

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES
LINCOLN LAND COMMUNITY COLLEGE
ILLINOIS COMMUNITY COLLEGE DISTRICT #526**

The regular meeting of the Board of Trustees of Lincoln Land Community College, Illinois Community College District #526 was held on Wednesday, April 29, 2026 at 5:30 p.m. in the Robert H. Stephens Room with Chair Rosenthal presiding.

I. Preliminary Matters

A. Roll Call

Members present were Dr. Davis, Ms. Blimling, Mr. Elmore, Ms. Enz, Mr. Gates, Mr. Holaway, and Mr. Rosenthal.

B. Pledge of Allegiance

Mr. Fulgenzi arrived at 5:35 p.m.

C. Introductions and Recognitions

Mr. Rosenthal asked Ms. Blimling to come forward as he read a resolution highlighting her accomplishments during her tenure as Student Trustee. He also presented her with a plaque, thanking her for her service as Student Trustee for the 2025-2026 academic year; stating they were pleased to have her on the Board of Trustees, and wished her continued success.

The board held a moment of silence for Michael Roberson, a student who passed away last evening. Michael is a sophomore and was a catcher for the men's baseball team.

1. Student Elections

Student Government Association elections were held April 6th - 8th. Kristin Booher, SGA Advisor, introduced the following students elected to office; Rylie Jones, Student Trustee; Melanie Wiediger, SGA President; and Xavia Perkins, SGA Vice President of Leadership and Advocacy.

D. Seating of Student Trustee/Oath of Office

Chair Rosenthal administered the oath of office to new student trustee, Ms. Rylie Jones. She will represent students on the LLCC Board of Trustees through April of 2027. Ms. Jones is a student from Hillsboro and is studying pre nursing.

E. Adoption of Agenda of the April 29, 2026 Meeting

MOTION NO. 04-29-26-1:

Mr. Fulgenzi moved to adopt the agenda of the April 29, 2026 meeting. Mr. Holaway seconded.

Chair Rosenthal called a voice vote, all members voted aye. PASSED

F. Hearing of Citizens - none

II. Consent Agenda

MOTION NO. 04-29-26-2:

Ms. Enz moved to:

- approve the minutes of the regular meeting of March 25, 2026 meeting;
- 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;
- ratify out of state travel;
- approve out of state travel;
- approve the purchaser and installation of a new Study Pod from Krueger International for The Learning Center, in the amount of \$26,341.65;
- approve a purchase order to Hilti for two Total Stations at the total cost of \$49,999.30;
- approve the purchase of 131 classroom computers, at a total cost of \$145,562.96;
- 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;
- approve the contract with RL Canning for Network Administration Services for \$31,000;
- ratify the grant application for the Workforce Empowerment Initiative grant in the amount of \$1,000,000;
- approve the 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 and Sonography Lab Upgrades project;
- and approve the Master Plan Implementation – Construction Management Services – Amendment #2 with O'Shea Builders in the 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.

Mr. Gates seconded.

Chair Rosenthal called a voice vote, all members voted aye. PASSED

III. Action Agenda

A. Policies

1. Revisions to Board Policy 4.13 – Academic Integrity and Proposed New Board Policy 4.131 – Appeals of Alleged Violations of the Academic Integrity Policy.

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 were presented for a first reading tonight. No action was required from the board. With Board concurrence, we will return these policies for action at the May 27, 2026 meeting of the Board.

2. Revision to Board Policy 8.12 – Leaves

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 acting 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 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

These were presented for a first reading tonight. No action was required from the board. With Board concurrence, we will return these policies for action at the May 27, 2026 meeting of the Board.

B. Academic Services Division Items

1. Summary of Curriculum Changes for 2026-2027 Catalog

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

MOTION NO. 04-29-26-3:

Mr. Gates moved to approve the 2026-2027 curriculum updates to catalog. Dr. Davis seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Ms. Enz, Mr. Fulgenzi, Mr. Gates, Mr. Holaway, Ms. Jones (advisory), and Mr. Rosenthal. PASSED

C. Student Services Division Items – None

D. Administrative Services Division Items

1. Health Insurance Rates for FY2027

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

Dr. Warren thanked 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.

MOTION NO. 04-29-26-4:

Mr. Gates moved to approve the insurance recommendations as presented. Dr. Davis seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Ms. Enz, Mr. Fulgenzi, Mr. Gates, Mr. Holaway, Ms. Jones (advisory), and Mr. Rosenthal. PASSED

E. Information Technology Items - None

F. Executive Division Items – None

IV. Information Items

A. Staff Reports

1. Academic Services – None
2. Student Services – None
3. Administrative Services
 - a. Position Vacancies and Hires

The item has been updated.

- b. Construction Progress Update
- c. Monthly Financial Report
- d. Quarterly Budget Transfer Report

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

4. Information Technology - None
5. Advancement Office – None
6. Executive Division
 - a. Review of Agenda Master Calendar

B. President's Report

The state SkillsUSA competition was held last week in Peoria, and we had 6 medalists – two of which are gold and will be headed to nationals in June in the categories of Heavy Equipment Operators and HVACR.

Dean Butzow, professor of geography, was recently recognized as a 2026 Dale P. Parnell Distinguished Faculty Award winner by the American Association of Community Colleges. The distinction recognizes individuals who demonstrate passion for the students and the classroom; show willingness to support students, inside and outside of the classroom; and go above and beyond to ensure that students are successful in their academic endeavors.

Our chapter of the Phi Theta Kappa Honor Society held its spring induction ceremony April 6. The event formally recognized 28 new chapter members. Two members — Addison Patrick and Braden Nicoll — have also been recognized as members of the All-Illinois Academic Team. Dr. Warren had the honor of visiting with them at the PTK Catalyst Convention held in Baltimore. Their nomination led to her receiving the Michael Bennett Lifetime Achievement Award.

The 2026 Student Art Show opened this past Thursday. It is on display through May 7th. Students in LLCC's integrated media design and associate in fine arts tracks submitted pieces for competition. Categories included painting, drawing, photography, 3-D design, graphic design, digital illustration, film/animation, UI/UX and game design.

The Student Radiographers Association attended the State Society of Radiologic Technologists Annual Conference in Bloomington. One of our students was awarded a scholarship, and two students placed third in competitions.

Ben Kramer has been named the new head coach of the Loggers men's basketball team. He has stepped into the role after serving 15 seasons as an assistant coach for the Loggers.

The 28th annual LLCC Livestock Judging Contest was recently held at the Christian County Fairgrounds in Taylorville. 870 students from across the state and Midwest participated — judging beef cattle, swine, sheep, and goats.

The latest issue of FORWARD magazine was distributed this month. Features included a look at newly renovated radiography and EMS labs; and how corequisite courses are helping students find success in math; how biology and chemistry clubs are learning through hands-on activities outside of the classroom; how customized training from LLCC's Professional Development Institute supports local businesses; how our Hospitality and Culinary program is preparing students to support growing local tourism; and how donor contributions are making a lasting impact for our students and community.

Spring is a time for many career fairs here at the college. We held a Nursing Career Fair on April 7 and Workforce Career Fairs on April 15th — at the morning session there were more than 70 employers and at the late-afternoon session around 40 employers.

And we will host the State of Illinois Career Fair in one week, on May 6th. It is open to students, alumni, and the public — providing a chance to connect with more than 30 state agencies and partners to explore careers.

We hosted an AWS PartyRock Ideathon in partnership with Amazon Web Services and the Illinois Department of Innovation & Technology. During the event, students collaborated and

competed to build creative applications using AWS's no-code platform, gaining valuable experience in problem-solving, teamwork, and innovation.

We hosted an accounting panel on April 22nd. The panel discussion with industry professionals was designed to connect and help our students better understand the diverse career paths in finance and accounting.

We have also been out in the community, including at the Boys and Girls Club, at the Central Illinois STEM Fair in Rochester, and at the SPARC Expo where we met with more than 250 local eighth graders.

LLCC-Litchfield hosted more than 200 high school juniors for Career Day on April 20th. The students represented five Montgomery County high schools. Students spent the day exploring a wide range of career pathways through presentations and hands-on activities.

LLCC-Jacksonville hosted a Manufacture Your Future event on April 13th for Illinois School for the Deaf and Winchester High School students who had the opportunity to tour local manufacturing facilities and get an inside look at real-world industrial processes, equipment, and career pathways.

Our Commercial Electrical class partnered with Hope Thrift Store to upgrade the facility's interior lighting to energy-efficient LED lights. The new lighting improves overall light quality while delivering significant energy and cost savings. This collaboration with a local non-profit provided students with valuable, real-world experience in their trade while allowing them to make a meaningful impact in the community.

Dr. Natasha Casey's class held the inaugural Interpersonal Communication Student Research Symposium, showcasing findings from an experiential learning project in which they interviewed a novice and veteran in the student's intended profession.

We hosted motivational speaker Ty Howard on campus to speak about "The Four R's: Refreshing, Reclaiming, Recharging and Renewing" for early childhood education students, teachers, alumni, and community members. He talked about mental health and well-being through the power of the four R's, reconnecting educators to their purpose and passion.

We will be hosting Spring Into Science on Friday. It is a free, family-friendly event open to children of all ages when accompanied by a parent or guardian. The event will feature hands-on activities and interactive demonstrations that highlight the science behind the natural world – such as flower dissections, bird banding demonstrations, a saltwater scavenger hunt and chemistry demonstrations.

Other upcoming events include the LLCC Choir will present "Fly & Shine" this Friday at 1 p.m. in A. Lincoln Commons, the LLCC Jazz Band will present its end-of-semester concert on Monday at 7 p.m. in A. Lincoln Commons, we are hosting a free virtual, Corequisite English Collaborative this Friday for corequisite English teachers, support staff, and administrators.

Also, registration is open for LLCC College for Kids, with summer camps in a variety of interest areas held on the main campus in Springfield and well as Jacksonville and Litchfield. As of yesterday morning, we already had 549 registrations.

ICCTA Lobby day will be held on May 6, along with a legislative reception that evening. Dr. Warren shared updates on the current legislation affecting community colleges.

C. Report from Faculty Senate

See attachment #1

D. Report from Faculty Association

See attachment #2

E. Report from Classified Staff – None

F. Report from Professional Staff - None

G. Report from Facilities Services Council

Mr. Don Hohimer thanked the administration for working with the council in securing the 2026-2029 Facilities Services Bargaining Agreement.

H. Chairman's Report - None

I. Secretary's Report

Secretary Enz encouraged all board members to attend Lobby Day and the ICCTA meetings the next day. She announced that she is running for Vice President of ICCTA.

J. Foundation Report

Ms. Sanders reported that the annual Gala was another success and raised over \$100,000. A community member recently donated \$200,000 to set up a scholarship fund for Associate Degree Nursing students and LPN students.

K. Other Board Members' Reports

V. Strategic Discussion - none

VI. Executive Session

MOTION NO. 04-26-26-5:

Dr. Davis moved to hold an executive session for the purpose of discussing personnel matters, student matters, and pending/imminent legal matters. Mr. Gates seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Ms. Enz, Mr. Fulgenzi, Mr. Gates, Mr. Holaway, Ms. Jones (advisory), and Mr. Rosenthal. PASSED

MOTION NO. 04-29-26-6:

Trustee Holaway moved to return to open session at 7:36 p.m. seconded by Trustee Davis.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Ms. Enz, Mr. Fulgenzi, Mr. Gates, Mr. Holaway, Ms. Jones (advisory), and Mr. Rosenthal. PASSED

VII. Actions from Executive Session

MOTION NO. 04-29-26-7:

Trustee Davis moved to approve all personnel matters seconded by Trustee Enz.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Ms. Enz, Mr. Fulgenzi, Mr. Gates, Mr. Holaway, Ms. Jones (advisory), and Mr. Rosenthal. PASSED

MOTION NO. 04-29-26-8:

Trustee Davis moved to approve the terms of the July 1, 2026 – June 30, 2029 Collective Bargaining Agreement with the Lincoln Land Facilities Services Union, IFT/AFT, AFL/CIO, Local 6257 and authorize the board chair to sign the contract following preparation of contract documents. Trustee Elmore seconded the motion.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Ms. Enz, Mr. Fulgenzi, Mr. Gates, Mr. Holaway, Ms. Jones (advisory), and Mr. Rosenthal. PASSED

VIII. Adjournment

There being no further business before the Board, the meeting was adjourned at 7:40 p.m.

Chair Rosenthal

Secretary Enz

MEMORANDUM

AGENDA ITEM II.A

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Personnel Matters

DATE: April 29, 2026

We recommend the following personnel actions:

Brenda Michel, Professor Nursing retirement effective 12/31/2026

Approve the one-year temporary appointment of Kerri Risch as Art and Integrated Media Design Instructor for the 2026-2027 academic year. Kerri received a Master of Fine Arts degree in Media Design from Full Sail University. Kerri has been an adjunct faculty member at LLCC since Spring 2025. This appointment will be effective August 17, 2026 with placement on Masters+30, Step 2 of the 2026-2027 faculty salary schedule.

Approve the one-year, temporary appointment of Ashley Dickey as Art and Integrated Media Design Instructor for the 2026-2027 academic year. Ashley received a Master of Arts degree in Art, Drawing and Painting from Eastern Illinois University. Ashley has been an adjunct faculty member at LLCC since 2011. This appointment will be effective August 17, 2026 with placement on Masters, Step 10 of the 2026-2027 faculty salary schedule.

Approve the appointment of Stephanie Loveless to the tenure-track position of Biology Instructor. Stephanie received a Master of Science degree in Biological Sciences from Clemson University. Stephanie has been a faculty member at Danville Area Community College for the last sixteen years. This appointment will be effective August 17, 2026 with placement on Masters, Step 12 of the 2026-2027 faculty salary schedule.

Approve the appointment of Dr. Mackenzie Miller to the tenure-track position of Biology Instructor. Mackenzie received a Doctorate in Environment and Natural Resources from Ohio State University. Mackenzie currently serves as a visiting instructor at Millikin University. This appointment will be effective August 17, 2026 with placement on Doctorate, Step 8 of the 2026-2027 faculty salary schedule.

Approve the appointment of Cody Cox to the tenure-track position of Mathematics Instructor. Cody received a Master of Science in Statistics from Texas A&M University. Cody is currently employed as a Research & Analytics Associate II at LLCC and has also been an adjunct faculty member at LLCC since 2013. This appointment will be effective August 17, 2026 with placement on Masters+15, Step 10 of the 2026-2027 faculty salary schedule.

Approve the appointment of Delaney Patton to the tenure-track position of Basic Nurse Assistant Instructor. Delaney received a Bachelor of Science in Nursing from Western Governors University. Delaney is currently employed as a Nursing Skills Lab Professional at LLCC and has also been an adjunct faculty member at LLCC since 2025. This appointment

will be effective August 17, 2026 with placement on Bachelors, Step 12 of the 2026-2027 faculty salary schedule.

Approve the appointment of Christopher Barber to the tenure-track position of English Instructor. Christopher received a Master of Arts in English from Ohio University. Christopher has been working fulltime as a temporary English Instructor during the 25-26 academic year at LLCC. This appointment will be effective August 20, 2026 with placement on Masters+45, Step 3 of the 2026-2027 faculty salary schedule.

Approve the appointment of Cody Pulver to the tenure-track position of Welding Instructor. Cody has been working in the welding field for almost sixteen years and currently works for BNSF Railway. This appointment will be effective August 17, 2026 with placement on Bachelors, Step 12 of the 2026-2027 faculty salary schedule.

Approve the appointment of Matt Blomquist to the tenure-track position of Construction Technologies Instructor. Matt received a Master of Science in Construction Management from Western Carolina University. Matt is currently a building trades instructor at Taylorville High School and is a current adjunct at LLCC. This appointment will be effective August 17, 2026 with placement on Masters, Step 12 of the 2026-2027 faculty salary schedule.

ADMINISTRATORS

Approve the appointment of Carrie Horton to the position of Program Director, Sonography. Carrie received a Master of Business Administration in Project Management from Southern Illinois University at Edwardsville and Certificate in Echocardiography from Danville Area Community College. Carrie is currently a tenure-track Assistant Professor of Cardiovascular and Diagnostic Medical Sonography at LLCC and has thirteen years of sonography field experience. This appointment will be effective June 1, 2026 with placement in salary grade K.

Approve the appointment of Todd Creal to the position of Director, Athletics. Todd received a Master of Science in Sport Management from Western Illinois University. Todd has been in collegiate athletics for almost 30 years and currently serves as the associate director of athletics at Westminster College in Missouri. This appointment will be effective May 11, 2026 with placement in salary grade K.

Approve a change in salary grade for Patricia Mendoza in the position of Director, Adult Education and Literacy. Her position was recently evaluated for salary grade placement due to changes in job responsibilities. This position will be placed in salary grade L retroactive to April 16, 2026.

Faculty Senate Report for 2025-26

The Faculty Senate began the 2025-26 academic year with what one administrator described as an identity crisis. The Senate had been led in recent years by replacement Senate presidents. Most faculty didn't want to lead the Senate, and there were more than 20 vacancies on Senate and various committees and teams that the Senate works to fill.

Senate President Tim McKenzie and Senate Vice President David Leitner accepted the leadership roles because they recognized the need for faculty to unite as the college began a presidential search to replace its 20-year leader.

By the end of the year, the roster of vacancies had shrunk to 10 spots. Most filled by faculty who approached Senate leadership to serve in vacant positions. The faculty worked together to provide input on the presidential search process, refusing to let this momentous decision be made without input. While the Senate has seen decisions that they did not support, most faculty have seen the Senate advocating for them. Tim McKenzie reports near weekly emails this spring from faculty asking for Senate to help them with issues, and the Senate has been a leader on issues important to classroom.

While the Senate has room to grow in communicating faculty concerns about their place in shared governance, the Senate has united faculty. The Senate has conducted regular surveys to get feedback and tried to meet regularly with faculty. The Senate would like to continue the surveys and work harder to have regular "Coffee with the Senate" events in 2026-27, as well as host some town hall meetings with administrators to allow for more direct conversations.

Major Accomplishments:

- Presidential Search:** After the Board of Trustees began the search in what many faculty saw as "strange," the Senate made a statement about the need for input from all stakeholders. This led to the Board inviting a handful of faculty and staff to review candidates. The Senate continued to push for a greater voice. While the process was not what faculty desired, the Senate refused to sit out of the process. The Senate organized questions for town hall meetings and solicited faculty feedback independently. Led by Lead Senator Laura Anderson, this group found that the majority of faculty were supportive of our next president. Furthermore, while still unhappy with the process, faculty expressed appreciation for a chance to express their opinions. Thank you to Laura Anderson (chair), David Leitner (advisory), Cara Swafford, Lisa Clanton (adjunct), Rebecca Klatt, Bryan Earley, Rebekah Housman, Ted Babin, Ryan Roberts and Natasha Casey for agreeing to help with the process.
- Academic Integrity Policy:** The Senate gave substantial feedback on the Academic Integrity Proposal for Board Policy, which should be near final approval.

- **Academic Integrity and Artificial Intelligence:** The Senate discovered that faculty are facing major concerns with academic integrity with artificial intelligence playing a major role. The Senate began a conversation with administration, which responded with a qualitative survey of faculty. Senate surveyed faculty to give ideas for priorities and formed a committee to discuss needed responses. While this is ongoing work, Senate started this conversation. Faculty realize this is a shared struggle and know that Senate is working to get them the support they need. The committee of the Senate is made up of Karen Sisk (chair), Christina Negley, Colin Suchland, Dave Cox, Rebekah Housman, Lucinda Caughey, and Michael Campbell.
- **Classroom Design:** Senate advocated for more faculty input on new classrooms designs. With construction set to begin on four classrooms on the first floor of Sangamon Hall, Tech Advisory Faculty Rep (and Co-Chair) Jazzy Kennedy asked for permission to poll faculty of what the people who will use that space want. Senate leadership worked with Jazzy to create and conduct a survey in less than a week. This quick action allowed the college to adjust plans to best meet the needs of teachers. This action went a long way to helping faculty feel a greater ownership in the space and more greatly valued in the college's decision-making.
- **Competency-Based Education:** Asked questions about Competency-Based Education and Credit for Prior Learning. The administration responded with multiple forums to explain what is happening as they move forward with hiring a person to oversee these initiatives.
- **Professional Development Changed (FDRC):** Made some changes to rules on FDRC spending (Faculty Development and Recognition Committee). The Senate will allow faculty to apply for FDRC funds while retaining some personal professional development funds granted as part of the Collective Bargaining Agreement. This change should encourage more people to apply during the first year of the Collective Bargaining Agreement and not have as much demand in the final year.
- **Faculty Voice:** The Faculty Senate has worked hard to be a voice for faculty, discussing concerns with administration.
 - Issues with impact of paradigm changes in Workforce course to allow EGL 101 and EGL 102 for courses developed. Senate gave faculty a chance to express those concerns and shared them with Dr. Jason Dockter to weigh in the final decision.
 - Faculty raised concerns multiple times with technology and those issues were either addressed directly with Dr. Dockter or through Tech Advisory.
 - Faculty raised concerns with decisions being made unilaterally, including IDI grant language changes, continued stonewalling on phones in classrooms as a safety concern, administrative decisions to change the way the student speaker at graduation is selected, lack of a clear Teams structure or faculty input, etc. The Senate is still trying to find a way to address these concerns productively, but Senate leadership has

discussed the concerns with Dr. Dockter and how it creates a barrier to faculty participation in shared governance.

Surveys and Feedback

Faculty worked to solicit feedback through the following efforts:

- **Coffee With Senate:** Held an event in fall to have informal conversations. It was a great chance to talk, and the Senate hopes to build on that success next year.
- **Initial Survey:** Conducted in August 2025 survey on why faculty aren't more engaged. Biggest issues were:
 - **Remote:** Faculty cite a need for remote attendance when working at other locations or having clinical hours that prevent coming to campus. Senate allows remote attendance at all Senate meetings by using RISE room (Menard 2202) and has advocated for expanded options at the college.
 - **Time:** Faculty have issues with time for meetings. Senate has worked to encourage people and make sure workload is reasonable.
 - **Communication:** Senate has worked to include reports and communicate what is going on.
 - **Information:** Faculty are often unsure of commitment required for a committee or team. Senate has worked to refine and clearly state meeting times and what is expected. A document was created but needs updates and improvements. This might be part of a greater discussion about Teams structure.
- **Career Readiness:** Conducted survey in September 2026 on Career Readiness, finding that faculty worry about how this can really be accounted for but believe faculty should be part of this conversation.
- **Artificial Intelligence and Academic Integrity:** Conducted a survey in November 2025 that led to creation of a list of suggested actions for the college to implement, began a dialog, led to the college's qualitative survey on the issue, and began a Senate committee and further discussions on this issue.
- **Presidential Search:** Conducted the survey in November 2025. This survey led to a statement on faculty concerns, and it led to further work to create questions for candidates and more surveys to provide feedback from faculty to the Board of Trustees.
- **Shared Governance:** Conducted a survey on Shared Governance in March 2026. Senate will discuss outcomes, helping understand where the college is falling short and how faculty can continue to play a role.
- **Academic Integrity (Take 2):** Conducted survey on Academic Integrity in April 2026. Senat has yet to discuss, but we are finding priorities that were discussed with Jason Dockter, who seems receptive. He is willing to consider proctoring in online course, development of module on academic integrity and artificial intelligence for students, and continued development of a database tracking academic integrity reports.

Goals for 2026-27

The Faculty Senate hopes to build on a productive year with some of the following goals:

- **Policy on Academic Use of Artificial Intelligence:** Senate is advocating for a policy on Artificial Intelligence for Academic Use, and Jason Dockter has spoken with other community colleges in the area about such a statement. Dr. Dockter plans to develop a policy over the summer to discuss with Senate. The current policy is aimed at usage for staff and administrative tasks, but the Senate would like a forward-looking policy that encourages its ethical usage. While the current policy does not necessarily present a problem for this, it has been noted as an issue for some innovators. The faculty would like to see the college be a leader on this issue, and the college clearly stating what that means is an instrumental step. The Senate will continue to advocate for this.
- **Coffee with Senate:** Senate leaders had one successful Coffee with the Senate event to get feedback from faculty (and offer them doughnuts and coffee). The Senate leaders aim to have a clear pipeline for that.
- **Town Halls:** The Senate would like to hold at least one town hall per semester with administrators to allow more direct feedback.
- **Leadership Development:** Senate wants to work on developing the future leadership of Senate by encouraging committee leadership and finding a Lead Senator interested in leading senate.
- **Faculty Concerns:** Faculty continues to voice concerns with decisions being made without faculty input. Senate will continue to advocate for faculty, and Senate will try to improve communication with administrators about how to include faculty voices effectively and meaningfully.
- **Academic Freedom:** Senate would like to develop a Board Policy on Academic Freedom. [Board policy 1.17](#) could be more developed with a clear understanding of what it means to have academic freedom.
- **Teams and Committee Expectations:** Senate will continue to work on having a clear understanding of what is asked of faculty who volunteer for Teams and committees. They will work with administrators to clarify the structure and roles. They will improve records on when these groups meet, what they do, what the expectations are, and what the membership is (and how it is selected).
- **Academic Integrity:** Continue the work on academic integrity concerns, looking for clear actions that we can advocate.
- **Surveys:** Regular surveys have given a trove of information about faculty thoughts. Participation has doubled, with close to 60 faculty members completing the most recent surveys. The Senate will continue this practice.

Faculty Association (IFT 4438)

Submission to the Board of Trustees Minutes

Meeting 4/29/2026 regarding Agenda Item III.D.I

It should be noted that the faculty representatives voted with the representatives for classified and facilities staff to reject this plan, all stating the concerns of those they represented. The administration did little more than acknowledge those concerns, making no apparent effort to address them. No alternatives have been put forward and the plan was presented as a take-it or take-it decision. Insufficient information was provided (and where information was provided it contained significant errors) during in the process. While the Faculty Association appreciates the difficulty of the historical context of a self-insured plan, and HR's efforts in making employees more aware of the insurance plan's myriad details, **the process being used to arrive at these decisions is not fit for purpose and this is reflected in the outcome.**

Key Points

- This is a critique of the PROCESS currently in use –not of any individuals within it.
- Decision-making lacked transparency.
- The discussion and consideration was, for the majority of the committee based on inaccurate data supplied to the committee. Accurate figures were only made available late in the process (March 27th) after consultant presentations with a vote expected at the next meeting.
- The proposed plan does not address anything but immediate short-term issues and it is questionable whether it does even this without placing an unsustainable burden on all college employees which will damage the institution.
- Year to Year “planning” based on the “hope” that future spending will change is not a viable approach for an institution the quality, size, and importance of LLCC.

Narrative

1. The decision-making process lacked transparency. The information presented to the committee was prepared by the consulting team at Cottingham & Butler (C&B) and involves projections and analytical modeling, the details of which were not shared with the committee. Without knowing underlying assumptions, accuracy of data and long-term trends (beyond the individual snapshots provided) meaningful analysis cannot be conducted. Meanwhile, our HR department, which in theory is the insurance company itself, appears to have not been fully aware of its financial position until the last moment. This was stated plainly in the meetings. The fact that C&B owns and operates our third-party administrator, Sisco, also raised concerns on the process –not least because a number of members of the Association have reported significant point of service (quality) issues with the third-party administrators. Committee members were given three different reports of the

plan's status (four if an initial report in November is included), one which over-stated plan spending by nearly half a million dollars and giving rise to the suggestion of severe cuts in health coverage. Put bluntly, until the penultimate meeting the non-Administration members of the committee were not in possession of accurate figures. The reason for this is unclear.

2. The combination of rising costs and thinning coverage in the plan being proposed to you is institutionally damaging and unsustainable (see point three below). Rising deductibles and out-of-pocket maximums will affect those who need coverage the most, while increasing premiums amount to a regressive pay cut across the college. Retaining crucial classified and professional staff will only become more challenging should we continue to shift the burden of care towards employees, while attracting new faculty and staff will only become more difficult. As the Board is aware, the college is the students who attend and the people who do the work – but the maintenance of the grounds and facilities are context within which this takes place and are not merely incidental. Ensuring that all employees receive sustainable care at a reasonable cost within the context of a long-term plan is the first priority of Board of Trustees, because the entire mission of the college is dependent upon this. This proposal does not provide for this in anything other than the short term, and in the view of the Faculty Association it is questionable if it even does that.

3. This is the most significant concern and demonstrates the insufficiency of the current process and the need for it to be replaced. There is no long-term plan to confront the challenges we face. All decisions are taken on partial and sometimes inaccurate information and with a view to the next calendar year only. The committee was told that "hopefully" next year's costs will be "more in line with expectations" (although as noted in point 1 the basis of these expectations is unclear) Hope is not a plan. In no other area of the institution do we make such significant decisions without multi-year planning. The board signs collective bargaining agreements for 3 years, Faculty plan curricular offerings 2-3 years out, the college master calendar covers multiple years, the board approves have multi-year (sometimes almost decade long) facilities plans, we all adopt strategic plans covering five years or more, we are planning for accreditation on a 10-year cycle. Only in healthcare do we make decisions in weeks. Year to Year planning for something as significant as the healthcare of all the employees at the college is unsustainable, inefficient and leads to sub-optimal outcomes which damage the future of the institution. The process as it currently operates is damaging, insufficient and unsustainable. It is imperative that the college has practices and policies in place that recognize our personnel needs for a minimum of three years into the future. The Faculty Association is fully aware of the volatility of health care and health insurance markets and readily accepts that this is an arduous process within which compromises will need to be made, but hope is not a plan. The practice of lurching from year to year without taking the time to look ahead considering contingencies and possibilities, and setting goals beyond immediate survival imperils everyone who relies on our insurance for access to health care services, in particular, those of us who plan on staying at the college in the medium or long term.