed agenda item be measured?

Improving reliability and security of the college's computer network.

MOTION: Move to approve the contract with RL Canning for Network Administration Services for \$31,000.

AGENDA ITEM II.G

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Monthly Grant Status Report

DATE: April 29, 2026

Attached is the current Grant Status Report for LLCC. It includes all grant requests submitted and accepted during the month of March. It also includes a brief description of the purpose for which the funding is, or has been, solicited.

Student Services seeks ratification of the continuation application for the Workforce Empowerment Initiative grant. This grant will be used to assist low-income students in earning short term certificates and provide job placement services for completers.

MOTION: Move to ratify the grant application for the Workforce Empowerment Initiative grant in the amount of \$1,000,000.

AGENDA ITEM II.I.1

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: 2025 Master Service Agreement for Construction Management –
Amendment #5 – Surgical Tech & Sonography Lab Upgrades

DATE: April 29, 2026

Tonight, we are asking the Board to approve Amendment #5 to the 2025 MSA for O’Shea Builders (O’Shea) to provide construction management services for Surgical Tech & Sonography Lab Upgrades project. As stated in the October 2024 memo, the cost of O’Shea’s services will be determined by project amendments that require board approval and O’Shea will serve as construction manager only and not self-perform any work.

Sealed proposals were requested for the Surgical Tech & Sonography Lab Upgrades project, based on the bid packages listed below and were received at the Construction Manager’s Office on March 31, 2026. The tabulation of those proposals is as follows:

Bid Results	Bid Package	Bid	Selected
CAD Construction, Inc. Tremont, IL	General Trades	\$113,873	\$113,873
AFE Construction, LLC* Peoria, IL	General Trades	\$122,767	-
Jennings Painting, Inc. Springfield, IL	Paints & Coatings	\$9,000	\$9,000
Mid-Illinois Companies, Corp. Peoria, IL	Paints & Coatings	\$17,416	-
E.L. Pruitt Company Springfield, IL	Plumbing	\$58,643	\$58,643
Henson Robinson Company Springfield, IL	Plumbing	\$64,000	-
Anderson Electric, Inc. Springfield, IL	Electrical	\$65,175	-
B&B Electric, Inc. Springfield, IL	Electrical	\$64,480	\$64,480
Total Bids Selected	-	-	\$245,996

* AFE Construction, LLC did not provide a bid bond; therefore, their bid is considered non-responsive and incomplete.

The following companies were issued bid documents but chose not to submit a proposal: none.

As required by section 6.4 of the LLCC Board Policy, an advertisement for public bid was published in the, Thursday, March 12, 2026, edition of the Illinois Times.

We are requesting approval of Amendment #5 and authorization for O’Shea to execute subcontracts for the lowest responsive bids as listed in Amendment #5 Summary table below.

Amendment #5 Summary

Bid Results	Bid Package	Bid	Selected
CAD Construction, Inc. Tremont, IL	General Trades	\$113,873	\$113,873
Jennings Painting, Inc. Springfield, IL	Paints & Coatings	\$9,000	\$9,000
E.L. Pruitt Company Springfield, IL	HVAC	\$58,643	\$58,643
B&B Electric, Inc. Springfield, IL	Electrical	\$64,480	\$64,480
Total Bids Selected	-	-	\$245,996
O’Shea Direct Costs, General Liability, Contingency, Fees & Bonds	-	-	\$59,245
2025 MSA – Amendment #5	-	-	\$305,241

The above Amendment #5 is within the project budget approved at the March 2026 Board meeting.

Budget Impact:

Total Funds Requested: \$335,741
(\$305,241 Amendment #5 + \$30,500 Contingency)
Source of Funds: Memorial Health System Grant and Excess PHS
Projected Revenue: N/A
Projected Savings: N/A

Student Learning Impact:

How will proposed agenda item impact student learning?

By improving the physical environment in which instruction, study, administrative and leisure activities take place.

How will proposed agenda item be measured?

This project is measured first by completion within the predetermined budget and time allotted for completion, and then by the satisfaction of the users and stakeholders.

MOTION: Move to approve 2025 MSA Amendment #5 with O'Shea Builders in the amount of \$305,241 and to establish a project contingency in the amount of \$30,500, for an aggregate amount of \$335,741 to complete the Surgical Tech & Sonography Lab Upgrades project.

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Master Plan Implementation – Construction Management Services – Amendment #2 – Phase A3 Renovations of Sangamon Hall

DATE: April 29, 2026

Tonight, we are asking the Board to approve Amendment #2 to the Master Plan Implementation – Construction Management Services for O’Shea Builders (O’Shea) to provide construction management services for Phase A3 Renovations of Sangamon Hall. As stated in the February 2025 memo, the cost of O’Shea’s services will be determined by project amendments that require board approval and O’Shea will serve as construction manager only and not self-perform any work.

Sealed proposals were requested for the Master Plan Implementation – Phase A3 Renovations of Sangamon Hall, based on the bid packages listed below and were received at the Construction Manager’s Office on March 17, 2026. The tabulation of those proposals is as follows:

Bid Results	Bid Package	Bid	Selected
CAD Construction, Inc. Tremont, IL	General Trades	\$724,132	\$724,132
Bacon & Van Buskirk Glass Co. – Springfield Springfield, IL	Aluminum & Glass	\$308,500	-
Kelly Glass, Inc. Peoria, IL	Aluminum & Glass	\$279,500	\$279,500
Carpet Weaver’s, Inc. Springfield, IL	Flooring	\$219,231	-
Flooring Systems, Inc. St. Louis, MO	Flooring	\$229,780	-
Neverman Floor Artisans, Inc. Champaign, IL**	Flooring	\$145,570	-
Patterson Commercial Flooring, Inc. Springfield, IL	Flooring	\$194,500	\$194,500
Specialty Commercial Flooring, Fithian IL	Flooring	\$217,587	-

Bid Results	Bid Package	Bid	Selected
TSI Commercial Floor Covering Champaign, IL	Flooring	\$256,850	-
Allied Construction Services, Inc. - Peoria Peoria, IL	Gypsum Board Assemblies	\$551,275	-
Landgrebe Interior Construction Springfield, IL	Gypsum Board Assemblies	\$529,795	\$529,795
Mid-Illinois Companies, Corp. Peoria, IL	Gypsum Board Assemblies	\$591,451	-
RG Construction Peoria, IL	Gypsum Board Assemblies	\$704,731	-
Jennings Painting, Inc.* Springfield, IL	Paints & Coatings	\$53,000	-
Mid-Illinois Companies, Corp. Peoria, IL	Paints & Coatings	\$63,848	\$63,848
E.L. Pruitt Company Springfield, IL	Plumbing	\$137,965	-
Henson Robinson Company Springfield, IL	Plumbing	\$133,750	\$133,750
E.L. Pruitt Company Springfield, IL	HVAC	\$368,646	
Henson Robinson Company Springfield, IL	HVAC	\$320,880	\$320,880
Dynamic Controls East Peoria, IL	Temperature Controls	\$723,375	\$723,375
Anderson Electric, Inc. Springfield, IL	Electrical	\$1,103,000	
B&B Electric, Inc. Springfield, IL	Electrical	\$882,827	\$882,827
Egizii Electric, Inc. dba Capitol Construction Group, LLC Springfield, IL	Electrical	\$932,650	-
Mid-Illinois Companies, Corp. Peoria, IL	Combined Gypsum Board Assemblies & Paint	\$647,655	-
Total Bids Selected	-	-	\$3,852,607

* Jennings Painting, Inc. did not provide a bid bond; therefore, their bid is considered non-responsive and incomplete.

** Neverman Floor Artisans, Inc. did not include specified scope. This was identified after bid opening vetting by O'Shea. They requested their bid be withdrawn for that reason.

The following companies were issued bid documents but chose not to submit a proposal: none.

As required by section 6.4 of the LLCC Board Policy, an advertisement for public bid was published in the Thursday, February 12, 2026, edition of the Illinois Times.

We are requesting approval of Amendment #2 and authorization for O'Shea to execute subcontracts for the lowest responsive bids as listed in Amendment #2 Summary table below.

Bid Results	Bid Package	Bid	Selected
CAD Construction, Inc. Tremont, IL	General Trades	\$724,132	\$724,132
Kelly Glass, Inc. Peoria, IL	Aluminum & Glass	\$279,500	\$279,500
Patterson Commercial Flooring, Inc. Springfield, IL	Flooring	\$194,500	\$194,500
Landgrebe Interior Construction Springfield, IL	Gypsum Board Assemblies	\$529,795	\$529,795
Mid-Illinois Companies, Corp. Peoria, IL	Paints & Coatings	\$63,848	\$63,848
Henson Robinson Company Springfield, IL	Plumbing	\$133,750	\$133,750
Henson Robinson Company Springfield, IL	HVAC	\$320,880	\$320,880
Dynamic Controls East Peoria, IL	Temperature Controls	\$723,375	\$723,375
B&B Electric, Inc. Springfield, IL	Electrical	\$882,827	\$882,827
Total Bids Selected	-	-	\$3,852,607
O'Shea Direct Costs, General Liability, Contingency, Fees & Bonds	-	-	\$498,893
Master Plan Implementation – Construction Management Services – Amendment #2	-	-	\$4,351,500

The above Amendment #2 is within the approved project budget.

Budget Impact:

Total Funds Requested: \$4,786,500
(\$4,351,500 Amendment #2 + \$435,000 Contingency)
Source of Funds: 2025 Bonds

Projected Revenue: N/A

Projected Savings: N/A

Student Learning Impact:

How will proposed agenda item impact student learning?

By improving the physical environment in which instruction, study, administrative and leisure activities take place.

How will proposed agenda item be measured?

This project is measured first by completion within the predetermined budget and time allotted for completion, and then by the satisfaction of the users and stakeholders.

MOTION: Move to approve Master Plan Implementation – Construction Management Services – Amendment #2 with O’Shea Builders in the amount of \$4,351,500 and to establish a project contingency in the amount of \$435,000, for an aggregate amount of \$4,786,500 to complete the Master Plan Implementation – Phase A3 Renovations of Sangamon Hall project.

III. Action Agenda

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Revisions to Board Policy 4.13 – Academic Integrity and
Proposed New Board Policy 4.131 - Appeals of Alleged Violations
of the Academic Integrity Policy

DATE: April 29, 2026

These revisions include changes to the policy to align with current practices.

Policy Statement:

The College shall act with consistency in dealing with issues of academic integrity and in guaranteeing students every opportunity for due process. Faculty, students, and the larger college community actively foster a climate promoting the highest academic standards.

~~The following items, which are not all inclusive, represent unacceptable actions and violations of this academic integrity policy, whether they occur online or in a face-to-face domain:~~

- ~~* Intentionally using or attempting to use unauthorized materials, information, or study aids in any academic exercise, including placement, proficiency, and CLEP tests;~~
- ~~* Intentionally falsifying or inventing information (or citations) in an academic exercise;~~
- ~~* Intentionally or knowingly helping or attempting to help another to commit any act of academic dishonesty;~~
- ~~* Intentionally or knowingly receiving help to commit any act of academic dishonesty;~~
- ~~* Committing plagiarism by intentionally or knowingly representing the words or ideas of another as one's own in any academic exercise. Plagiarism includes undocumented direct quotation or paraphrased and/or unacknowledged borrowed facts or information;~~
- ~~* Bribing or attempting to bribe, promising favors to or making threats against any person, with the intention of affecting a grade or an evaluation of academic performance;~~
- ~~* Stealing, destroying, or tampering with another student's work;~~

- ~~* Falsifying College records, forms, or other documents;~~
- ~~* Accessing College computer systems or files when not authorized; and~~
- ~~* Other items determined to be inconsistent with College policy and philosophy.~~

Defining *Academic Integrity*

Academic integrity is a commitment to the ethical principles of honesty, fairness, trust, respect, responsibility, and accountability in academic work. It involves presenting original work, properly citing sources, maintaining authenticity, and respecting intellectual contributions in learning, teaching, and research. *Violations of academic integrity can have serious academic and professional consequences, while adhering to it helps build trust, fairness, and a strong ethical foundation within educational communities.*

Academic Integrity Definitions

The following items, which are not all inclusive, represent unacceptable actions and violations of this academic integrity policy, regardless of instructional modality:

Cheating:

A form of academic dishonesty by which an individual misrepresents their mastery of course content or clinical experience. Cheating may apply to examinations, labs, written assignments, clinical experiences, online discussions, and any other student task or assignment.

Examples of cheating include, but are not limited to the following:

- Using unauthorized materials such as a textbook, prepared notes, study aids, or an electronic device during an examination.
- Accessing or using another person's college system account, computer account, access codes, or electronic files to complete a task.
- Possessing or obtaining an examination without the faculty's authority or prior knowledge.
- Submitting an assignment purchased or acquired from a commercial entity (e.g., term papers, software programs, etc.).
- Preprogramming or accessing electronic devices or learning management systems without authorization.
- Using materials passed down from previous students – whether solicited or unsolicited.
- Utilizing software, programs, homework assistance websites, or artificial intelligence in ways not specifically authorized by the course faculty.
- Copying or recording material before, during, or after an assessment or assignment for unauthorized distribution

Plagiarism:

A form of dishonesty by which a person falsely represents words, ideas, phrases, sentences, code, data, or any media as their own or otherwise fails to properly acknowledge the source of such material.

Examples of plagiarism include, but are not limited to the following:

- Presenting quotes from another source without proper citation.
- Presenting ideas, opinions, or theories from another source without proper citation.
- Using facts, statistics, code, media, or other material taken from a source without citation – this includes materials provided by the faculty.
- Using artificial intelligence software in any way not authorized by the faculty.

Fabrication:

A form of dishonesty by which the person deliberately invents or falsifies information or research findings with the intent to deceive.

Examples of fabrication include, but are not limited to the following:

- Falsifying citations by presenting sources not consulted or used.
- Citing a source that does not exist.
- Intentionally distorting the meaning or applicability of data.
- Falsifying the bibliography or reference list by including sources not used in the project.
- Inventing or falsifying data or source information in experiments, research projects, or other academic assignments.
- Listing hours worked or activities performed during a clinical or service-learning experience that did not occur.
- Misrepresenting one's personal circumstances by fabricating excuses (e.g., illness, injury, accident, personal emergency) to avoid accumulating absences, to delay submitting assignments or taking an exam, or to request an incomplete or administrative drop from the course.
- Misrepresenting one's contribution to scholarly research and/or publication.
- Misrepresenting or falsifying job application materials.

Collusion:

A form of dishonesty involving two or more people acting in a manner intended to misrepresent individual effort, learning, and/or contributions to course assignments.

Examples of collusion include, but are not limited to the following:

- Allowing another student to copy work or complete work that is not their own.
- Completing an assignment for another student or sharing completed work.
- Bribing, extorting, enticing, or entrapping someone to complete work on another's behalf.
- Searching, requesting, or sharing answers/solutions with others or online.
- Sharing materials and/or answers before or after an assessment without authorization.
- Collaborating with another person during an exam or assignment without authorization.

Other Examples of Academic Integrity Violations:

Other examples include, but are not limited to the following:

- Sharing academic work, whether original or not, on the internet for the purpose of cheating, colluding, or violating academic integrity.
- Encouraging another to commit an academic integrity offense.
- Aiding or conspiring to commit an academic integrity offense.
- Changing, altering, falsifying, or assisting in the changing, altering, or falsifying of a grade report or form, or gaining unauthorized access to a college office, building, or computer for such purposes.
- Denying access to scholarly resources or hindering a student's progress intentionally, including but not limited to providing false or misleading information, stealing, or defacing library materials, misplacing, or destroying reserve materials, or altering and/or destroying someone else's documents or digital files.

Generative Artificial Intelligence and Related Entities

Lincoln Land Community College recognizes the transformative potential of artificial intelligence (AI) and related technological entities for teaching, learning, and research.

The College supports the responsible exploration and use of all technologies to enhance student learning and development. However, the use of technology within LLCC, including AI, must align with the College's commitment to academic integrity and ethical standards as students demonstrate satisfactory mastery of course learning outcomes.

Faculty will establish the level of authorized use and/or acceptability of AI and other such technologies at the course and assignment levels as expressed in the course syllabus and, when applicable, project or assignment guidelines.

Students who submit work, in part or whole, created by or copied from AI or similar technologies outside of what is outlined as permissible by the faculty in the course syllabus and/or assignment prompt, misrepresent the authenticity of their intellectual work and are, therefore, committing an academic integrity violation.

Violations of this policy shall be addressed in accordance with the established procedure.

Proposed new policy 4.131- Appeals of Alleged Violations of the Academic Integrity Policy

Policy Statement:

Any student who receives a penalty based upon an allegation of violating the policy on academic integrity, as outlined in Board Policy 4.13 and believes that no violation took place, may appeal the allegation. Every effort should be made to resolve the issue informally before pursuing a formal appeal. The appeal procedure is intended to allow the student and faculty member to present evidence surrounding the facts of the case and is not intended for reviewing the professional judgment of faculty regarding the assessment of

the quality of work of their students and shall not abridge, circumvent, nor diminish academic freedom in any way.

While the appeal procedure is in process, no matter the penalty, the student shall remain enrolled in the class and allowed to attend and participate in class meetings.

*Sanctions established within program-specific handbooks overrule corrective actions and/or potential sanctions listed within this procedure.

If a student receives a final grade in a course with which they disagree and the final grade was not determined by a penalty imposed due to an allegation of violating the academic integrity policy, then that student has a right to pursue a grade review as outlined in the Grade Review policy (Board Policy 4.14).

These are being presented for a first reading tonight. No action is required at this meeting. With Board concurrence, we will return these policies to you for action at the regularly scheduled May 2026 meeting of the Board.

MEMORANDUM

AGENDA ITEM III.A.2

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Revision to Board Policy 8.12 - Leaves

DATE: April 29, 2026

Below are recommended revisions to Board Policy 8.12 - Leaves. The recommended changes align with the current faculty collective bargaining agreement and the recommended language in the new collective bargaining agreement with the facilities union, which the Board of Trustees will be taking action on this evening.

Policy Statement:

Except as may otherwise be provided by the terms of a collective bargaining agreement, the College shall provide benefit leave time for its employees holding benefit-eligible positions or as prescribed by law. Employees will be granted unpaid family and/or medical leave as prescribed by federal and/or state law*. Employees shall be eligible for military leave in accordance with the provisions of federal law**.

Sick Leave:

The College shall advance ~~fifteen~~ **twelve (12)** workdays of sick leave per fiscal year to accumulate to a maximum of 360 workdays. For employees on a leave of absence and not actively at work, sick leave will be accrued on a monthly basis at the start of the fiscal year until such time as the employee returns to active employment. Upon separation of employment, employees shall not be compensated for any unused sick leave. Any employee whose employment shall terminate under circumstances where such employee has used advanced sick leave shall be required to repay the College for such leave, and consent to the withholding of the amount of such repayment, or portion thereof, from his or her final paycheck.

Personal Leave:

The College shall advance ~~two~~ **five (5)** workdays of personal leave per fiscal year to accumulate to a maximum of ~~five~~ **seven (7)** workdays. Upon separation of employment, employees shall not be compensated for any unused personal leave. Any employee whose employment shall terminate under circumstances where such employee has used advanced personal leave shall be required to repay the College for such leave, and consent to the withholding of the amount of such repayment, or portion thereof, from his or her final paycheck.

Part-Time Paid Time Off:

The College shall advance paid time off to non-benefit-eligible, part-time employees who work at least two consecutive fiscal year quarters and 40 or more hours within the fiscal year and who have a reasonable expectation that they will be rehired in a subsequent fiscal year. Such paid time off shall be advanced on the first day of the employee's

assignment. The amount of paid time off advanced will be determined by the number of expected work hours of the assignment, earning one hour for every 40 hours of expected work within the fiscal year. Any unused balance at the end of the fiscal year will not carry over to the next fiscal year. Upon separation of employment, employees shall not be compensated for any unused paid time off. For employees who hold a part-time position with the College in addition to their primary, benefit-eligible position, this leave does not apply. This also does not apply to student employees.

Legal Leave:

The College shall provide leave in the event that an employee is subpoenaed to appear as a juror or a witness.

Vacation Leave

Administrators:

Employees holding a position designated as administrator shall be advanced 20 days' vacation per fiscal year to accumulate up to a maximum of 40 days. Such employee who works less than an entire fiscal year shall be advanced pro-rated vacation leave. Upon termination of employment for any reason, such employee shall receive compensation for any earned but unused vacation leave. For employees on a leave of absence and not actively at work, vacation leave will be accrued on a monthly basis at the start of the fiscal year until such time as the employee returns to active employment.

Professionals:

Employees holding a position designated as professional shall accrue 10.00 to 13.34 hours per month of vacation leave depending upon their number of years of service. Upon termination of employment for any reason, such employee shall receive compensation for any earned but unused vacation leave.

Classified:

Employees holding a position designated as classified shall accrue 6.67 to 13.34 hours per month of vacation leave depending upon their number of years of service. Upon termination of employment for any reason, such employees shall receive compensation for any earned but unused vacation leave.

Other Available Leaves:

- *Leave Without Pay*
- *Military Leave*
- *Bereavement Leave*
- *Family/Medical Leave*

Legal Citations:

* 29 USC, Sections 2601-2619

** 38 USC, Sections 2021-2027

This revised policy is being presented for a first reading tonight. No action is required at this meeting. With Board concurrence, we will return this policy to the Board for action at the regularly scheduled meeting in May.

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte Warren
President

SUBJECT: Summary of Curriculum Changes for 2026-2027 Catalog

DATE: April 29, 2026

The following curriculum changes have been approved following the College's curriculum development process. These changes at the curriculum/program level include: the development of new curriculum/program and withdrawal of curriculum/program.

Approved Curriculum/Programs:
AAS Advanced Manufacturing

Withdrawn Curriculum/Programs:
CA Medical Coding Specialist

Budget Impact:
Total Funds Requested: Requested separately
Source of Funds: Operating funds
Projected Revenue: N/A
Projected Savings: N/A

Student Learning Impact:
How will proposed agenda item impact student learning?
Students will be offered courses and programs that reflect best-practice in each field.

How will proposed agenda item be measured?
Academic Services will monitor student achievement of identified learning outcomes as well as course and program enrollments.

MOTION: Move to approve the 2026-2027 curriculum updates to catalog.

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Health Insurance Rates for FY2027

DATE: April 29, 2026

In March, the health insurance committee reviewed claims for the current plan year and the forecasted costs for FY2027 health insurance as determined by the College's insurance consultant, Cottingham & Butler. Projected claims for the current plan year are coming in substantially higher than what was budgeted. Medical claims have risen by almost 26% and Rx claims by 37% over last plan year. There are currently 24 large claimants, eight of which have claims exceeding the stop loss insurance deductible of \$110,000 and one claimant exceeding their individual stop loss deductible of \$190,000. The plan has incurred an increase of 165% on Specialty Rx spend over last plan year. We have also seen a significant uptick in claims coming in around \$25,000. Healthcare inflation is about 8-9% and prescription drug inflation is about 10-12%.

Based on claims utilization and healthcare inflation, the consultants recommended a 21% increase to premiums, if there were no changes to plan design. As the College pays the vast majority of the premiums paid for employee coverage (and dependent coverage when elected), it is not fiscally responsible for the College to absorb an increase of this size. The insurance consultants presented plan design changes to shift some of the out-of-pocket cost sharing that would bring the increase to premiums for plan year 2027 to 15.7%. After reviewing the recommendations and conferring with their respective representative groups, the majority of voting members did not vote in favor of the recommendations or the 15.7% premium rate increase. As no alternatives or counterproposals were presented by the declining voting members, the committee acknowledged that changes were unavoidable and deferred the decision making to the College. The following are recommendations from administration and the insurance consultant:

- Continue to offer the High-Deductible Plan accompanied by a Health Savings Account conforming to IRS qualifying regulations. The following plan design changes will be implemented: increase in-network deductible for single and family by \$500 and \$1,500 respectively with an increase to out-of-network deductibles as well; increase employee in-network and out-of-network co-insurance from 10% to 20%, and increase out-of-network maximum out-of-pocket for single and family by \$3,000 and \$10,000 respectively.

- Continue to offer the Open Access Plan with the following plan design changes: increase in-network single deductible by \$400 and out-of-network single and family deductible by \$800 and \$1,600 respectively; increase employee in-network co-insurance from 10% to 20%, increase in-network and out-of-network single maximum out-of-pocket by \$800 and \$1,600 respectively; increase primary care office visits from \$25 to \$50 and specialist office visits from \$30 to \$75; increase ER copays by \$100; and increase the prescription benefit maximum out-of-pocket by \$1,000.
- Maintain the Board contribution toward health insurance of 95% of employee only premium and 75% of premiums for dependent coverage tiers.
- Increase current monthly premiums by 15.7% for the Open Access Plan for FY2027.

Current		Employee Share	Employer Share	FY2027		Employee Share	Employer Share
Employee Only	\$1,276	\$63.80	\$1,212.20	Employee Only	\$1,476	\$73.80	\$1,402.20
Employee + Spouse	\$2,160	\$540.00	\$1,620.00	Employee + Spouse	\$2,499	\$624.74	\$1,874.26
Employee + Children	\$1,956	\$489.00	\$1,467.00	Employee + Children	\$2,263	\$565.74	\$1,697.26
Employee + Family	\$3,302	\$825.50	\$2,476.50	Employee + Family	\$3,820	\$955.00	\$2,865.00

- Increase the current monthly premiums by 15.7% for the High-Deductible Plan for FY2027.

Current		Employee Share	Employer Share	FY2027		Employee Share	Employer Share
Employee Only	\$870	\$43.50	\$826.50	Employee Only	\$1,007	\$50.34	\$956.66
Employee + Spouse	\$1,566	\$391.50	\$1,174.50	Employee + Spouse	\$1,812	\$453.00	\$1,359.00
Employee + Children	\$1,420	\$355.00	\$1,065.00	Employee + Children	\$1,643	\$410.74	\$1,232.26
Employee + Family	\$2,490	\$622.50	\$1,867.50	Employee + Family	\$2,881	\$720.24	\$2,160.76

- Set the annual Board contribution to an employee's Health Savings Account for those electing the High-Deductible Plan at \$3,100.
- Establish the monthly Board contribution toward dental insurance equal to the premium set for employee only coverage. Dental premiums will increase by 8% with the employee only amount increasing from \$43.16 to \$46.80 per month.

The projected health insurance premiums are expected to generate sufficient revenue to pay expected claims, stop loss insurance and third-party administrative fees as determined by Cottingham & Butler given past claims experience, including the current

year and previous two plan years, and current healthcare inflation of 8-9% and prescription drug inflation of 10-12%.

I would like to take the opportunity to thank the members of the health insurance committee for their participation in this process. Voting members of the committee are Samuel Barbour, Stephanie Cummings, Don Hohimer, Crystal Norris, Stacey Olson and Nicole Ralph. Advisory members of the committee are Kaelyn Bormida, Esteban Cruz, Rachel Duff, Bryan Gleckler and Kirsten Taylor.

It is my recommendation that we support the work and resulting recommendations presented before you this evening.

MOTION: Move to approve the insurance recommendations as presented.

IV. Information Items

MEMORANDUM

TO: Members, LLCC Board of Trustees
FROM: Charlotte J. Warren
President
SUBJECT: Position Vacancies and Hires
DATE: April 29, 2026

POSITION VACANCIES

Classified

Building Custodian (FT)
Child Development Assistant I (FT)

Professional

Advertising Manager (FT)
Radiography Skills Lab Professional (FT)
Student Care Coordinator (FT)
Student Success Advisor (FT)

Administrator

Associate Vice President, Student Success
Dean, The Learning Center
Director, Athletics
Program Director, Sonography

Full-time Faculty

Instructor, Basic Nurse Assistant - 2
Instructor, Chemistry
Instructor, Computer Science
Instructor, Construction Technologies
Instructor, Diesel Technologies
Instructor, English
Instructor, Mathematics
Instructor, Welding

NEW HIRES

Becker, Mark	IT Support Specialist I	05/01/2026
Ewing, Zoey	Human Resources Assistant (PT)	04/13/2026
Fuchs, Tyler	IT Support Specialist I	04/27/2026

RESIGNATIONS

Stamberger, Liz	Agriculture Access & Engagement Coordinator	04/07/2026
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RETIREMENTS

Hylton, Jennifer

Testing Assistant

04/17/2026

SALARY GRADE ADJUSTMENTS

The JDQ for Debbie Bell's position, now titled Facilities and Custodial Coordinator, was recently reviewed for salary grade placement due to the additional responsibilities added to her position with the elimination of the Facilities Reservations Technician position. The position is now placed in salary grade H. This change is effective April 1, 2026.

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Construction Progress Update

DATE: April 29, 2026

Attached is the current Construction Project Status Report for LLCC. It includes all projects that are currently underway and projects that have formal plans and available funding but are not yet underway. The following information is intended to provide a brief overview of the progress of each of the projects since the previous Board Meeting:

PHS Projects – FY24

Mechanical Upgrades

The project is substantially complete. We are awaiting completion of punchlist items and closeout documents.

PHS Projects – FY25

Exterior Door & Eyewash Station Upgrades

The project is substantially complete. We are awaiting completion of punchlist items and closeout documents.

Interior Wayfinding Phase 2

The project is underway and we anticipate completion in Summer 2026.

Logan Hall Roof Replacement

The project is substantially complete. We are awaiting completion of punchlist items and closeout documents.

Main Campus Exterior & Interior Lighting Upgrade Phase 4

The project is underway and we anticipate completion in Spring 2026.

PHS Projects – FY26

Interior Wayfinding Phase 3

Development of construction documents is underway, and we anticipate sign installation to start in Fall 2026.

Child Development Center Mechanical Upgrades

The project is underway and we anticipate completion in Summer 2026.

Small Projects – FY25

FY25 Small Projects - 2025 Master Service Agreement (O'Shea)

The project is substantially complete. We are awaiting completion of punchlist items and closeout documents.

Small Projects – FY26

FY26 Parking Lot & Sidewalk Improvements

The project is underway and we anticipate completion in Summer 2026.

Deferred Maintenance Capital Project (CDB Managed)

Fire Alarm System Upgrades

Design development is underway. The CDB project schedule allows 48 weeks for design development. We don't anticipate construction to start until 2027.

Restricted O & M

Construction Training Lab

The project is substantially complete. We are awaiting completion of punchlist items and closeout documents.

EDA Cares Act Grant

Renovate and Expand Campus Training Facilities

The project is underway and Logan Hall is substantially complete. The Storage Building assembly is underway, and we anticipate completion in May 2026.

DCEO Energy Transition Community Grant

Litchfield Science Lab Renovation

The project is substantially complete. We are awaiting completion of punchlist items and closeout documents.

Welding Lab Expansion

The project is underway and we anticipate completion in early August 2026.

Litchfield Truck Driver Training Expansion

Design development is underway. We anticipate bringing bidding results for board approval at the May board meeting.

Illinois Green Economy Network (IGEN) Grant

Solar Powered Commercial Construction Training Lab

The project is underway and we anticipate completion in late Spring 2026.

Memorial Health System Grant

Surgical Tech & Sonography Lab Upgrades

Our recommendation is before you this evening.

2025 Bond

Master Plan Implementation – Phase A

Renovations in Millennium, main level Sangamon Hall

- The 1st Phase of this project has been broken out further into several smaller sub-phases.
- Phase A1 Renovations of Millennium Center: The project is underway and we anticipate completion of the 2nd floor in early Summer 2026. Construction will then start on the 1st floor and continue through Fall 2026
- Phase A2 Asbestos Abatement of Sangamon Hall: The project is underway and we anticipate completion in early August 2026.
- Phase A3 Renovations of Sangamon Hall: Our recommendation is before you this evening.

Master Plan Implementation – Phase B

Renovations in main level of Menard Hall.

- Spring 2026 – Design work has begun
- Summer 2026 – Bidding through O’Shea Builders as a CM.
- Construction would begin after Phase A is complete in late 2026 and continue in “sub phases” through December 2027.
- Phase B1 Asbestos Abatement of Menard Hall Main Level: We will request asbestos testing and design services be initiated in Summer 2026 to determine the extent of the scope.
- Phase B2 Renovations of Menard Hall Main Level: Design will continue when Phase A3 Sangamon Hall drawings are complete.

Master Plan Implementation – Phase C

Renovations in the main and lower levels of Menard Hall, and Trutter Center Classrooms.

- Summer 2026 – User Group meetings to confirm scope and begin Design Development.
- November/December 2026 – Bidding through O’Shea Builders as a CM.
- Construction would begin after Phase B is complete in Summer 2027 and continue in “sub phases” through Spring 2028.
- Phase C1 Asbestos Abatement of Menard Hall Lower Level: We will request asbestos testing and design services be initiated in Fall 2026 to determine the extent of the scope.

- Phase C2 Renovations of Menard Hall Lower Level: Design will continue when Phase A3 Sangamon Hall drawings are complete.
- Phase C2 Renovations of Trutter Center: Design will continue when Phase A3 Sangamon Hall drawings are complete.

MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Quarterly Budget Transfer Report

DATE: April 29, 2026

Attached is the Quarterly Budget Transfer Report reflecting transfers at the end of the third quarter of this fiscal year.

We continue to be well within statutory requirements limiting the amount of transfers to 10% or less in any fund.

<p style="text-align: center;">QUARTERLY BUDGET TRANSFER REPORT March 31, 2026</p>
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EDUCATIONAL FUND

Budget	\$54,003,888
Transfers	\$122,186
Percentage	.23%

O&M FUND

Budget	\$6,734,567
Transfers	\$17,000
Percentage	.25%

OTHER FUNDS

Budget	\$47,870,837
Transfers	\$1,090,392
Percentage	2.28%

TOTAL OPERATING BUDGET

Revenue

Original Budget	\$60,738,455
Adjusted Revenues	\$60,738,455
Additional Funds Available	\$0

Expenditures

Original Budget	\$60,738,455
Adjusted Expenditures	\$60,738,455
Additional Expenditures	\$0

Net Change	\$0
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AGENDA ITEM IV.A.6.a

AGENDA MASTER CALENDAR

MAY 2026	JUNE 2026	JULY 2026	AUGUST 2026
<ul style="list-style-type: none"> • Student Recognition 4/30/26 • Employee Recognition 5/13/26 • Commencement 5/15/26 • Board Meeting 5/27/26 	<ul style="list-style-type: none"> • Summer Adjunct Faculty Listing • Budget Workshop • Board Meeting 6/24/26 	<ul style="list-style-type: none"> • FY27 Tentative Budget • Board Meeting 7/22/26 	<ul style="list-style-type: none"> • Board Meeting 8/26/26
SEPTEMBER 2026	OCTOBER 2026	NOVEMBER 2026	DECEMBER 2026
<ul style="list-style-type: none"> • Budget Adoption/Public Hearing • Fall Adjunct Faculty Listing • Board Meeting 9/23/26 	<ul style="list-style-type: none"> • PHS Projects • Board Meeting 10/28/26 	<ul style="list-style-type: none"> • Financial Audit Review • Board Meeting 11/18/26 	<ul style="list-style-type: none"> • Adopt CY26 Property Tax Levy • Board Meeting 12/14/26 • General Obligation Alternate Bond Levy Abatement
JANUARY 2027	FEBRUARY 2027	MARCH 2027	APRIL 2027
<ul style="list-style-type: none"> • Spring Adjunct Faculty Listing • Board Meeting 1/27/27 	<ul style="list-style-type: none"> • Sabbatical Leaves • Approval of Faculty Positions • Faculty Tenure & Continuing Employment Recommendations • Board Meeting 2/24/27 	<ul style="list-style-type: none"> • Administrative Positions • Board Meeting 3/24/27 	<ul style="list-style-type: none"> • Seating of Student Trustee • Foundation Gala • Board Meeting 4/28/27

V. Strategic Discussion