



HEARTLAND
COMMUNITY COLLEGE

**MINUTES OF THE REGULAR MEETING OF THE
HEARTLAND COMMUNITY COLLEGE BOARD OF TRUSTEES
Community Commons Building, Room 1407
1500 W. Raab Road, Normal, IL
May 16, 2023, 6:00pm**

Members Present: Jeff Flessner, Janet Hood, Becky Ropp, Mary Campbell, Josh Crockett, Cecelia Long, Andria Merkle

Members Absent: Tom Whitt

Other Present: Megan Kathol Bersett, Erin Turinsky, Mary Flannery, Gina Leffers, Bobbie Jo Smith, Adam Broutman, Nathan Rambler, Ashli Anda, Dewhitt Bingham, George Mueller, Adam Heenan, Jill Mohr, Ryan Edel, Faye Freeman-Smith, Jean-Marie Taylor, Camilla Hempstead, Mateuz Janik, Keith Cornille, Letisha Trepac, Justin Knorr, Sarah Diel-Hunt, Rick Pearce, Kelli Hill, Terrance Bond, Barb Leathers, Jennifer O'Connor, Steve Fast, Josh Woods, Scott Bross, Steve Riesenberg, Amy Pawlik, Dominick Demonica, Andy Litwiller, members of the public

Chair Becky Ropp called the meeting to order at 6:04 pm.

ADOPT AGENDA

Trustee Janet Hood moved to adopt the agenda. Trustee Josh Crockett seconded the motion. The motion passed unanimously.

PUBLIC COMMENT

Ashli Anda gave public comment on the topic of compensation for adjunct faculty. She also distributed a handout to the Board, which is included as an attachment to these minutes.

PRESIDENT'S REPORT

President Keith Cornille noted the end-of-the-year activities that were taking place including pinning ceremonies and graduation. He also recognized those that were recently retired from the College or had an upcoming retirement in the near future. He highlighted the Emeritus designees that would be on the agenda later in the meeting.

President Cornille reviewed the meeting agenda and mentioned the employee count report that was distributed to the Board. This report is provided twice a year, in November and May.

College Spotlight

Dr. Rick Pearce introduced the College Spotlight, a brief video about the LASS Innovation Grant and spoke to a few of the projects that this grant made or makes possible.

Advanced Manufacturing/EVES Project Update

Mr. Andy Litwiller introduced Mr. Dominick Demonica of DKA to give an update on the Advanced Manufacturing/EVES project. He began by discussing the project timeline. There are two hiccups in the new construction, the receiving of the air handling unit and network switches/infrastructure materials. Both are due to supply chain issues but should be resolved before the end of the year.

Mr. Demonica explained several construction drawings, photos of the space before construction began, photos of furnishings, and renderings of what the completed spaces will look like. He noted the industrial electricity lab and FLITE lab and the domino effect that is needed to move those two spaces. He also talked about the status of the project budget. The project is projected to be slightly above the original estimate by about \$30,000. Ms. Letisha Trepac gave further details about the budget and items that were not included in Mr. Demonica's numbers, which all total make up to the original \$17.5M approved by the Board.

Ms. Trepac mentioned that there will be additional project elements (FLITE lab and Industrial Electricity) totaling an estimated \$1.3M that were not part of the original project scope and will be coming to the Board in July for approval.

Questions from the Board and additional discussion ensued for a brief period.

HCC Public Safety Department

President Cornille introduced Ms. Trepac who provided a short history of HCC putting together its current in-house Public Safety department. Mr. Steve Riesenberg then gave a presentation on the department. He noted that HCC's Public Safety officers' uniforms make them highly visible and approachable. HCC's officers actively engage with the campus community. Recruiting efforts to create the department from scratch have been successful. Mr. Riesenberg detailed the current officers' backgrounds, including some that are retirees

from the Normal fire department, some that are current HCC students, and some that are veterans, etc. Many of the officers come from traditionally underrepresented groups. HCC officers are certified by the ILETSB, which gives access to Mobile Training Unit #8. HCC officers receive several different kinds of training, such as hazardous materials, first aid, bomb threat response, and more. He stated that the commitment to ongoing and continuous training is what makes a great officer.

Mr. Riesenberger spoke about the onboarding process for officers and the mindset that is put forward from the beginning, trying to gain compliance first and foremost. He then spoke about the officers' access to Narcan. There is a new page on the Employee Portal to provide campus safety information, including a "Meet the Officers" section, videos and training for all employees, and more.

Last fall the department created a Public Safety Advisory Group with members from various stakeholder groups (students, faculty, etc.) in order to share information.

The department tracks severe weather patterns.

Mr. Riesenberger talked about Active Assailant Preparedness. Heartland has traditionally been a very safe campus. He talked about the 268-SAFE phone number, which the campus community is encouraged to use to contact the Behavior Intervention Team if they notice someone that might be on the pathway to violence. This is the first line of defense against an Active Assailant. The department also gives in-person training and manages items throughout campus such as panic and lockdown buttons. The department is looking into the use of AI to increase security on campus in the future as well as other up-and-coming methods.

The department does talk to Normal PD about preparations and current happenings. Normal PD recently conducted training in the CDL, an example of the College's partnership with them. Normal PD has all of HCC's floorplans to aid in a tactical response if needed. HCC can share security video with Normal PD if necessary for an investigation.

Mr. Riesenberger concluded his presentation by talking about next steps. He would like to continue to build on officers' training and expand that. Public Safety is also considering asking all employees to wear their ID card for identification and security purposes.

Ms. Trepac gave an overview of the Public Safety department's budget projections and actuals. The department is going to come in under the original projections.

Many members of the Board expressed thanks to Mr. Riesenberger and his department for their work. Questions and discussion ensued. Of note, there was some discussion as to whether or not sworn officers should be considered in the future.

Cabinet Reports

Dr. Pearce announced that five students took part in the Skills USA conference. They entered into six competitions and took first place in all. This qualifies them to go to Atlanta for the national event this summer.

Dr. Sarah Diel-Hunt talked about recent student events, including a political panel and the Japanese Festival. Zach Petrea, Faculty Coordinator for International Studies, was invited to present on our very successful Japanese Festival at the Institute for Curriculum and Campus Internationalization Conference at Indiana University next week. Zach will be presenting on “Innovative Approaches to Co-Curricular Internationalization” showcasing the very successful program he led here at Heartland.

Ms. Kelli Hill discussed the CLC getting a new mission control installed. Construction begins this month. Also, starting in July, traffic safety school that will begin being all online. There will still be periodic opportunities for in-person support. Ms. Hill thanked Gena Glover and others for coordinating Service Day in April. There were three hundred volunteers, nearly double the number than in previous years.

FINANCIAL REPORT

The Finance Committee has been thoroughly considering the employee health insurance renewal and the Board will be asked to consider recommendations tonight. Next month, recommendations will be brought forward regarding employee compensation and property and casualty insurance as the Board works to establish the tentative budget for next year. A 3% increase in compensation and a 11.5% increase in property and casualty insurance are anticipated.

Ms. Trepac and Mr. Justin Knorr presented the Strategic Budget Update. Mr. Knorr went over the Financial Planning Timeline. This is the third installment of the Update. The anticipated budget will change throughout the summer as there are still a few significant items that remain unknown. A recommended budget recommendation is expected in June with adoption of a final budget in September. Major items that will impact the budget include enrollment, contract considerations, college expansion projects, and more. Mr. Knorr went over revenue and expenditure assumptions. He also talked about the changes in the presentation from the last time it was presented in March. Mr. Knorr noted the impacts of various variables. There are continued upward pressures on expenses and downward pressures on revenue.

Insurance Renewal

Ms. Trepac invited Ms. Barb Leathers to the podium to present on the employee insurance renewal. Ms. Leathers summarized the health insurance renewal. It initially came in higher than what the Board is considering now (approximately 16% vs. approximately 9.1%). The lower recommendations brought forward to the Board are thanks in part to the work done by the IRT on cost containment. The health insurance provider remains BlueCross BlueShield and the dental provider Delta Dental. The vision insurance carrier will change from EyeMed to VSP. Sunlife remains the term life/A&D insurance provider. Going forward, staff will continue to look at cost containment measures, wellness initiatives, and other strategies as part of a long-term strategy.

Questions from the Board and discussion ensued. Of note, there was interest from some board members in providing insurance to part-time employees.

FRC Plaza

Ms. Trepac provided an update. The initial bids came in higher than anticipated and other options such as rebidding the project are being explored.

FLITE Lab and Industrial Electricity Update

Ms. Trepac touched on this earlier in the President's Report. Project approval and bids are anticipated to come before the Board in July.

TRUSTEE REPORTS

ICCTA

Trustee Hood thanked those who attended Lobby Day and mentioned the ICCTA annual meeting upcoming on June 2-3.

Student Trustee

Trustee Andria Merkle reported that several student organizations have solidified their slate of officers for the upcoming academic year. Student Engagement is hosting cap and gown pick up this week. Trustee Merkle recapped a few recent events such as the Stress-Less event. May 5 was the student leadership celebration. Trustee Merkle was awarded Student Leader of the Year.

Calendar of Upcoming Events

The Chair mentioned a list of events was included in the Board packet.

CONSENT AGENDA

Trustee Crockett motioned that the Consent Agenda containing the following items be approved:

- Approval of Bills
- Minutes: April 25, 2023
- Travel Expenses

Trustee Flessner seconded this motion. The motion passed unanimously.

NON-PERSONNEL ACTION ITEMS

A motion was made by Trustee Hood and seconded by Trustee Crockett to pass the Employee Health Insurance FY2024. The motion passed unanimously.

A motion was made by Trustee Hood and seconded by Trustee Merkle to pass the following:

“RESOLUTION providing for the issue of not to exceed \$21,500,000 General Obligation Bonds, Series 2023B, of the District for the purpose of paying claims against the District, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the sale of said bonds to the purchaser thereof.”

This motion passed unanimously.

After brief comments from Dr. Pearce, a motion was made by Trustee Cecelia Long and seconded by Trustee Flessner to pass the New Program Approval: Career & Technical Education Programs item. This motion passed unanimously.

A motion was made by Trustee Flessner and seconded by Trustee Hood to pass the Custodial Services Contract Award item, after Ms. Trepac noted that all information to consider was contained within the Board packet. This motion passed unanimously.

MOTION TO ENTER CLOSED SESSION

Trustee Hood motioned to enter Closed Session at approximately 8:11pm, which was seconded by Trustee Mary Campbell. This motion passed unanimously. The reasons cited were:

- Collective Negotiations – Section 2(c)(2) of 5 ILCS 120

-Personnel – Section 2(c)(1) of 5 ILCS 120

Trustee Hood made a motion to return to Open Session, which was seconded by Trustee Crockett. This motion passed unanimously, and the Board returned to Open Session at approximately 9:49pm.

ACTION ARISING FROM CLOSED SESSION

Trustee Campbell made the following motion, which was seconded by Trustee Hood:

The Board authorizes and directs the President to act on its behalf in respect to the dismissal of Joan Gramley (including her suspension without pay at least 20 days after notice of such suspension) and any negotiations for resolution of her challenge to the dismissal.

This motion passed unanimously.

PERSONNEL ACTION ITEMS

A motion was made by Trustee Flessner and seconded by Trustee Long to approve the Monthly Personnel Actions. This motion passed unanimously.

A motion was made by Trustee Long and seconded by Trustee Merkle to approve the Full-Time Faculty Promotions item. This motion passed unanimously.

A motion was made by Trustee Long and seconded by Trustee Campbell to pass the Emeritus Designation item. This motion passed unanimously.

ADJOURNMENT

A motion was made by Trustee Flessner and seconded by Trustee Campbell to adjourn. This motion passed unanimously, and the meeting adjourned at approximately 9:53pm.


Rebecca L. Ropp, Chair


Joshua Crockett, Secretary

Part-time Faculty Wages Fast Facts

- What did the Full-Time Faculty Union (HFA) get in their recent negotiations?
 - FY23, Adjustment 7.5% + 2.5%; FY24, 3%; FY25, 2.5%
 - “The contract, ratified earlier this month by the Heartland Faculty Association (HFA), includes an across-the-board increase in faculty salaries of 2.5% in year one and an increase of 3% in year two and 2.5% in year three.”
 - “During the bargaining process we considered a salary study conducted by the College and an outside consulting firm, which provided a one-time adjustment to most faculty ahead of the annual increases in this three-year term. With those adjustments, the additional yearly increases demonstrate recognition of what full-time faculty contribute to the College,” said Cherie Rankin, President of the Heartland Faculty Association.
(<https://www.heartland.edu/news/2022/6.2022FacultyCBA062122.html>)

- At Parkland Community College, in FY23, first-time instructors with a bachelor’s degree are **earning 37% more than our comparable HCC Tier 1 faculty members per credit hour**; those same novice part-time instructors at Parkland are earning 10.7% more per credit hour than HCC Distinguished Adjunct Professors with more than 20 years of teaching experience.

- At Illinois State University, in 2023, new part-time, non-tenure track faculty members without a terminal degree in their disciplines are **earning a MINIMUM of 85% MORE than their HCC Tier 1 counterparts per credit hour**. Part-time non-tenure track faculty at Illinois State University also earn an **additional longevity bonus** after 8, 20, and 30 semesters.

HCC-HAFA Current Adjunct Collective Bargaining Agreement

Tier Level	FY20	FY21	FY22	FY23
Tier 1	\$825	\$848	\$867	\$886
Tier 2	\$878	\$901	\$920	\$939
Tier 3	\$931	\$954	\$973	\$992
Tier 4	\$984	\$1,007	\$1,026	\$1,045
Tier 5	\$1,037	\$1,060	\$1,079	\$1,098

Parkland PT Faculty Wages

(Parkland CVA AY2022 – AY 2023, Section 12.1 Employee Compensation)

	AY21	AY22	AY23	AY24
Category I	\$1,146	\$1,180	\$1,215	\$1,250
Category II	\$1,190	\$1,225	\$1,261	\$1,298
Category III	\$1,212	\$1,248	\$1,285	\$1,322
Category IV	\$1,237	\$1,273	\$1,311	\$1,350
Category V	\$1,266	\$1,303	\$1,342	\$1,381
Category VI	\$1,292	\$1,330	\$1,369	\$1,410

Illinois State University 2023 Non-Tenure Track Faculty Minimum Salaries

(without a terminal degree in their discipline)

Credit Hours	FTE	MINIMUM Salary/Month	MINIMUM Salary/Semester (4.5 Months)	Longevity Bonus
12	1.00	\$4,548	\$20,466.00	<ul style="list-style-type: none"> After 8 semesters add \$250 to base After 20 semesters add \$175 to base After 30 semesters add \$100 to base
11	0.92	\$4,185	\$18,832.50	
10	0.83	\$3,775	\$16,987.50	
9	0.75	\$3,411	\$15,349.50	
8	0.67	\$3,048	\$13,716.00	
7	0.58	\$2,638	\$11,871.00	
6	0.5	\$2,274	\$10,233.00	
5	0.42	\$1,911	\$8,599.50	
4	0.33	\$1,501	\$6,754.50	
3	0.25	\$1,137	\$5,116.50	
2	0.17	\$774	\$3,483.00	
1	0.08	\$364	\$1,638.00	