

**College of Lake County
Community College District No. 532
Tuesday, February 24, 2026, 5:00 PM**

BOARD OF TRUSTEES MEETING

The Board of Trustees of Community College District No. 532, Lake County, Illinois, will convene a Board of Trustees Meeting on Tuesday, February 24, 2026, at 5:00 PM, in Grayslake Campus, Conference Center A013, 19351 West Washington Street, Grayslake, IL 60030. Virtual meeting access is available via YouTube live stream at: <https://www.youtube.com/live/RDyhBdJS9cw>, and the agenda is posted on the [College of Lake County](#) website.

Members of the public will be offered an opportunity to address the board during the public comment portion of the meeting. **Board Policy 124.1, Public Participation**, which can be found in the [College of Lake County Policy Manual](#), sets forth the College's guidelines for public comment. Members of the public who wish to address the Board in person must provide their name via email to president@clcollinois.edu by 3:00 p.m. on Tuesday, February 24, 2026. Individuals will be called to the podium when it is their time to address the Board.

AGENDA

1. **Call to Order and Roll Call**
2. **Approval of the Agenda**
3. **Receipt of Notices, Communications, Hearings and Petitions**
 - 3.1. Public Input on the Energy Transition Community Grant Program - Zion Nuclear Plant Taxing Bodies
 - 3.2. General Public Comment
4. **Reports**
 - 4.1. Chair's Report
 - 4.2. Student Trustee's Report
 - 4.3. President's Report
 - 4.3.1. Data Dashboards
5. **Consent Agenda (Action Items)**
 - 5.1. Approval of the Minutes
 - 5.1.1. Regular Meeting Minutes of January 27, 2026
 - 5.1.2. Closed Meeting Minutes of January 27, 2026
 - 5.2. Financial

Agenda for Board of Trustees Meeting of Tuesday, February 24, 2026

5.2.1. Approving Reimbursement of Business-Related Travel Expenses	4
5.2.2. Ratifying Bills, Authorizing Budget Transfers and Accepting the Monthly Financial Report	5
5.3. Purchasing	
5.3.1. Security Camera Licenses, Maintenance and Migration	16
5.3.2. Body Interact Software & Virtual Interactive Display Table	17
5.3.3. Student Furniture Project	18
5.3.4. Grayslake Campus Ceramics Program Kiln	19
5.3.5. Mental Health Teletherapy Services and Crisis Line	20
5.3.6. Student Furniture Project	21
5.3.7. Grayslake and Southlake Campuses Flooring Replacement	22
5.4. Human Resources	
Copies of all proposed employee contracts are available at http://dept.clcillinois.edu/pre/contracts/ContractsFebruary2026.pdf	at
5.4.1. Personnel and Position Changes	23
5.4.2. Probationary Period Completion	24
5.4.3. Promotions	27
5.4.4. Resignations and Retirements	28
5.5. Contracts and Grants	
5.6. Other	
6. Presentment of Board Policies and Objectives (Information Items)	
6.1. College of Lake County Board of Trustees Guidance on Total Rewards Philosophy - Revised - First Reading	30
6.2. Temporary Modification of Board Policy 704 - Fund Balance	33
7. New Business (Action Items)	
7.1. Sabbatical Leaves of Absence	35
7.2. Tenure Employment Status of Faculty for 2026-2027	36
7.3. Academic Year 2026-2027 Credit Course Fees	37
7.4. Fiscal Year 2027 Tuition and Comprehensive Fees	38
7.5. Policy 411 - Grading System - Revised - Second Reading	39
7.6. Policy 430 - Withdrawals - Revised - Second Reading	42
7.7. Policy 443 - Medical Catastrophic Withdrawal - Deletion - Second	46

Agenda for Board of Trustees Meeting of Tuesday, February 24, 2026

Reading

7.8. Advanced Technology Center Roof Repairs and Exterior Improvements 47

8. **Executive Session (Closed)**
9. **Other Matters for Information or Discussion**
10. **Adjournment**

5. CONSENT AGENDA 2. FINANCIAL

5.2.1. RESOLUTION APPROVING REIMBURSEMENT OF BUSINESS-RELATED TRAVEL EXPENSES

Lead Staff: James Beckom, Interim Vice President of Business Services and Finance

WHEREAS, the list of reimbursements for business-related travel expenses is required to be approved by the Board of Trustees in accordance with the College of Lake County Policy 108 and Policy 960 and 50 ILCS 150/1 et seq.; and

WHEREAS, the monthly expenses to be approved pursuant to 50 ILCS 150/1 et seq., are set forth below;

NOW BE IT RESOLVED that the Board of Trustees approve the reimbursement for business-related travel expenses in the amount of \$1,587.29 for travel associated with Association of Community College Trustees (ACCT) Leadership Congress, the Association of Community College Trustee (ACCT) National Legislative Summit and the Illinois Community College Trustees Association (ICCTA) Governance Leadership Institute.

PASSED this 24th day of February 2026 by the Board of Trustees, College of Lake County, Community College District No. 532, Grayslake, Illinois.

Recommendation: Adopt the resolution approving reimbursement of business-related travel expenses.

5. CONSENT AGENDA 2. FINANCIAL

5.2.2. RESOLUTION RATIFYING BILLS, AUTHORIZING BUDGET TRANSFERS AND ACCEPTING THE MONTHLY FINANCIAL REPORT

Lead Staff: James Beckom, Interim Vice President of Business Services and Finance

WHEREAS, the list of bills has been provided to the Board of Trustees in accordance with the College of Lake County Policy 713 – Approval of Bills for Payment; and

WHEREAS, budget transfers in the amount of \$62,634.01 are recommended to the FY26 Budget are attached hereto;

NOW BE IT RESOLVED that the Board of Trustees approves the bills provided under separate cover and approves/ratifies and authorizes the Treasurer to make budget transfers in the amount of \$62,634.01.

PASSED this 24th day of February 2026 by the Board of Trustees, College of Lake County, Community College District No. 532, Grayslake, Illinois.

Recommendation: Adopt the resolution Approving and Ratifying Bills and Authorizing Budget Transfers.

5. CONSENT AGENDA 2. FINANCIAL

5.2.2 RESOLUTION APPROVING AND RATIFYING BILLS, AND AUTHORIZING BUDGET TRANSFERS (CONTINUE)

FY 26 BUDGET TRANSFERS

	<u>Ledger Account No.</u>	<u>Department</u>	<u>Spend Category</u>	<u>Increase Budget</u>	<u>Decrease Budget</u>	<u>Reason</u>
1)	5100	Facilities Administration	Building Improvements	\$ 62,634.01		Door Lock Project Payment
	5840	Facilities Administration	Vacant Administrative Position		\$ 62,634.01	
		TOTAL TRANSFERS - ALL FUNDS		<u>\$ 62,634.01</u>	<u>\$ 62,634.01</u>	

5. CONSENT AGENDA 2. FINANCIAL

**Operating Funds
Financial Highlights**

REVENUE: The revenues in the operating funds reflect 60.9 percent of budgeted revenues through December 2025. At the end of December 2024, the College received 60.9 percent of the amount budgeted.

As of December 31, 2025, the College had received revenues equal to \$42.9 million in FY26 for local taxes. Local tax revenue is budgeted at \$88.5 million for FY26.

Also, as of December 31, 2025, student enrollment reflected 98.6 percent of the tuition revenue. At the end of December 2024, the College received 96.1 percent of the amount budgeted. The timing of when students enroll impacts when tuition revenue is recorded.

EXPENDITURES: The expenditures in the operating funds as of December 31, 2025, reflect 47.3 percent of budgeted expenditures for the year. In comparison, as of December 31, 2024, the College had expended 47.9 percent of the amount budgeted. The College is trending on track with the FY26 budget plan.



Monthly Financial Report

FOR THE MONTH ENDED

December 31, 2025

5. CONSENT AGENDA 2. FINANCIAL

**Education Fund
Balance Sheet - Fund 01
As of December 31, 2025**

ASSETS

CASH

Cash In Bank	2,438,170
Change Funds	8,800

INVESTMENTS

Other Investments	19,395,240
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RECEIVABLES

Corp PRS Property Replacement Tax Receivable	33,908,866
Allowance Uncollectible Taxes	(342,396)
Student Tuition Receivable	26,838,965
Allowance for Uncollectable Tuition	(9,622,773)
Vendor Receivables	520,230
Other Receivables	45,645

INTERFUND

18,360,554

PREPAID EXPENSES

Prepaid Expenses	46,670
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TOTAL ASSETS

91,597,971

5. CONSENT AGENDA 2. FINANCIAL

LIABILITIES AND FUND BALANCE

LIABILITIES

PAYROLL DEDUCTIONS PAYABLE

Payroll Deductions Payable 7,131

ACCOUNTS PAYABLE

Accounts Payable 80,573

ACCRUED EXPENSES

Accrued Expense 43,860

DEFERRED REVENUES

Property Taxes 34,228,095

Miscellaneous Deferred Revenues 9,241

OTHER LIABILITIES

Other Liabilities 723,047

Vacation Accrual 3,338,487

TOTAL LIABILITIES 38,430,436

FUND BALANCE

Fund Balance 53,167,535

TOTAL FUND BALANCE 53,167,535

TOTAL LIABILITIES & FUND BALANCE 91,597,971

RECONCILIATION

BEGINNING FUND BALANCE 35,401,593

ADD: REVENUE 72,363,433

LESS: EXPENDITURES (54,008,688)

OPERATING TRANSFERS (588,803)

ENDING FUND BALANCE 53,167,535

College of Lake County
Fund 01 - Education Fund
Statement of Changes in Fund Balance
Month Ending: December 31, 2025

	<u>Year to Date</u>		<u>Prior Year to Date</u>	
	<u>Actual</u>	<u>Percent</u>	<u>Actual</u>	<u>Percent</u>
<u>INCOME</u>				
Current Taxes	33,580,685	46.41%	32,236,537	45.66%
CPPRT Corp Pers Prop Repl Tax	563,481	0.78%	483,502	0.68%
ICCB Credit Hour Grants	4,971,355	6.87%	5,111,442	7.24%
Vocational Education	-	0.00%	321,548	0.46%
Tuition	28,287,915	39.09%	26,229,353	37.15%
Graduation Fees	62,369	0.09%	15	0.00%
Transcript Fees	60,430	0.08%	70,695	0.10%
On-line Course Fee	-	0.00%	80,826	0.11%
Laboratory Fees	346,651	0.48%	413,792	0.59%
Payment Plan Enrollment Fee	-	0.00%	19,860	0.03%
Credit By Exam Fees	-	0.00%	250	0.00%
Comprehensive Fees	6,266,265	8.66%	5,582,026	7.91%
Activity Fee Adjustment	(3,515,274)	-4.86%	(3,054,185)	-4.33%
Gain(Loss) on Investment	315,545	0.44%	560,650	0.79%
Other Interest	1,390,537	1.92%	2,503,836	3.55%
Library Fines	264	0.00%	472	0.00%
Miscellaneous Revenue	50,985	0.07%	45,060	0.06%
Over Short	(17,774)	-0.02%	(10,489)	-0.01%
Total Income	72,363,433	100%	70,595,189	100%

5. CONSENT AGENDA 2. FINANCIAL

EXPENDITURES

Salaries	39,723,965	73.55%	38,671,990	72.40%
Employee Benefits	7,961,699	14.74%	7,820,150	14.64%
Contractual Services	2,745,043	5.08%	2,576,126	4.82%
General Material & Supplies	1,044,812	1.93%	1,531,265	2.87%
Travel/Conference Meeting Exp	319,681	0.59%	324,713	0.61%
Fixed Charges	14,665	0.03%	23,030	0.04%
Utilities	21,510	0.04%	23,967	0.04%
Capital Outlay	46,197	0.09%	20,468	0.04%
Other Expenditures	2,131,116	3.95%	2,421,436	4.53%
Total Expense	<u>54,008,688</u>	<u>100%</u>	<u>53,413,145</u>	<u>100%</u>
Beginning Fund Balance	35,401,593		37,337,188	
Add: Revenues	72,363,433		70,595,189	
Less: Expenses	(54,008,688)		(53,413,145)	
Operating Transfers	(588,803)		(5,032,210)	
Ending Fund Balance	<u>53,167,535</u>		<u>49,487,023</u>	

5. CONSENT AGENDA 2. FINANCIAL

**Maintenance Fund - Fund 02
Balance Sheet
As of December 31, 2025**

ASSETS

INVESTMENTS

Other Investments	17,925,941
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RECEIVABLES

Corp PRS Property Replacement Tax Receivabl	8,883,759
Allowance Uncollectible Taxes	(86,387)
Vendor Receivables	18,230

<u>INTERFUND</u>	(8,371,200)
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PREPAID EXPENSES

Prepaid Expenses	281,209
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TOTAL ASSETS	<u><u>18,651,551</u></u>
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5. CONSENT AGENDA 2. FINANCIAL

LIABILITIES AND FUND BALANCE

LIABILITIES

PAYROLL DEDUCTIONS PAYABLE

Payroll Deductions Payable	(2,513)
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ACCOUNTS PAYABLE

Accounts Payable	217,495
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ACCRUED EXPENSES

Accrued Expense	(26,998)
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DEFERRED REVENUES

Property Taxes	8,967,328
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TOTAL LIABILITIES	9,155,313
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FUND BALANCE

Fund Balance	9,496,239
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TOTAL FUND BALANCE	9,496,239
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TOTAL LIABILITIES & FUND BALANCE	18,651,551
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RECONCILIATION

BEGINNING FUND BALANCE	7,075,693
ADD: REVENUE	8,896,708
LESS: EXPENDITURES	(6,476,163)
ENDING FUND BALANCE	9,496,239

**College of Lake County
Maintenance Fund - Fund 02
Statement of Changes in Fund Balance
Month Ending: December 31, 2025**

	<u>Year to Date</u>		<u>Prior Year to Date</u>	
	<u>Actual</u>	<u>Percent</u>	<u>Actual</u>	<u>Percent</u>
<u>INCOME</u>				
Current Taxes	8,797,697	98.89%	8,465,124	99.91%
Building Rentals	23,168	0.26%	7,205	0.09%
Other Interest	91,668	1%	-	0%
Gain(Loss) on Investment	(30,193)	0%	-	0%
Miscellaneous Revenue	14,368	0%	750	0%
Total Income	8,896,708	100%	8,473,079	100%
<u>EXPENDITURES</u>				
Salaries	2,559,264	39.52%	2,452,628	43.17%
Employee Benefits	736,784	11.38%	613,885	10.81%
Contractual Services	424,016	6.55%	378,264	6.66%
General Material & Supplies	413,200	6.38%	331,660	5.84%
Travel/Conference Meeting Exp	589	0.01%	5,107	0.09%
Fixed Charges	875,938	13.53%	762,715	13.43%
Utilities	1,497,026	23.12%	1,067,669	18.79%
Capital Outlay	19,094	0.29%	87,338	1.54%
Other Expenditures	(49,748)	-0.77%	(18,231)	-0.32%
Total Expense	6,476,163	100%	5,681,036	100%
Beginning Fund Balance	7,075,693		6,379,132	
Add: Revenues	8,896,708		8,473,079	
Less: Expenses	(6,476,163)		(5,681,036)	
Operating Transfers	-		(1,295,599)	
Ending Fund Balance	9,496,239		7,875,577	

5. CONSENT AGENDA 3. PURCHASING

5.3.1. SECURITY CAMERA LICENSES, MAINTENANCE AND MIGRATION

Lead Staff: Brian Henry, Chief of Police

Funding Source: FY26 budget

Funding Request: \$41,013.00

Vendor	Amount
Tailored Security	\$41,013.00

Explanation of Purchase: This purchase is for security camera licenses, software maintenance and migration to a new video management system for the entire college.

Pursuant to 110 ILCS 805/3-27.1 (f), purchases and contracts for the use, purchase, delivery, movement or installation of data processing equipment, software or services and telecommunications and inter-connect equipment, software, and services are exempt from the competitive bidding process.

Recommendation: Approve a purchase from Tailored Security of East Dundee, IL in a not-to-exceed amount of \$41,013.00.

5. CONSENT AGENDA 3. PURCHASING

5.3.2. BODY INTERACT SOFTWARE AND VIRTUAL INTERACTIVE DISPLAY TABLE

Lead Staff: Jeet Saini, Dean, Biological and Health Sciences Division

Funding Source: FY26 Path Grant

Funding Request: \$60,000.00

Vendor	Amount
Pocket Nurse Simulation & Education Supplies	\$ 60,000.00

Explanation of Purchase: This purchase is for the Body Interact software and simulator. This technology will be used in the nursing program to enhance students’ clinical judgment and critical thinking skills. The software supports customized student learning through individual or group use.

Pursuant to 110 ILCS 805/3-27.1 (k) contracts for goods or services procured from another governmental agency are exempt from the competitive bidding process. This purchase is being made through a cooperative in accordance with the Governmental Joint Purchasing Act (30 ILCS 525/0.01 et. seq.) from Pocket Nurse Simulation & Education Supplies via a cooperative contract with Omnia.

Recommendation: Approve a purchase from Pocket Nurse Simulation & Educational Supplies of Monaca, PA in a not-to-exceed amount of \$60,000.00.

5. CONSENT AGENDA 3. PURCHASING

5.3.3. STUDENT FURNITURE PROJECT

Lead Staff: Angela Frazier, Vice President, Student Development

Funding Source: FY26 budget

Funding Request: \$120,299.58

Vendor	Amount
Midwest Office	\$120,299.58

Explanation of Purchase: This purchase is for a student furniture project, replacing old furniture in identified areas at Grayslake, Lakeshore, and Southlake campuses.

Pursuant to 110 ILCS 805/3-27.1 (k) contracts for goods or services procured from another governmental agency are exempt from the competitive bidding process. This purchase is being made through a cooperative in accordance with the Governmental Joint Purchasing Act (30 ILCS 525/0.01 et. seq.) from Midwest Office Interiors via a cooperative contract with Omnia.

Recommendation: Approve a purchase from Midwest Office of Woodridge, IL, in a not-to-exceed amount of \$120,299.58.

5. CONSENT AGENDA 3. PURCHASING

5.3.4. GRAYSLAKE CAMPUS CERAMICS PROGRAM KILN

Lead Staff: Stephanie Gray, Dean, Communication Arts, Humanities and Fine Arts Division

Funding Source: FY26 budget

Funding Request: \$122,870.00

Vendor	Amount
Blaauw Products	\$122,870.00

Explanation of Purchase: This purchase is for a custom-built gas kiln to be used by students in the Ceramics program.

Pursuant to 110 ILCS 805/3-27.1 (I) contracts for goods or services which are economically procurable from only one source are exempt from the competitive bidding process.

Recommendation: Approve a purchase from Blaauw Products of Halfweg, North Holland, Netherlands in a not-to-exceed amount of \$122,870.00.

5. CONSENT AGENDA 3. PURCHASING

5.3.5. MENTAL HEALTH TELETHERAPY SERVICES & 24/7 CRISIS LINE ACCESSIBILITY

Lead Staff: Greg Singleton, Dean of Student Affairs

Funding Source: FY26 budget

Funding Request: \$141,060.51

Vendor	Amount
BetterMynd, Inc.	\$141,060.51

Explanation of Purchase: This purchase provides students with virtual mental health teletherapy services and 24/7 crisis line access in both English and Spanish, with availability during traditional hours, evenings, weekends, and school breaks.

Pursuant to 110 ILCS 805/3-27.1 (a), contracts for the services of individuals possessing a high degree of professional skill where the ability or fitness of the individual plays an important part are exempt from the competitive bidding process.

Recommendation: Approve a contract from February 25, 2026, through June 30, 2029, with BetterMynd, Inc. of Buffalo, NY, in a not-to-exceed total amount of \$141,060.51.

5. CONSENT AGENDA 3. PURCHASING

5.3.6. STUDENT FURNITURE PROJECT

Lead Staff: Angela Frazier, Vice President, Student Development

Funding Source: FY26 budget

Funding Request: \$203,308.79

Vendor	Amount
Allsteel Inc.	\$203,308.79

Explanation of Purchase: This purchase is for a student furniture project, replacing old furniture in identified areas at Grayslake, Lakeshore, and Southlake campuses.

Pursuant to 110 ILCS 805/3-27.1 (k) contracts for goods or services procured from another governmental agency are exempt from the competitive bidding process. This purchase is being made through a cooperative in accordance with the Governmental Joint Purchasing Act (30 ILCS 525/0.01 et. seq.) from Allsteel Inc. via a cooperative contract with IPHEC.

Recommendation: Approve a purchase from Allsteel Inc. of Chicago, IL, in a not-to-exceed amount of \$203,308.79.

5. CONSENT AGENDA 3. PURCHASING

5.3.7. GRAYSLAKE AND SOUTHLAKE CAMPUSES FLOORING REPLACEMENT

Lead Staff: Mahsa Karamy, Executive Director of Business Operations

Funding Source: FY26 budget

Funding Request: \$245,520.00

Vendor	Amount
Iskalis' American Floor Show	\$223,200.00

GRAYSLAKE & SOUTHLAKE CAMPUSES FLOORING REPLACEMENT	BEP%	BASE BID VALUE
Iskalis' American Floor Show	0%	\$223,200.00
Libertyville Tile & Carpet, LTD	0%	\$224,275.00
Golden Knots Inc.	0%	\$226,997.00

Explanation of Purchase: This purchase is for materials and labor to replace select areas of damaged carpet and flooring around the Grayslake and Southlake campuses.

Per 30 ILCS 575/4, "All State contract solicitations that include Business Enterprise Program participation goals shall require bidders or offerors to include utilization plans. Utilization plans are due at the time of bid or offer submission. Failure to complete and include a utilization plan, including documentation demonstrating good faith efforts when requesting a waiver, shall render the bid or offer non-responsive." Failure to provide adequate BEP documentation can result in a vendor being deemed non-responsive.

Recommendation: Pending approval of the waiver request by the state, approve a contract with Iskalis' American Floor Show of Gurnee, IL to purchase and install materials for \$223,200.00 plus 10% contingency of \$22,320.00 for a total not-to-exceed amount of \$245,520.00.

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.1. PERSONNEL AND POSITION CHANGES

	Current Job Classification, Position Number, Position Title, Department	Proposed Job Classification, Position Number, Position Title, Department	Effective Date
Administration recommends realigning the following full-time faculty position.			
1	Full-time Faculty Position Number: 0567 Instructor, Psychology Business and Social Sciences Division	Full-time Faculty Position Number: 0567 Instructor, Business Administration Business and Social Sciences Division	5/16/2026
Recommendation: Approve the proposed position change with the effective date noted above.			

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.2. PROBATIONARY PERIOD COMPLETION

The following employees have successfully completed the appropriate probationary period and are recommended for continued employment in the following Board-approved positions, in accordance with Board Policy 611 – Employment Practices and Procedures – Specialist.

	Employee Name	Job Family, Position Number, Title, Department	Probation Period Completion Date	Contract Dates
1	Clark, Hannah	Specialist Position Number: 0210 Head Softball Coach & Operations and Events Coordinator, Athletics and Physical Activity	1/16/2026	1/16/2026-6/30/2026
2	Jaworski, Emma	Specialist Position Number: 0432 Academic Success Advisor, Advising and Retention	1/16/2026	1/16/2026-6/30/2026

Recommendation: Approve the above full-time employment.

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.2. PROBATIONARY PERIOD COMPLETION CONTINUED

The following employees have successfully completed the appropriate probationary period and are recommended for continued employment in the following Board-appointed positions, in accordance with the collective bargaining agreement between the Board and the College of Lake County Staff Council, LCFT, Local 504.

	Employee Name	Job Family, Position Number, Title, Department	Probation Period Completion Date
1	Bolden, Mark	Classified – Union Position Number: 0385 Custodian, Custodial	1/30/2026
2	Decker, Michael	Classified – Union Position Number: 0376 Custodian, Custodial	1/30/2026
3	Hilson, Darren	Classified – Union Position Number: 0377 Custodian, Custodial	1/16/2026
4	Krzyvon, Danny	Classified – Union Position Number: 0383 Custodian, Custodial	1/30/2026
5	Michalak, Wesley	Classified – Union Position Number: 0397 Custodian, Custodial	1/30/2026

Recommendation: Approve the above full-time employment.

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.2. PROBATIONARY PERIOD COMPLETION CONTINUED

The following employees have successfully completed the appropriate probationary period and are being recommended for continued employment in the following Board-appointed positions, in accordance with the collective bargaining agreement between the Board and the Illinois Fraternal Order of Police Labor Council.

	Employee Name	Job Family, Position Number, Title, Department	Probation Period Completion Date
1	Beale, TJ	Classified – Union Position Number: 0115 Police Officer, Police and Public Safety	1/16/2026
2	Fender, Conan	Classified – Union Position Number: 1533 Police Officer, Police and Public Safety	1/30/2026
Recommendation: Approve the above full-time employment.			

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.3. PROMOTIONS

The following employee applied for and was selected for promotion in the Board-approved position noted below.					
	Employee Name	Current Job Family, Position Number, Position Title, Department	Proposed Job Family, Position Number, Position Title, Department	Effective Date	Contract Dates
1	Jauregui, Luis	Specialist Position Number: 1774 Communications Specialist, Student Recruitment and Onboarding	Specialist Position Number: 1900 Communications Coordinator, Communications and Engagement	3/2/2026	3/2/2026 - 6/30/2026
Recommendation: Approve the above action.					

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.4. RESIGNATIONS AND RETIREMENTS

	Reason	Employee Name	Current Job Classification, Position Number, Position Title, Department	Effective Date (Last Day Worked)
1	Resignation	Jaramillo, Catherine	Classified Position Number: 0212 Administrative Assistant, Student Health and Wellness Services	1/21/2026
2	Resignation	Brooks, Mishalena	Classified Position Number: 1937 Senior Administrative Assistant, Community and Workforce Partnerships	1/30/2026
3	Resignation	Oslund, Evan	Specialist Position Number: 1106 Theatre Program Production Supervisor, Theatre	2/5/2026
4	Resignation	Manzer, Jillian	Professional Position Number: 0396 Assistant Director Assessment, Educational Affairs	2/13/2026
5	Resignation	Deap, Henry	Specialist Position Number: 1399 Help Desk Support Associate, Technology Support	2/14/2026
6	Resignation	Travis, Gene	Classified Position Number: 1459 Telecommunicator, Police and Public Safety	3/1/2026
7	Retirement	Weaver, Melissa	Specialist Position Number: 1023 Senior Research Analyst, Institutional Effectiveness, Planning and Research	2/20/2026

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.4. RESIGNATIONS AND RETIREMENTS (CONTINUED)

	Reason	Employee Name	Current Job Classification, Position Number, Position Title, Department	Effective Date (Last Day Worked)
8	Retirement	Lehman, Belisa	Classified Position Number: 1629 Senior Accounting Assistant, Bookstore	3/6/2026
9	Retirement	Collins, Crandall	Professional Position Number: 1137 Employee Relations Manager, Human Resources	4/30/2026
Recommendation: Approve the above action.				

6. BOARD POLICIES AND OBJECTIVES

6.1. COLLEGE OF LAKE COUNTY BOARD OF TRUSTEES GUIDANCE ON TOTAL REWARDS PHILOSOPHY – REVISED – FIRST READING

Board approval is requested to amend the Total Rewards Philosophy. The ~~P~~philosophy continues to be the foundation for the Employee Success Framework and outlines five key strategic areas of focus in supporting the employee experience.

Recommended changes are highlighted in red and reflect changes presented as the First Reading. No action is required at this time.

6. BOARD POLICIES AND OBJECTIVES

COLLEGE OF LAKE COUNTY BOARD OF TRUSTEES GUIDANCE ON TOTAL REWARDS PHILOSOPHY

The College of Lake County is committed to recruiting, ~~and retaining, recognizing and developing~~ a highly qualified and diverse workforce to serve our students and our community. This total rewards philosophy ~~is will be~~ embedded in the Employee Success Framework, ~~aligns with Board policies~~ and is intended to:

- Foster a collaborative ~~student and community-centered culture that provides opportunities for learning, career growth and skill development high-performing work environment~~ that encourages, supports and empowers employee innovation, creativity, adaptability and engagement. ~~professional and personal development, career progression and skill mastery.~~
- Recognize accomplishments, service and success of individual employees and ~~high-performing~~ teams.
- Uphold ~~Address~~ equity in all ~~compensation-salary and benefit~~ programs for employees and ~~includes direct~~ regular assessment of relevant labor markets to ~~support wage ensure that the salaries~~ and benefit structures ~~that~~ are externally competitive and internally comparable.
- Provide access to high quality health, disability and other insurance and retirement plans and related resources that promote wellness and accountability.
- Support employee ~~well-being health and wellness~~ through programs such as paid time off, leaves of absence, employee assistance, ~~program, and~~ education and community service/volunteerism opportunities.

Institutionally, the total rewards philosophy will:

- Uphold the College's mission and values
- ~~Advance organizational outcomes~~
- Advance strategic priorities and outcomes ~~Align with CLC strategic priorities~~
- ~~Exemplify CLC core values~~
- ~~Ensure Reflect~~ financial stewardship and accountability

6. BOARD POLICIES AND OBJECTIVES

COLLEGE OF LAKE COUNTY BOARD OF TRUSTEES GUIDANCE ON TOTAL REWARDS PHILOSOPHY (CONTINUED)

~~Nothing in t~~ This Pphilosophy should ~~not~~ be ~~interpreted construed~~ as a guaranteed benefit. ~~The College will develop and communicate practices to ensure the total rewards are in compliance with these principles and administered as noted.~~ College administration will maintain procedures that reflect and support the principles of the Total Rewards Philosophy. None of the above inhibits the Board of Trustees from taking any action it deems appropriate.

Adopted 04/21/2020

Revised 03/15/2022

Revised XX/XX/2026

6. BOARD POLICIES AND OBJECTIVES

6.2. RESOLUTION APPROVING THE TEMPORARY MODIFICATION OF BOARD POLICY 704 – FUND BALANCE

WHEREAS, the Board of Trustees of Community College District No. 532, Lake County, Illinois (the “College” or “Board”) previously approved and adopted Board Policy 704 regarding the requirements to maintain an adequate fund balance of the operating fund to ensure the financial stability of the College; and

WHEREAS, Board Policy 704 currently provides that the College seek to maintain an end-of-fiscal-year unrestricted fund balance in the operating fund equal to or greater than 30 percent of budgeted operating fund expenditures; and

WHEREAS, Board Policy 704 further provides that Board will review the Fund Balance Policy for changes or modifications, taking into consideration factors such as predictability of revenues and volatility of expenditures, availability of other resources, liquidity and existing or potential assignments of fund balance; and

WHEREAS, the Board has determined that it is in its best interest to make a temporary modification to Board Policy 704 by reducing the amount to be maintained as an end-of-fiscal-year unrestricted fund balance in the operating fund for fiscal years 2027 and 2028 in accordance with the provisions of this Resolution.

NOW THEREFORE, Be It Resolved by the Board of Trustees of Community College District No. 532, Lake County, Illinois as follows:

Section 1. The statements in the preamble of this Resolution are hereby incorporated and made part of this Resolution.

Section 2. The Board hereby approves the temporary modification of Board Policy 704 regarding the maintenance of the end-of-fiscal-year unrestricted fund balance in the operating fund as follows:

- For Fiscal Years 2027 and 2028, the College shall seek to maintain an end-of-fiscal-year unrestricted fund balance in the operating fund equal to or greater than 25 percent of budgeted operating fund expenditures.

6. BOARD POLICIES AND OBJECTIVES

Section 3. The Board hereby authorizes James Beckom, Interim Vice President CFO, to execute any documents necessary to carry out the intent of this Resolution.

Trustee _____ moved that the foregoing resolution be adopted, and Trustee _____ seconded the motion. Upon the roll being called, the members voted as follows:

AYE: _____

NAY: _____

ABSENT: _____

Adopted February ____, 2026.

BOARD OF TRUSTEES
COLLEGE OF LAKE COUNTY,
COMMUNITY COLLEGE DISTRICT NO. 532
LAKE COUNTY, ILLINOIS

By: _____

Chair

Attest: _____

Secretary

7. NEW BUSINESS

7.1. SABBATICAL LEAVES OF ABSENCE

In accordance with Article 45, Sabbatical Leaves, of the collective bargaining agreement between the Board of Trustees and the College of Lake County Federation of Teachers, Local No. 2394 AFT, sabbatical leaves may be granted for the purpose of improving the quality of services provided to the constituents of the College of Lake County. The Sabbatical Leave Committee reviewed submitted proposals and determined those listed below are meritorious and meet the eligibility requirements within the criteria defined in Article 45. Administration reviewed the recommendation and supports approval of these Sabbaticals for FY27.

	Name	Title	Duration of Leave	Summary
1	Hulvat, Jennifer	Instructor, Criminal Justice	One full academic semester on individual's full contract salary	Purpose: To conduct a comparative analysis of England's common-law justice system against the contemporary American system. The findings will be integrated within nine new course modules for three different criminal justice courses.
2	Oliva, Sonia	Instructor, Sociology	One full academic year of two semesters teaching at one-half load but at the individual's full contract salary	Purpose: To conduct a qualitative research project on the Spanish language Early Childhood Education (ECE) AAS degree program. The research will inform program outreach, curriculum and future opportunities.
3	Ott, Adina	Instructor, Chemistry	One full academic year of two semesters teaching at one-half load but at the individual's full contract salary	Purpose: To complete three short-term professional learning programs at Northwestern University, University of Wisconsin, and Forsyth Community College, develop laboratory curriculum for two new courses, develop partnerships with local biotechnology companies, and install the mass spectrometer and HPLC instruments donated by ABBVIE in preparation for the launch of the recently approved Biotechnology AAS degree.
4	Trimier, Jacqueline	Instructor, Humanities	One full academic year of two semesters teaching at one-half load but at the individual's full contract salary	Purpose: To develop a Socratic Questioning instructional framework, corresponding labs, and teaching materials for faculty who teach online Critical Thinking courses. The aim of integrating the Socratic Method into instruction is to enhance Regular and Substantive Interaction (RSI) and improve student retention and success.

Recommendation: Approve the sabbatical leaves of absence for faculty members as indicated above.

7. NEW BUSINESS

7.2. TENURE EMPLOYMENT STATUS OF FACULTY FOR 2026-2027

The following individuals are eligible for initial placement on tenure status effective in the Fall 2026 semester pursuant to Article 35 of the 2025-2029 agreement with the College of Lake County Federation of Teachers.

Division	Faculty
Adult Education and ESL	Deanna Doyle
Biological and Health Sciences	Julie Boldt Erinn Mee
Business and Social Sciences	Marcus Morgan Saurang Patel Brent Steffens
Communication Arts, Humanities and Fine Arts	Nick Bennett Benjamin Hole Mitch Lewis Christina O’Connell Michelle Tyler Karishma Verma
Engineering, Math and Physical Sciences	Greg Anderson Lucy Courtney Shannon Levesque Johnny Rzymowski
Student Academic Support	Jay Wiltshire
Recommendation: Approve tenure status for the individuals named above, effective August 10, 2026.	

7. NEW BUSINESS

7.3. ACADEMIC YEAR 2026-2027 CREDIT COURSE FEES

Per Board Policy 420 Tuition and Fees, the College follows a credit course fee change process using defined, consistent, and fiscally responsible guidelines to develop, increase, or decrease course fees. Credit course fees are applied to the costs of consumable materials, supplies, and equipment maintenance directly associated with classroom and lab learning.

For FY27, there are no new or increased credit course fees being proposed. Two existing course fees are recommended for reduction as noted below.

EXISTING CREDIT COURSE WITH PROPOSED FEE REDUCTIONS

	Course	Course Title	Current Fee	Proposed Fee
1	ARM 288	Process Control Technologies	\$180	\$50
2	ARM 295	Mechatronics Troubleshooting	\$84	\$50

Recommendation: Approve the proposed reduction of credit course fees.

7. NEW BUSINESS

7.4. FISCAL YEAR 2027 TUITION AND COMPREHENSIVE FEES

In follow-up to the discussion at the Financial Planning Committee of the Whole meeting on February 3, 2026, the proposed \$2.81 per credit hour in-district tuition increase and the proposed \$0.19 comprehensive fee increase per credit hour for a total tuition and fee increase of 1.7 percent is represented in the table below. This proposal includes the elimination of the Operating fee (\$0.40).

Additionally, per the Illinois Community College Board (ICCB), out-of-district tuition is a minimum of 1.5 times the highest in-district tuition rate of any neighboring contiguous districts and out-of-state tuition is set at a minimum of 1.67 times the in-district tuition rate. The College’s proposed FY27 out-of-district and out-of-state tuition meets these guidelines.

In-District Tuition and Fees

Item	Proposed FY26	Proposed FY27
In-District Tuition	\$141.96	\$144.77
Comprehensive Fees		
Technology	\$13.55	\$13.82
Instructional Equipment	\$3.50	\$3.57
James Lumber Center	\$0.50	\$0.51
Student Senate	\$3.65	\$3.72
Student Activity	\$2.55	\$2.60
Master Plan	\$3.00	\$3.00
Capital Fee-Facilities	\$3.39	\$3.46
CLC Student Academic Success	\$2.50	\$2.55
Operating (eliminate)	\$0.40	\$0
Total Comprehensive Fees	\$33.04	\$33.23
Total Tuition and Fees	\$175.00	\$178.00

Out-of-District Tuition

Item	FY26	Proposed FY27
Out-of-District Tuition	\$365.44	\$372.75

Out-of-State Tuition

Item	FY26	Proposed FY27
Out-of-State Tuition	\$495.20	\$505.10

Recommendation: Approve in-district credit hour tuition rate of \$144.77, comprehensive fee rate of \$33.23 (total = \$178.00) and the elimination of the Operating fee (\$0.40). Approve out-of-district credit hour tuition rate of \$372.75, and out-of-state credit hour tuition rate of \$505.10 for FY27.

7. NEW BUSINESS

7.5. POLICY 411 – GRADING SYSTEM – REVISED – SECOND READING

Policy 411 – Grading System, is presented for a revised Second Reading. The revisions to this Policy align with the 2030 Strategic Plan and the Lancer Success Framework’s definition for student success. The Workday Student System is in its design phase and will include the proposed changes.

The policy revision includes input obtained through the shared governance system and has been reviewed by the College’s legal counsel. The revised policy will be effective Fall 2027.

Recommended changes are highlighted in red and reflect changes presented as the First Reading. There are no changes for Second Reading.

7. NEW BUSINESS

411 GRADING SYSTEM

Final Letter Grades are earned for each class and recorded on the student's permanent academic record according to the following schedule tables:

Grades Included in Grade Point Average (GPA)		
Grade	Grade Description	Points Towards GPA
A	Exceeded Standards	4.0
B	Above Standards	3.0
C	Met Standards	2.0
D	Below Standards	1.0
F	Failed to Meet Standards	0.0

Grades Not Included in GPA		
Grade	Grade Description	Circumstance Used
I	Incomplete (Temporary)	Student granted an extension to complete outstanding coursework according to Policy 423.
O	Pending Grade	Placeholder for pending grade.
NA	Never Attended	Student never attended the class.
SA	Stopped Attending	Student stopped attending the class.
N	Failed to Meet Standards	Student did not pass the class.
P	Student met standard of D grade equivalency or Higher	Student passed the class.
W	Withdrawn	Student withdrew according to Policy 430.
X	Audit	Student audited according to Policy 418.

The College may use these letter grades (A-F) for developmental and academic ESL courses which do not impact the GPA. Consult the College Catalog for a list of these courses.

Calculated in Grade Point Average:

- _____ A _____ Excellent 4 Grade Points
- _____ B _____ Good 3 Grade Points
- _____ C _____ Average 2 Grade Points
- _____ D _____ Below Average 1 Grade Point
- _____ F _____ Failure 0 Grade Points
- _____ FW _____ Withdrawn by Institution, Failing 0 Grade Points

7. NEW BUSINESS

411 GRADING SYSTEM (CONTINUED)

~~_____ Not Calculated in Grade Point Average:~~

~~_____ I _____ Incomplete~~

~~_____ N _____ Requirements Not Fulfilled~~

~~_____ O _____ No Grade Received~~

~~_____ P _____ Satisfactory~~

~~_____ R _____ Repeated~~

~~_____ W _____ Withdrawn~~

~~_____ WN _____ Withdrawn by Institution, Never Attended~~

~~_____ WS _____ Withdrawn by Institution, Stopped Attending~~

~~_____ X _____ Audit~~

~~_____~~

~~The "P" and "N" are used only to grade credit-free Community Education courses and designated General Studies credit courses. No General Studies credit grades are calculated in the grade point average.~~

Adopted 12/18/1968

Amended 07/25/1972

Amended 03/25/1975

Amended 03/30/1976

Amended 03/27/1979

Amended 01/22/1980

Amended 11/27/2007

Amended 04/23/2015

Amended

Recommendation: Approve revised Policy 411 – Grading System.

7. NEW BUSINESS

7.6. POLICY 430 – WITHDRAWALS – REVISED – SECOND READING

Policy 430 – Withdrawals, is presented for a revised Second Reading. The revisions to this Policy align with the 2030 Strategic Plan and the Lancer Success Framework’s definition for student success. The Workday Student System is in its design phase and will include the proposed changes.

The policy revision includes input obtained through the shared governance system and has been reviewed by the College’s legal counsel. The revised policy will be effective Fall 2027.

Recommended changes are highlighted in red and reflect changes presented as the First Reading. There are no changes for Second Reading.

7. NEW BUSINESS

430 **ADD, DROP AND WITHDRAWALS**

The College is committed to supporting students throughout their academic experience and understands that unforeseen life circumstances may arise, making it necessary for some students to add, drop or withdraw from a class or classes.

ADD/DROP

Students may add or drop classes without academic or financial penalty during the official add/drop period, which varies depending on the academic period length. During this time, dropped classes will not appear on a transcript, and students will receive a 100% tuition refund per Policy 421. Official add/drop deadlines are published in the Academic Calendar.

WITHDRAWALS

Student-Initiated Withdrawal:

- Students may withdraw from classes until 11:59 PM Central Standard Time (CST) one week before the end of the academic period. Official withdrawal deadlines for each academic period are published in the Academic Calendar.
- The effective date of the withdrawal is either the date the withdrawal is submitted and successfully processed by the College's student information system, or the date the notification was received by the Student Record Office.
- A student who withdraws from a class may receive a partial refund or no refund at all based on the date of withdrawal from the class according to Policy 421.

Dual Credit Withdrawal:

- Per the Illinois Dual Credit Quality Act (110 ILCS 27/5), the College may establish alternative withdrawal dates for dual credit classes. Withdrawal deadlines for dual credit students are published on the Dual Credit page on the College's website.

Adult Education Withdrawal:

- A student enrolled in an Adult Education or ESL class may be withdrawn at any time if their participation falls below ICCB attendance requirements.

~~If a student finds it necessary to withdraw from a course or courses, the date on which the notification is recorded by the Admissions and Records Office is the effective date of withdrawal. If the effective date occurs before the last day to withdraw and receive a refund (see Policy 421), the student's permanent record will not reflect enrollment in the course. If the effective date occurs after the date of withdrawal with full refund but before the end of the 75% point between the start and end of the class, a grade of "W" will be recorded.~~

7. NEW BUSINESS

430 ADD, DROP AND WITHDRAWALS (CONTINUED)

~~Students may be withdrawn after the 75% point between the start and end of the class only with the instructor's consent. If the student obtains the instructor's consent and is passing prior to completion of the final class requirements, a grade of "W" will be reported. If the student is not passing, a grade of "FW" will be reported.~~

~~The college may administratively withdraw students who have never attended class, or who stop attending class without officially dropping, or whose attendance is so sporadic that they would not be able to complete the course requirements. An institutional withdrawal grade will be assigned based on a student's academic status at the point of non-attendance.~~

Military Withdrawal:

- ~~• Veterans, and military personnel and their spouses who are deployed (including training at U.S. or overseas locations) or called to active duty may withdraw from classes anytime during the semester term in which they are enrolled and called to active duty military service (including both domestic and international combat or non-combat deployment purposes).~~
- ~~• The date of the official notice of orders for deployment will serve as the date of withdrawal is based on the date the official deployment orders are signed and dated. and the The withdrawal request must be submitted to the college by the end of the same term, including finals week. semester in which the withdrawal occurs. If the effective date occurs after the 75% point between the start and end of the class, a grade of "W" will be recorded. This policy also applies to the spouses of veterans and military personnel.~~

Medical, Catastrophic, and Financial Hardship Withdrawal:

- ~~• The College, upon request and with appropriate documentation, may administratively withdraw a student due to serious illness or related medical issues, catastrophic circumstances, or significant financial hardship that prohibit the completion of all classes by the student.~~
- ~~• For serious illness or related medical issues, documentation will be required from a physician or licensed medical professional.~~
- ~~• For catastrophic circumstances, documentation will be required from a government agency, social service organization, first responder or similar entity.~~
- ~~• For significant financial hardship, documentation will be required from the student that shows the circumstances were out of the student's reasonable control.~~
- ~~• The request for withdrawal and relevant documentation must be received no later than 60 days after the end of the term for which the student is seeking a withdrawal, unless the student can document extenuating circumstances which prevented submission by the deadline.~~

7. NEW BUSINESS

430 ADD, DROP AND WITHDRAWALS (CONTINUED)

Adopted 12/18/1968

Amended 07/25/1972

Amended 03/25/1975

Amended 07/22/1975

Amended 02/28/1978

Amended 01/22/1980

Amended 02/24/1981

Amended 03/09/1994

Amended 03/25/2003

Amended 11/27/2007

Amended 06/22/2010

Amended 03/24/2015

Amended

Recommendation: Approve revised Policy 430 – Withdrawals.

7. NEW BUSINESS

7.7. POLICY 443 — MEDICAL, CATASTROPHIC AND FINANCIAL HARDSHIP INCIDENT WITHDRAWAL — DELETION — SECOND READING

Policy 443 – Medical, Catastrophic, and Financial Hardship Incident Withdrawal, is presented for a Second Reading for deletion. Revised language of this policy has been incorporated into Policy 430 – Withdrawals.

This policy deletion has been reviewed by the College Leadership Team and College’s legal counsel. The revised policy will be effective Fall 2027.

Recommended deletions are highlighted in red and reflect changes presented as the First Reading. There are no changes for Second Reading.

~~443 — MEDICAL, CATASTROPHIC AND FINANCIAL HARDSHIP INCIDENT WITHDRAWAL~~

~~The College, upon request and with appropriate documentation, may administratively withdraw a student due to serious illness or related medical issues that prohibit the completion of classes by the student. Documentation will be required from a physician or licensed medical professional.~~

~~The College, upon request and with appropriate documentation, may administratively withdraw a student due to catastrophic circumstances that prohibit the completion of classes by the student. Documentation will be required from a government agency, social service organization, first responder or similar entity.~~

~~The College, upon request and with appropriate documentation, may administratively withdraw a student due to significant financial hardship that prohibits the completion of classes by the student. Documentation will be required from the student that shows the circumstances were out of the student’s reasonable control.~~

~~The request for withdrawal and relevant documentation must be received no later than 60 days after the end of the term for which the student is seeking a withdrawal. This policy will be administered by the Office of the Vice President of Student Development.~~

~~Adopted — 05/21/2013
Amended — 08/23/2022
Deleted~~

Recommendation: Approve deletion of Policy 443 – Medical Catastrophic Withdrawal.

7. NEW BUSINESS

7.8. ADVANCED TECHNOLOGY CENTER ROOF REPAIRS AND EXTERIOR IMPROVEMENTS

Lead Staff: Mahsa Karamy, Executive Director of Business Operations

Funding Source: College of Lake County Foundation

Funding Request: \$398,398.00

Vendor	Amount
Knickerbocker Roofing & Paving Co.	\$362,180.00

ATC ROOF REPAIRS AND EXTERIOR IMPROVEMENTS	BEP%	ALTERNATE VALUE	BASE BID VALUE
All American Exterior Solutions	30%	\$15,000.00	\$490,000.00
Knickerbocker Roofing & Paving	34%	\$33,340.00	\$328,840.00

Explanation of Purchase: This purchase is for materials and labor to replace two damaged metal seam roofs and finish repairs at the Advanced Technology Center in Gurnee.

Per 30 ILCS 575/4, "All State contract solicitations that include Business Enterprise Program participation goals shall require bidders or offerors to include utilization plans. Utilization plans are due at the time of bid or offer submission. Failure to complete and include a utilization plan, including documentation demonstrating good faith efforts when requesting a waiver, shall render the bid or offer non-responsive."

Recommendation: Approve a contract with Knickerbocker Roofing & Paving of Harvey, IL for \$362,180.00 with a 10% contingency of \$36,218.00 in a total not-to-exceed amount of \$398,398.00.