

ILLINOIS EASTERN COMMUNITY COLLEGES

BOARD OF TRUSTEES

IECC Board of Trustees Meeting

Tuesday, January 20, 2026



Location:

**Lincoln Trail College, Statesmen Grill
11220 State Highway 1
Robinson, IL 62454**

**Dinner – 5:30 p.m.
Meeting – 6:15 p.m.**

The mission of Illinois Eastern Community College District 529 is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.

**Illinois Eastern Community Colleges
Board Agenda**

**Tuesday, January 20, 2026
6:15 p.m.**

**Lincoln Trail College, Statesmen Grill
11220 State Highway 1
Robinson, IL 62454**

- | | | |
|---|---------------------------------------|----|
| 1. Call to Order & Roll Call | Chairman Carter | |
| 2. Welcome from the Chair | Chairman Carter | |
| 3. Recognition of Visitors and Guests | President Ambrose | |
| A. Visitors and Guests | | |
| B. IECCEA Representative | | |
| 4. Public Comments | | |
| 5. Reports | | |
| A. Trustees | | |
| B. Chancellor | | |
| C. Institutional Assessment Framework | Chancellor Gower/Mr. Brandon
Weger | |
| 6. Approval of Consent Agenda | Chancellor Gower | |
| A. Disposition of Minutes | | 5 |
| B. SIU/IECC Motorcycle Rider
Program Agreement | | 11 |

C.	Affiliation & Practicum Agreements	17
i.	Crawford County Cares	18
ii.	Middle Tennessee School of Anesthesia	25
7.	Action on Items Removed from Consent Agenda	Chancellor Gower
8.	Policy First Reading (and Possible Approval)	Chancellor Gower
A.	Policy 400.38 Employee Code of Conduct	28
B.	Policy 400.39 Employee Disciplinary	30
9.	Policy Second Reading	Chancellor Gower
10.	Staff Recommendations for Approval	
A.	Transfer Pathways	Chancellor Gower 32
11.	Bid Committee Report	Chancellor Gower
A.	None	
12.	District Finance	Mr. Hawkins
A.	Financial Report	33
B.	Approval of Financial Obligations	
13.	Executive Session	Chancellor Gower

- A. 2(c)(1) Employment/Appointment Matters
- B. 2(c)(2) Collective Negotiating Matters
- C. 2(c)(12) Litigation

14. Approval of Executive Session Minutes Chancellor Gower

15. Approval of Personnel Report Mrs. McDowell 41

16. Litigation Chancellor Gower

17. Adjournment

1. Call to Order & Roll Call – Chairman Gary Carter called the meeting to order at 5:00 p.m. and directed Board Secretary Sonja Wease to call the roll.

Susan Batchelor:	Present
Roger Browning:	Present
Gary Carter:	Present
Brenda Culver:	Present
John McLaughlin:	Present
Jan Ridgely:	Present
Mireya Rose (Student Trustee):	Present
Barbara Shimer:	Present

Present: 7.

2. Welcome from the Chair – Chairman Carter welcomed all who were present for the meeting.

3. Recognition of Visitors and Guests

3.A. Visitors and Guests – Dustin Wiggins, Matthew Rush, and Danielle Trapp

3.B. IECCEA Representative – Dustin Wiggins was present and gave a brief report

4. Public Hearings

4.A. Notice of Intent to Levy Additional Tax under 110 ILCS 805/3-14.3

Motion to recess the regular meeting and reconvene immediately following the Tax Levy Hearing. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

4.B. 2025 Tax Levy

Move that Illinois Eastern Community College District 529, counties of Richland, Clark, Clay, Crawford, Cumberland, Edwards, Hamilton, Jasper, Lawrence, Wabash, Wayne and White now convene a Tax Levy Hearing on this 9th day of December 2025. The purpose of the Tax Levy Hearing is to receive public comments on the 2025 Tax Levy of the District. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

Motion to adjourn the public hearing. This motion, made by Brenda Culver and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

5. Public Comments - None

6. Reports

6.A. Trustees - None

6.B. Chancellor – Chancellor Gower asked Chief Financial Officer Ryan Hawkins to present the Board with information regarding community college funding.

7. Approval of Consent Agenda

Motion to approve the consent agenda as presented. This motion, made by John McLaughlin and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

7.A. Disposition of Minutes – Open meeting minutes as prepared for the regular meeting held on November 18, 2025 were presented for approval.

7.B. 2026 Board of Trustees Meeting Schedule – The schedule establishes that the Trustees will meet on the third Tuesday of every month with the exception of the December meeting, which shall be the second Tuesday of the month.

7.C. Affiliation Agreements

7.C.i. Good Samaritan of Vincennes — Annual Renewal Letter

7.C.ii. Helping His Hands

8. Action on Items Removed from Consent Agenda

9. Policy First Reading (and Possible Approval) – Motion to waive a second reading and approve revisions to all policies as presented. This motion, made by Brenda Culver and seconded by Susan Batchelor, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

9.A. Policy 400.11 Tenure **Document Registry 25-12-01**

9.B. Policy 400.35 Employee Recognition Program **Document Registry 25-12-02**

9.C. Policy 800.1 Educational Curriculum and Course Development **Document Registry 25-12-03**

9.D. Policy 800.9 Online Curriculum and Course Development **Document Registry 25-12-04**

10. Policy Second Reading - None

11. Staff Recommendations for Approval

11.A. Certification of Tax Levy 2025 **Document Registry 25-12-05**

Motion to approve the Certificate of Tax Levy 2025 as recommended. This motion, made by Brenda Culver and seconded by Barbara Shimer, Carried.

Jan Ridgely: Nay, Susan Batchelor: Yea, Roger Browning, Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 6, Nay 1

11.B. Certification of Compliance with the Truth in Taxation Law **Document Registry 25-12-06**

Motion to approve the Truth in Taxation Certification of Compliance as presented. This motion, made by Susan Batchelor and seconded by Barbara Shimer, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

11.C. GASB Designation of Tax Levy Year **Document Registry 25-12-07**

Motion to approve a resolution that clarifies that under Governmental Accounting Standards Board (GASB) guidelines, taxes levied by the District for calendar year 2025 will be collected late in calendar year 2026 and that income from the collection of such funds will be allocated 100% to Fiscal Year 2027 (July 1, 2026 – June 30, 2027). This motion, made by Roger Browning and seconded by John McLaughlin, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

11.D. Annual Financial Report **Document Registry 25-12-08**

Motion to approve the FY2025 Annual Financial Report as presented. This motion, made by Barbara Shimer and seconded by Brenda Culver, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 7, Nay: 0

11.E. FY27 Tuition Recommendation

Motion to approve FY27 Tuition Recommendation as presented. This motion, made by Roger Browning and seconded by Barbara Shimer, Carried.

John McLaughlin: Nay, Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea

Yea: 6, Nay: 1

John McLaughlin: Nay

12. Bid Committee Report—None.

13. District Finance

13.A. Financial Report -

13.B. Approval of Financial Obligations

Motion to approve payment of district obligations for December 2025 in the total amount of \$1,544,333.63. This motion, made by Jan Ridgely and seconded by Susan Batchelor, Carried.
 Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
 Yea: 7, Nay: 0

14. Executive Session - None

15. Approval of Executive Session Minutes

15.A. Written Executive Session Minutes - None

15.B. Audio Executive Session Minutes - None

15.C. Semi-Annual Review of Executive Session Minutes

Motion to approve the semi-annual review as presented. This motion, made by Brenda Culver and seconded by John McLaughlin, Carried.
 Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
 Yea: 7, Nay: 0

16. Approval of Personnel Report

400.1 Resignation Ratification

1. Chase Bramlet, English Instructor, WVC effective December 18, 2025
2. Dan Brant, O&M Team Lead, OCC effective January 9, 2026

Motion to approve the personnel report as presented. This motion, made by Susan Batchelor and seconded by Mireya Rose, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
 Yea: 7, Nay: 0

17. Litigation - None

18. Other Items - None

19. Adjournment

Motion to adjourn at 6:03 p.m. This motion, made by John McLaughlin and seconded by Mireya Rose, Carried.

Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Mireya Rose (Student Trustee): Yea, Barbara Shimer: Yea
 Yea: 7, Nay: 0

Approved: Chairman: _____

Secretary: _____

1. Call to Order & Roll Call – Chairman Gary Carter called the meeting to order at 9:00 a.m. and called the roll.

Susan Batchelor: Present
Roger Browning: Present
Gary Carter: Present
Brenda Culver: Present
John McLaughlin: Present
Jan Ridgely: Present
Barbara Shimer: Present
Mireya Rose
Student Trustee: Absent

2. Recognition of Visitors and Guests

2.A. Visitors and Guests - None

2.B. IECEA Representative - None

3. Public Comment - None

4. Trustee Reports - None

5. Strategic and Long-Term Planning

The Board held a strategic retreat to discuss a range of important topics critical to the long-term financial stability and operational efficiency of the district. Topics included revenue and expenditure planning, strategies for aligning workforce needs with institutional goals, and future-focused approaches to optimizing IECC’s facilities and resources. These discussions provided valuable insights for guiding decisions to ensure fiscal responsibility and continued excellence in serving our students and communities. No formal action was taken.

6. Executive Session - None

7. Other Items - None

8. Adjournment

Motion to adjourn at 4:15 p.m. This motion, made by Roger Browning and seconded by Brenda Culver, Carried.

Susan Batchelor: Yea, Roger Browning: Yea , Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

Approved: Chairman: _____

Secretary: _____

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: January 20, 2026

RE: Motorcycle Safety Agreement with SIU-Carbondale

Southern Illinois University (SIU) has proposed a continuation of their Motorcycle Rider Program facility use agreement for Frontier Community College, Lincoln Trail College, Olney Central College, and Wabash Valley College.

The Board has approved these agreements in the past and SIU has successfully operated Motorcycle Rider Programs at several IECC locations.

I ask the Board's approval of the attached standard agreement.

RG/sc

Attachments

FACILITY USE AGREEMENT

This Agreement is entered into and is effective this 1st day of March, 2026 (“Effective Date”), between the Board of Trustees of Southern Illinois University (“University”), on behalf of the Safety Center located at Carbondale, Illinois and the Illinois Eastern Community Colleges District #529 (“IECC”), on behalf of Frontier Community College located in Fairfield, Illinois (“FCC”); Lincoln Trail College located in Robinson, Illinois (“LTC”); Olney Central College located in Olney, Illinois (“OCC”); and Wabash Valley College located in Mt. Carmel, Illinois (“WVC”). FCC, LTC, OCC, and WVC may hereafter be referred to individually as a campus or collectively as the campuses of IECC.

WHEREAS, the University offers Motorcycle Rider Courses (“Courses”) pursuant to the Motorcycle Rider Training Program (“Program”) to local communities throughout southern and central Illinois;

WHEREAS, the University requires real property suitable to offer the Courses and situated near to those local communities;

WHEREAS, IECC owns or controls certain real property at each of its campuses suitable for offering the Courses; and

WHEREAS, IECC and University agree that offering the Courses at each of the IECC campuses would be mutually beneficial.

NOW THEREFORE, the parties mutually agree as follows:

1. The recitals hereinabove are incorporated by reference into the terms of this Agreement as though fully stated herein.
2. IECC will make certain real property available to the University at each of the IECC campuses on dates and time commencing after the date of this Agreement, which said dates and times

shall be requested in writing by the University and approved in writing by IECC, for offering the Courses.

3. For the term of this Agreement, SIUC agrees to maintain the following insurance coverage:

A. Commercial general liability insurance coverage for bodily injury liability and property damage liability limited to \$1,000,000 per occurrence, with a \$3,000,000 aggregate coverage. IECC shall be named as additional insured to this policy;

B. Automobile liability coverage furnished to the University by the State of Illinois through the State of Illinois Self-Insured Automobile Liability Plan, administered by the State of Illinois Department of Central Management Services, providing coverage of \$1,000,000 for all state-owned and leased vehicles while engaged in state business. This coverage is excess of other available insurance and coverage details can be found at http://www.cms.il.gov/cms/2_servicese_ben/autoplan.htm, or by printed copy upon request;

C. Workers' compensation and employer liability is provided through the State of Illinois Self-Insured Workers' Compensation Plan, providing statutory limits of coverage for all State employees;

D. Educator's professional liability coverage limited to \$1,000,000 per occurrence; and

E. Personal property insurance covering the cargo container and the contents thereof.

Certificates of Insurance ("COI") providing evidence of these coverage's may be provided upon request from IECC. In the event of cancellation or non-renewal of above described insurance, SIUC shall provide thirty (30) days advance written notice of such cancellation or non-renewal.

4. For the term of this Agreement, IECC shall procure and maintain the following insurance coverage:

A. Commercial general liability insurance "occurrence" basis coverage for bodily injury liability, including death, property damage liability, in connection with the performance of this Agreement with minimum limits of \$1,000,000 per occurrence; and

B. Workers compensation insurance for all employees of IECC and its campuses as required by applicable law.

The insurance companies providing the aforementioned coverage must have a B+: VI or better rating in the current edition of Best's Key Rating Guide. IECC shall maintain such insurance for the duration of the agreement. Certificates of Insurance (“COI”) providing evidence of these coverage’s may be provided upon request from University. In the event of cancellation or non-renewal of above described insurance, IECC shall provide thirty (30) days advance written notice of such cancellation or non-renewal.

5. The individuals signing this Agreement on behalf of his/her respective party hereby warrant that he/she has the necessary authority to bind said party to this Agreement.

6. To the extent permitted by law and not inconsistent with the doctrine of sovereign immunity, the University shall indemnify and hold harmless IECC, its agents and employees, from any third party claims, demands, or action arising out of the negligent or reckless actions or omissions or intentional misconduct of University, its agents or employees to the extent such actions, omissions or misconduct arise from the conduct of the Courses at IECC. To the extent permitted by law, IECC shall indemnify and hold harmless the University, its agents and employees, from any third party claims, demands, or action arising out of the negligent or reckless actions or omissions or intentional misconduct of IECC, its agents or employees to the extent such actions or omissions occur during the term of this Agreement. In the event either party is notified of any alleged injury, claim, demand, or action, it shall provide written notice to the other of such injury, claim, demand, or action within a reasonably prompt time, but no later than ten (10) days after receipt of actual notice.

7. Notices issued pursuant to this Agreement shall be in writing and mailed, postage prepaid, to the following persons/addresses via certified or registered mail, return receipt requested or sent via two day or overnight delivery via nationally recognized courier service (two day or overnight delivery) and/or sent via electronic mail to the regularly monitored email address indicated below (if any

~~is indicated): All notices required by this Agreement shall be in writing and sent via certified or registered mail or a nationally recognized courier service or via email if any email address is provided below.~~

~~Notices to University for purposes of this Agreement shall be sent via certified mail or to the following~~

~~For University:~~ Jared Borrenpohl
Safety Center, Mail Code 6731
1435 Douglas Drive
Southern Illinois University
Carbondale, Illinois 62901

~~Notices to For IECC for purposes of this Agreement shall be sent to the following:~~

~~Dr. Ryan Gower~~
~~Illinois Eastern Community Colleges~~
~~233 East Chestnut~~
~~Olney, IL 62450~~

~~Notices sent via mail or courier service are considered received 7 days from the date the notice is mailed or placed in the hands of the courier service or upon actual delivery as reflected in the return receipt or delivery confirmation, whichever date occurs first. Notices sent via email are considered received upon written acknowledgement of receipt by the Party being provided notice.~~

8. This Agreement may be terminated by either party upon thirty (30) day advance written notice.

9. This Agreement and any dispute arising hereunder shall be governed by and construed in accordance with the laws of the State of Illinois without regard to its conflict of law provisions.

10. This Agreement commence as of the Effective Date and continue through the end of the approved course schedule for 2026, unless either party terminates this Agreement as set forth in Section

8 herein. The parties may amend, extend or renew this agreement only by written mutual agreement signed by each party's authorized representative.

IN WITNESS WHEREOF, the parties have executed this Agreement as to the day and year first written above.

BOARD OF TRUSTEES
SOUTHERN ILLINOIS UNIVERSITY

ILLINOIS EASTERN COMMUNITY
COLLEGE DISTRICT #529
Olney Central College

By: _____
Eric Massey, Director, Procurement
Services Southern Illinois University
Carbondale

By: _____
Dr. Ryan Gower
Chancellor
Illinois Eastern Community Colleges

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: January 20, 2026
RE: Affiliation Agreements

An affiliation agreement is a formal contract between the educational institution and the facility or business where the student(s) will have the experience. It identifies the responsibilities and liabilities of the various parties covered by the contract. Students engaged in these placements are not paid and the experience is required for completion of the program.

IECC wishes to enter into a standard non-clinical affiliation agreement with the following organization:

- Crawford County Cares

IECC wishes to enter into a standard clinical affiliation agreement with the following organization:

- Crawford County Cares

IECC wishes to enter into a practicum site agreement with the following organization:

- Middle Tennessee School of Anesthesia

I ask the Board's approval of this affiliation agreement.

RG/sc

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529
Frontier Community College | Lincoln Trail College | Olney Central College | Wabash Valley College
CLINICAL AFFILIATION AGREEMENT

THIS AGREEMENT is made and entered into as of the date of last signature by and between ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529, FRONTIER COMMUNITY COLLEGE, LINCOLN TRAIL COLLEGE, OLNEY CENTRAL COLLEGE and WABASH VALLEY COLLEGE, for its degree and certificate programs (hereinafter referred to as DISTRICT #529) and Crawford County Care

_____ (hereinafter referred to as AGENCY): of Robinson
Illinois (city) (state)

WITNESSETH THAT:

WHEREAS, DISTRICT #529 desires to make use of the AGENCY'S facilities for clinical laboratory practice by students of the DISTRICT, and

WHEREAS, the AGENCY has agreed to make its facilities available to the students and IECC Faculty of DISTRICT #529 for the desired purpose,

NOW THEREFORE, for consideration of the mutual covenants and acts to be kept and performed by the parties hereto, the parties do herewith agree as follows:

1. The AGENCY agrees to make its facilities available in all areas of patient care which are appropriate for educational experiences for observation and participation by the students and IECC Faculty and/or staff of the DISTRICT #529, subject to the conditions and limitations contained herein.

2. The arrangements for use of said facilities of the AGENCY will be made by the designated employee(s) on behalf of DISTRICT #529 and the Administrator, and the Director

of Nursing Service or Department Supervisor on behalf of the AGENCY. The plan and program will be organized and agreed to by said persons prior to the commencement of the courses.

3. DISTRICT #529 will be responsible for the teaching and guidance of the students in the clinical laboratory experience and will be available to the students.

The specific assignment of learning experiences to specific students will be made and arranged by the IECC Faculty on behalf of DISTRICT #529, in consultation with the Head Nurse, Department Supervisor, or Coordinator on behalf of the AGENCY. IECC Faculty assumes full responsibility and supervision of the students during their laboratory experience in the AGENCY.

4. The use of AGENCY facilities will be consistent with, and in conformity with all applicable rules, regulations, and policies of the AGENCY; and the IECC Faculty on behalf of DISTRICT #529 will be responsible for maintaining proper standards of patient care and safeguard of patients assigned to students. The AGENCY professional personnel will retain full and final decisions for patient care assigned to students.

5. Supervision of the health of all students making use of any of the AGENCY'S facilities, as contemplated herein; will be the responsibility of DISTRICT #529 and will comply with the policies of the health AGENCY.

IECC Faculty and students assigned to or making use of any clinical area of the AGENCY under the contemplated program, will meet the health requirements of the AGENCY.

This agreement forbids discrimination against any student on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category.

Prior to the use of any AGENCY facilities, under the contemplated program, DISTRICT #529 will furnish the AGENCY, upon request, a medical record for each participating student showing that said student fully complies with the health requirements required by the AGENCY.

6. The IECC Faculty of DISTRICT #529 participating in the program will receive an orientation to the AGENCY by the appropriate AGENCY staff. DISTRICT #529 Faculty participating in the program may be included in demonstrations of new equipment and techniques. Each new IECC Faculty member of DISTRICT #529 participating in the program will arrange with the appropriate department director or supervisor, on behalf of the AGENCY, for an orientation prior to the assignment of the new IECC Faculty member to any clinical area.

7. DISTRICT #529 will provide orientation for the educational program for the AGENCY staff.

8. The AGENCY'S facilities may be available for DISTRICT #529 continuing educational program on a pre-planned project basis; the arrangements for such to be made with the department director, supervisor, or Director of Nursing Service on behalf of the AGENCY, and by the IECC Faculty, Department Head, and/or Associate Dean, on behalf of DISTRICT #529.

9. The students and IECC Faculty will respect the confidential nature of all information which may come to them with regard to patients and AGENCY records.

10. Neither party hereto will be paid any monetary reimbursement as such by the other party heretofore for the contemplated program, or for use of either party's facilities by the other party. Neither party heretofore will have any responsibilities or liabilities to the other party, or its employees, or students, or anyone participating in the contemplated program.

11. IECC Faculty and students shall be covered by occurrence type professional liability

insurance in the amount of one million (\$1,000,000) per occurrence and five million (\$5,000,000) annual aggregate prior to any assignment for practice at the AGENCY.

12. The AGENCY will supply dressing rooms and space for storage of clothing not in use while students are practicing at the AGENCY, and conference room facilities for use of IECC Faculty and students.

13. This agreement will remain in effect until July 1, 2027, at which time it will be reviewed for renewal. Either party hereto may terminate this AGREEMENT by at least one (1) school calendar year's written notice to the other party. All students enrolled in DISTRICT #529 and participating in the program contemplated herein at the time that notice to terminate this AGREEMENT is given by either party to the other, shall be permitted to complete their laboratory experience needed for graduation at the AGENCY.

IN WITNESS WHEREOF, the undersigned signatures have caused this instrument to be executed by its duly authorized officials as of the date of last signature.

ILLINOIS EASTERN COMMUNITY
COLLEGE DISTRICT #529

Signature: Rev. James P. Petermel

Chair, IECC Board of Trustees

Name: Acron I. Petermel

Date: _____

Title: Chair person

Date: 12-16-25

Illinois Eastern Community College District No. 529 does not discriminate on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category. Illinois Eastern Community Colleges adheres to the Federal Regulations of the Americans with Disabilities Act of 1990 and offers appropriate services or activities with reasonable accommodations to any qualified disabled individual upon requests.

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529
Frontier Community College | Lincoln Trail College | Olney Central College | Wabash Valley College
NON-CLINICAL AFFILIATION AGREEMENT

THIS AGREEMENT is made and entered into as of the date of last signature by and between ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529, FRONTIER FRONTIER COMMUNITY COLLEGE, LINCOLN TRAIL COLLEGE, OLNEY CENTRAL COLLEGE and WABASH VALLEY COLLEGE, for its degree and certificate programs

(hereinafter referred to as DISTRICT #529) and _____

Crawford County Cares

(hereinafter referred to as AGENCY): of Robinson

(city) (state)

Ill.

WITNESSETH THAT:

WHEREAS, DISTRICT #529 desires to make use of the AGENCY'S facilities for Internships by students of the DISTRICT, and

WHEREAS, the AGENCY has agreed to make its facilities available to the students and faculty of DISTRICT #529 for the desired purpose,

NOW THEREFORE, for consideration of the mutual covenants and acts to be kept and performed by the parties hereto, the parties do herewith agree as follows:

1. The AGENCY agrees to make its facilities available for internship training subject to the conditions and limitations contained herein.
2. The arrangements for use of said facilities of the AGENCY will be made by the designated employee(s) on behalf of DISTRICT #529 and the Sponsoring Department on behalf of the AGENCY. The plan and program will be organized and agreed to by said persons prior to the commencement of the training.

3. DISTRICT #529 Program Coordinator will provide faculty contact information to the student(s) and AGENCY supervisor of the student(s). The specific assignment of learning experiences will be made and arranged by the AGENCY Supervisor, in consultation with the DISTRICT #529 Program Coordinator. The Program Coordinator will periodically visit the AGENCY for the purpose of evaluation and discussion with the AGENCY Supervisor.

4. The use of AGENCY facilities will be consistent with, and in conformity with all applicable rules, regulations, and policies of the AGENCY. The student(s) will be given the same consideration as employees in regard to safety, health and general employment conditions. The AGENCY will retain full and final decisions for assignments made to the student(s). The DISTRICT #529 Program Coordinator will be notified of any concerns or issues during the internship. The student(s) shall be subject to discharge at any time because of inefficiency or because of conditions within the AGENCY. This process will be cleared through the DISTRICT #529 Program Coordinator who will remove the student(s) from the internship.

This agreement forbids discrimination against any student on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category.

5. If a physical exam or TB test is required, these will be scheduled at the expense of the student.

6. The student(s) and Program Coordinator will respect the confidential nature of all information which may come to them with regard to patients and AGENCY records.

7. The status of the student intern(s) should be that of student learner(s). Any schedule of compensation shall be agreed on by the AGENCY, DISTRICT #529 Program Coordinator

student(s). Compensation is not a requirement. Neither DISTRICT #529 or AGENCY hereto will be paid any monetary reimbursement as such by the other party heretofore for the contemplated program, or for use of either party's facilities by the other party. Neither party heretofore will have any responsibilities or liabilities to the other party, or its employees, or students, or anyone participating in the contemplated program. Student(s) shall be covered by professional liability insurance through DISTRICT #529 prior to any assignment at the AGENCY.

8. This agreement will remain in effect until July 1, 2027, at which time it will be reviewed for renewal. Either party hereto may terminate this AGREEMENT by at least one (1) school calendar year's written notice to the other party. All students enrolled in DISTRICT #529 degree and certificate programs, and participating in the program contemplated herein at the time that notice to terminate this AGREEMENT is given by either party to the other, shall be permitted to complete their experience needed for graduation at the AGENCY.

IN WITNESS WHEREOF, the undersigned signatures have caused this instrument to be executed by its duly authorized officials as of the date of last signature.

AGENCY

ILLINOIS EASTERN COMMUNITY
COLLEGE DISTRICT #529


Administrator, Hospital or Agency

Chair, IECC Board of Trustees

12-16-25
Date

Date

Illinois Eastern Community College District No. 529 does not discriminate on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category. Illinois Eastern Community Colleges adheres to the Federal Regulations of the Americans with Disabilities Act of 1990 and offers appropriate services or activities with reasonable accommodations to any qualified disabled individual upon request.

Practicum Site Contract

AGREEMENT BETWEEN Illinois Eastern Community College District #529 AND

MIDDLE TENNESSEE SCHOOL OF ANESTHESIA

This agreement between Middle Tennessee School of Anesthesia (MTSA), a non-profit Tennessee Corporation qualified as a 501 (c) (3) organization in accordance with the Internal Revenue Code of 1986, engaged in educating and training Certified Registered Nurse Anesthetists (CRNAs) and other advanced degree nurses to become Nurse Anesthesia Educators, and which has no significant assets other than its goodwill; and Illinois Eastern Community College District #529 (Leaming Center) is entered into with the following conditions:

1. The Leaming Center agrees to allow MTSA to publish in its Student agreement with the Hospital exists.
2. Each party agrees it will not use the other party's name, marks, or logos in any advertising, promotional material, press release, publication, public announcement, or through other media written or oral without the prior written consent of the other party.
4. The Leaming Center recognizes the learner's rotation at the learning center is a teaching and learning experience. To provide an ideal teaching experience, the maximum number of hours per day should be 10 hours.
5. MTSA's and Leaming Center's goals are to train CRNAs and advanced degree nurses to become educators in their field. It is understood and agreed that the Leaming Center will provide resources to achieve the following objectives:
 - a. Assist MTSA learner teaching in didactic and simulation settings
 - b. Provide constructive feedback on the learner's performance via daily evaluations and end of practicum evaluations on the Synthesis evaluation system.
 - c. Allow opportunities for MTSA learners to engage in faculty activities and with classroom learners either teaching or observing
6. It is understood and agreed that learners of MTSA shall agree to the following responsibilities.
 - a. Learners and all regular employees must comply with the Leaming Center's policies and rules of conduct.
 - b. Learners shall not be considered employees of the Leaming Center. Learners may not accept any money or stipends.
 - c. The Leaming Center reserves the right to suspend learners from the practicum site who have disciplinary problems or who are otherwise uncooperative with instructors.
7. Learners carry personal health insurance
8. Middle Tennessee School of Anesthesia (MTSA) agrees that should Illinois Eastern Community College District #529 be compelled to defend a claim or suit, or pay any settlement or judgment, arising solely as the proximate result of the negligence of MTSA or any of its learners being instructed at Leaming Center and solely on the basis of ostensible or apparent agency, and Leaming Center is without fault, Leaming Center shall be indemnified and held harmless by MTSA from and against all claims, demands, judgments, settlements, attorney fees, court costs, and expenses incurred in the defense of the claim; provided, however, that Leaming Center shall promptly notify MTSA within a reasonable time after the investigation of the incident of any such claim, suit or action; and shall give its full cooperation and assistance in such defense.

Likewise Learning Center agrees that should MTSA be compelled to defend a claim or suit, or pay any settlement or judgment, arising solely as the proximate result of the negligence of the Learning Center and/or any of its employees, and solely on the basis of ostensible or apparent agency, and MTSA is without fault, MTSA shall be indemnified and held harmless by the Learning Center from and against all claims, demands, judgments, settlements, attorney fees, court costs, and expenses incurred in the defense of the claim; provided, however, that MTSA shall promptly notify Learning Center within a reasonable time after the investigation of the incident of any such claim, suit or action; and shall give its full cooperation and assistance in such defense.

9. It is agreed that learners of MTSA will abide by all FERPA regulations in record keeping and related activities. MTSA will keep record of all FERPA training activities.

10. Learners of MTSA will have permission to use internet access.

11. The Learning Center will ensure that Council on Accreditation of Nurse Anesthetists (COA) has access to information needed to appropriately perform its accreditation function, subject to the confidentiality and other provisions of COA policies and procedures; this may include contact with protected health information.

12. It is further agreed that should either party find that the other is not satisfactorily fulfilling his position of the agreement, reasonable notice of intent to discontinue the agreement may be given by either party. Reasonable notice, in this case, shall be ninety days before the contract expires.

This contract will begin on the date signed by all parties and continue in effect until such time notice to terminate is given in writing.

Date **Alescia L. D. Bethea, PhD, CRNA, APRN**
Executive Vice President
MIDDLE TENNESSEE SCHOOL OF ANESTHESIA

Date **LEARNING CENTER ADMINISTRATION**

Please print the name of the person signing the contract.

Board Chairman
Title of the person signing the contract (please print)

Mentor Agreement

MIDDLE TENNESSEE SCHOOL OF ANESTHESIA

P.O. Box417

Madison, TN 37116

NURSE ANESTHESIA EDUCATOR MENTOR AGREEMENT

THIS AGREEMENT is by and between Tracy Hicks (hereinafter called "Mentor") and the Middle Tennessee School of Anesthesia (hereinafter called "MTSA") to serve as an adjunct faculty member to serve students as a mentor in a conducive learning environment on a part-time basis beginning [INSERT SEMESTER]. Specific tasks will be agreed upon between the Fellow and the Mentor and approved by the Program Director. Tasks include but are not limited to:

- Shadowing faculty in all teaching settings
- Teaching in the classroom, simulation and clinical setting.
- Observing or participating in committee and department meetings
- Taking part in a scholarship project
- Service to the field of education, nursing, or nurse anesthesia

Mentors are required to sign and verify daily hours, provide a daily evaluation and complete a comprehensive evaluation at the end of each mentored experience for the semester (All provided by MTSA).

Mentors are required to supply an updated CV and notify MTSA if employemny changes.

WHEREAS, MTSA seeks to obtain the services of the Module Expert to host a synchronous presentation event on the following topics for the following courses:

Student	Date
---------	------

XXXXXXXXXXXX	Date
--------------	------

Mentor	
--------	--

Hallie Evans, DNP, CRNA, APRN, CNE ♦	Date
--------------------------------------	------

Director, Nurse Educator Track

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: January 20, 2026
RE: Employee Code of Conduct (Policy 400.38)

As Illinois Eastern Community Colleges continues to operate in a complex regulatory and accountability environment, it is important that expectations for employee conduct are clearly defined, consistently applied, and aligned with legal and ethical standards applicable to public institutions of higher education. While many expectations for employee behavior are addressed through individual policies, procedures, and handbooks, the absence of a centralized Code of Conduct creates the potential for inconsistency, ambiguity, and uneven application.

The development of an Employee Code of Conduct policy and procedure strengthens governance, promotes consistent expectations across the District, and supports IECC's mission and values.

The policy and procedure have been reviewed and approved by the Strategic Engagement Planning Council.

We ask that the Board waive the second reading and approve Policy 400.38 as presented.

RG/am

Attachment

HUMAN RESOURCES – 400

Employee Code of Conduct (400.38)

Adopted Date: TBD (Pending Board Approval)

Illinois Eastern Community Colleges (IECC) has established this policy to set forth expectations for professional conduct that promote a respectful, safe, and productive work environment. IECC employees are expected to conduct themselves in a manner that upholds the integrity of the institution, fosters trust, and supports the mission of the District.

IECC expects all employees to maintain high standards of honesty, integrity, fairness, and respect in the performance of their duties. Conduct that undermines the District's mission, disrupts operations, or reflects negatively on the institution will not be tolerated.

Scope

This policy applies to all employees of IECC, including full-time, part-time, temporary, and student employees, as well as volunteers and contractors when they are acting in the course of District employment or there is a connection between the offending conduct and the employee's job-related responsibilities.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: January 20, 2026
RE: Employee Disciplinary Policy (400.39)

Illinois Eastern Community Colleges employs a diverse workforce operating across multiple campuses and performing a variety of functions. A new policy and procedure have been created to establish a framework for addressing employee misconduct, performance deficiencies, or violations of District policies. The new policy has been designed to support corrective action when appropriate, while also protecting the rights of employees and interests of the institution.

The new policy and procedure have been reviewed and approved by the Strategic Engagement Planning Council.

We ask that the Board waive the second reading and approve Policy 400.39 as presented.

RG/am

Attachment

HUMAN RESOURCES – 400

Employee Disciplinary Policy (400.39)

Date Adopted: TBD (Pending Board Approval)

Illinois Eastern Community Colleges (IECC) expects all employees to comply with District policies and procedures, meet performance standards, and conduct themselves in a professional manner. When an employee's behavior or performance falls below expectations, corrective and/or disciplinary action may be taken. Discipline will be administered in a fair, consistent, and progressive manner when appropriate, considering the nature and severity of the issue. Employees shall be treated equitably and given an opportunity to improve while maintaining the efficiency of the District's operations.

Scope

This policy applies to all IECC employees, except where disciplinary procedures are otherwise defined by collective bargaining agreements, employment contracts, or applicable law.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower
DATE: January 20, 2026
RE: Transfer Pathways

Over the past several years, Illinois Eastern Community Colleges has been engaged in a deliberate effort to improve student success by providing greater clarity, structure, and support for students as they move through their academic programs. As part of this work, the Strategic Plan was launched in October 2023, which identified the transition to a Guided Pathways model as a major institutional strategy.

Guided Pathways is a whole-college redesign that focuses on organizing academic programs, advising, and student supports around students' academic and career interests. Rather than asking students to navigate a broad and complex course catalog on their own, Guided Pathways provides clearer academic routes, more intentional advising, and better alignment between curriculum, scheduling, and support services.

As the Board will recall, a key early step in this work was its approval of IECC's Meta Majors and Departments on February 21, 2023. Those structures established a clear academic framework by grouping related fields of study and organizing programs in a more coherent and student-centered way. With that foundation in place, the next phase of this work has been the development of structured transfer pathways within those Meta Majors and Departments.

IECC is now pleased to present the Board with its initial set of formally structured transfer pathways, which have been provided under separate cover. While IECC has long maintained clearly defined Career and Technical Education pathways aligned to workforce needs, this action addresses the longstanding gap in providing the same level of intentional structure and support for transfer students.

The development of these transfer pathways has been a collaborative effort involving faculty, academic advisors, institutional effectiveness staff, and academic leadership across the district. This work reflects broad participation and data-informed decision making. The effort was led by Dr. Cathy Robb, whose leadership was instrumental in moving this work from conceptual design to fully articulated, Board-ready pathways.

The proposed transfer pathways will apply to new students entering IECC beginning with the Fall 2026 admission cycle. Students who enrolled prior to that time will not be held to the new pathway graduation requirements.

I respectfully request the Board's approval of the proposed transfer pathways as the next major step in IECC's transition to a Guided Pathways institution.

RG/sc

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
December 31, 2025

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
ASSETS						
Cash	\$ 8,449,142	\$ 1,514,325	\$ 1,708,845	\$ 116,888	\$ 1,112,169	\$ 90,618
Investments	8,502,238	2,818,147	5,558,867	-	1,964,500	-
Accounts Receivable	2,253,192	264,794	-	-	347,532	-
Other Receivables	993,169	11,707	14,004	-	2,266	40,011
Restricted Cash	-	-	5,063,254	-	-	-
Inventory	-	-	-	-	485,671	-
Other Assets	142,264	-	27,691	-	-	493,690
Due From Other Funds	-	-	-	-	-	-
Total Assets	<u>\$ 20,340,005</u>	<u>\$ 4,608,973</u>	<u>\$ 12,372,661</u>	<u>\$ 116,888</u>	<u>\$ 3,912,138</u>	<u>\$ 624,319</u>
LIABILITIES						
Accounts Payable	\$ 8,004	\$ 8,830	\$ 86,214	\$ -	\$ 41,356	\$ 30,138
Accrued Payroll Liabilities	(3,390)	-	-	-	-	-
Other Accrued Liabilities	80,746	-	21,997	-	38,440	(45,945)
Due to Other Funds	-	-	-	-	-	-
Total Liabilities	<u>85,360</u>	<u>8,830</u>	<u>108,211</u>	<u>-</u>	<u>79,796</u>	<u>(15,807)</u>
FUND BALANCES						
Non-Spendable	-	-	-	-	485,671	-
Restricted						
Board Designated	11,913,264	2,013,472	-	-	-	-
Other Purposes	-	1,824,118	6,180,922	116,888	-	-
Encumbered	8,980,253	762,553	6,083,528	-	1,183,647	732,340
Unassigned	(638,872)	-	-	-	2,163,024	(92,214)
Total Fund Balances	<u>20,254,645</u>	<u>4,600,143</u>	<u>12,264,450</u>	<u>116,888</u>	<u>3,832,342</u>	<u>640,126</u>
Total Liabilities and Fund Balances	<u>\$ 20,340,005</u>	<u>\$ 4,608,973</u>	<u>\$ 12,372,661</u>	<u>\$ 116,888</u>	<u>\$ 3,912,138</u>	<u>\$ 624,319</u>

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
December 31, 2025

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
ASSETS					
Cash	\$ 787,422	\$ 718,682	\$ 16,041	\$ 1,022,232	\$ 15,536,364
Investments	4,005,093	-	-	-	22,848,845
Accounts Receivable	-	-	-	-	2,865,518
Other Receivables	179,268	94,511	-	-	1,334,936
Restricted Cash	-	-	-	-	5,063,254
Inventory	-	-	-	-	485,671
Other Assets	-	-	-	-	663,645
Due From Other Funds	-	-	-	-	-
Total Assets	<u>\$ 4,971,783</u>	<u>\$ 813,193</u>	<u>\$ 16,041</u>	<u>\$ 1,022,232</u>	<u>\$ 48,798,233</u>
LIABILITIES					
Accounts Payable	\$ -	\$ 92	\$ -	\$ -	\$ 174,634
Accrued Payroll Liabilities	-	-	-	-	(3,390)
Other Accrued Liabilities	-	-	-	4,177	99,415
Due to Other Funds	-	-	-	-	-
Total Liabilities	<u>-</u>	<u>92</u>	<u>-</u>	<u>4,177</u>	<u>270,659</u>
FUND BALANCES					
Non-Spendable	6,315,000	-	-	-	6,800,671
Restricted					
Board Designated	-	-	-	-	13,926,736
Other Purposes	(1,343,217)	808,238	16,041	652,885	8,255,875
Encumbered	-	4,863	-	365,170	18,112,354
Unassigned	-	-	-	-	1,431,938
Total Fund Balances	<u>4,971,783</u>	<u>813,101</u>	<u>16,041</u>	<u>1,018,055</u>	<u>48,527,574</u>
Total Liabilities and Fund Balances	<u>\$ 4,971,783</u>	<u>\$ 813,193</u>	<u>\$ 16,041</u>	<u>\$ 1,022,232</u>	<u>\$ 48,798,233</u>

Illinois Eastern Community Colleges
 Statements of Revenues, Expenditures, and Changes in Fund Balance - All Funds (Unaudited)
 For the Period Ended December 31, 2025

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
REVENUES						
Property Taxes	\$ 4,317,973	\$ 1,560,883	\$ 170,535	\$ 2,086,282	\$ -	\$ -
Replacement Taxes	-	319,885	-	-	-	-
ICCB Grants	6,320,373	-	-	-	-	333,688
Federal Grants	-	-	-	-	-	3,841,143
Tuition & Fees	10,370,065	803,263	-	-	151,716	-
Charges for Services	19,618	50,255	-	-	1,055,121	-
Interest	129,285	40,302	101,840	19,477	35,436	7,171
Other Revenues	70,684	1,022	653,981	-	216,822	97,171
Total Revenues	<u>21,227,998</u>	<u>2,775,610</u>	<u>926,356</u>	<u>2,105,759</u>	<u>1,459,095</u>	<u>4,279,173</u>
EXPENDITURES						
Payroll	7,444,497	620,206	-	-	1,012,891	836,245
Benefits	1,161,622	145,514	-	-	118,811	169,007
Contractual Services	1,086,656	240,539	319,788	-	254,155	105,647
Supplies	848,677	100,745	127,540	-	691,524	123,558
Travel	88,806	-	-	-	193,069	51,594
Fixed	31,365	-	-	2,508,682	235,772	(3,695)
Utilities	25,875	633,158	-	-	-	-
Capital Outlay	28,439	21,450	640,320	-	-	5,483
Other	96,608	256	-	-	80,999	895,189
Scholarships, Student Grants, & Waivers	3,770,900	-	-	-	440,262	2,344,425
Total Expenditures	<u>14,583,445</u>	<u>1,761,868</u>	<u>1,087,648</u>	<u>2,508,682</u>	<u>3,027,483</u>	<u>4,527,453</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>6,644,553</u>	<u>1,013,742</u>	<u>(161,292)</u>	<u>(402,923)</u>	<u>(1,568,388)</u>	<u>(248,280)</u>
TRANSFERS						
Net Transfers	(1,280,323)	-	-	-	1,280,323	-
Total Transfers	<u>(1,280,323)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,280,323</u>	<u>-</u>
Net Change in Fund Balance	<u>5,364,230</u>	<u>1,013,742</u>	<u>(161,292)</u>	<u>(402,923)</u>	<u>(288,065)</u>	<u>(248,280)</u>
Fund Balance - Beginning	14,890,415	3,586,401	12,425,742	519,811	4,120,407	888,406
Fund Balance - Ending	<u>\$ 20,254,645</u>	<u>\$ 4,600,143</u>	<u>\$ 12,264,450</u>	<u>\$ 116,888</u>	<u>\$ 3,832,342</u>	<u>\$ 640,126</u>

Illinois Eastern Community Colleges
Statements of Revenues, Expenditures, and Changes in Fund Balance - All Funds (Unaudited)
For the Period Ended December 31, 2025

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
REVENUES					
Property Taxes	\$ -	\$ -	\$ 90,865	\$ 1,280,985	\$ 9,507,523
Replacement Taxes	-	-	-	-	319,885
ICCB Grants	-	-	-	-	6,654,061
Federal Grants	-	-	-	-	3,841,143
Tuition & Fees	-	-	-	-	11,325,044
Charges for Services	-	9,573	-	-	1,134,567
Interest	30,455	9,384	319	10,060	383,729
Other Revenues	-	390,046	-	15,578	1,445,304
Total Revenues	<u>30,455</u>	<u>409,003</u>	<u>91,184</u>	<u>1,306,623</u>	<u>34,611,256</u>
EXPENDITURES					
Payroll	-	-	-	-	9,913,839
Benefits	-	-	-	123,814	1,718,768
Contractual Services	-	4,248	71,900	50,810	2,133,743
Supplies	-	4,537	-	-	1,896,581
Travel	-	6,237	-	-	339,706
Fixed	-	-	-	306,318	3,078,442
Utilities	-	-	-	-	659,033
Capital Outlay	-	-	-	-	695,692
Other	-	(103,051)	-	1,054	971,055
Scholarships, Student Grants, & Waivers	-	317,610	-	-	6,873,197
Total Expenditures	<u>-</u>	<u>229,581</u>	<u>71,900</u>	<u>481,996</u>	<u>28,280,056</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>30,455</u>	<u>179,422</u>	<u>19,284</u>	<u>824,627</u>	<u>6,331,200</u>
TRANSFERS					
Net Transfers	-	-	-	-	-
Total Transfers	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Change in Fund Balance	<u>30,455</u>	<u>179,422</u>	<u>19,284</u>	<u>824,627</u>	<u>6,331,200</u>
Fund Balance - Beginning	4,941,328	633,679	(3,243)	193,428	42,196,374
Fund Balance - Ending	<u>\$ 4,971,783</u>	<u>\$ 813,101</u>	<u>\$ 16,041</u>	<u>\$ 1,018,055</u>	<u>\$ 48,527,574</u>

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
December 31, 2025

Unaudited

	ALL FUNDS	
	Fiscal	Fiscal
	Year	Year
	2025	2024
ASSETS:		
CASH	\$ 15,489,564	\$ 14,965,261
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	25,500
CDB PROJECT TRUST	5,063,253	4,614,304
PREPAID EXPENSES	142,264	172,523
INVESTMENTS	22,848,845	27,331,834
RECEIVABLES	3,984,899	3,708,139
ACCRUED REVENUE	215,553	196,943
INVENTORY	485,671	625,408
OTHER ASSETS	521,381	476,041
FIXED ASSETS (Net of Depr)	35,771,413	33,160,165
TOTAL ASSETS AND OTHER DEBITS:	\$ 84,569,643	\$ 85,297,418
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	\$ 788	
ACCOUNTS PAYABLE	200,869	\$ 3,431
ACCRUED EXPENSES	-	73,005
DEFERRED REVENUE	69,003	-
L-T DEBT GROUP (FUND 9)	12,791,509	71,942
OPEB (Prior Year Restated for GASB 75 Implementation)	5,983,109	7,343,497
INTERFUND PAYABLES	-	6,280,647
TOTAL LIABILITIES:	19,045,278	13,772,522
FUND BALANCES:		
FUND BALANCE	30,415,216	36,435,186
INVESTMENT IN PLANT (Net of Depr)	35,771,413	33,160,165
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(18,774,618)	(13,624,144)
RESERVE FOR ENCUMBRANCES	18,112,354	15,553,689
TOTAL EQUITY AND OTHER CREDITS	65,524,365	71,524,896
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	\$ 84,569,643	\$ 85,297,418

**ILLINOIS EASTERN COMMUNITY COLLEGES
OPERATING FUNDS ONLY
COMPARISON TO BUDGET REPORT FOR FISCAL YEARS 2024-2026**

College	Category	FISCAL YEAR 2024			FISCAL YEAR 2025			FISCAL YEAR 2026			% of Year
		Budget	Spent Thru December	% of Budget	Budget	Spent Thru December	% of Budget	Tentative Budget	Spent Thru December	% of Budget	
Frontier	Bills		\$ 336,001			\$ 366,562			\$ 1,034,465		
	Payroll		1,029,675			1,112,912			4,092,600		
	Waivers		513,299			342,242			362,275		
	Totals	\$ 3,936,161	1,878,975	48%	\$ 4,523,243	1,821,716	40%	12,358,397	5,489,340	44%	50%
Lincoln Trail	Bills		\$ 609,589			\$ 551,535			\$ 458,002		
	Payroll		1,077,178			1,152,869			579,256		
	Waivers		831,109			617,311			695,073		
	Totals	\$ 4,480,373	2,517,876	56%	\$ 4,760,106	2,321,715	49%	3,453,233	1,732,331	50%	50%
Olney Central	Bills		\$ 1,081,840			\$ 1,013,522			\$ 493,676		
	Payroll		2,082,588			2,012,622			857,359		
	Waivers		623,114			480,286			405,483		
	Totals	\$ 7,643,937	3,787,542	50%	\$ 7,622,079	3,506,430	46%	3,482,828	1,756,518	50%	50%
Wabash Valley	Bills		\$ 818,041			\$ 695,044			\$ 451,290		
	Payroll		1,412,607			1,343,854			500,954		
	Waivers		1,028,137			688,983			647,881		
	Totals	\$ 5,915,330	3,258,785	55%	\$ 5,816,006	2,727,881	47%	3,343,335	1,600,125	48%	50%
Workforce Educ.	Bills		\$ 85,973			\$ 110,072			\$ 68,780		
	Payroll		332,472			329,632			294,860		
	Waivers		848,199			958,294			891,116		
	Totals	\$ 2,619,370	1,266,644	48%	\$ 2,740,542	1,397,998	51%	2,752,534	1,254,756	46%	50%
District Wide	Bills		\$ 1,930,217			\$ 2,163,312			\$ 2,003,497		
	Payroll		2,000,276			1,716,946			1,739,674		
	Waivers		267,318			917,517			769,072		
	Totals	\$ 9,886,500	4,197,811	42%	\$ 9,389,968	4,797,775	51%	7,916,139	4,512,243	57%	50%
GRAND TOTALS		\$ 34,481,671	\$ 16,907,633	49%	\$ 34,851,944	\$ 16,573,515	48%	\$ 33,306,466	\$ 16,345,313	49%	50%

ILLINOIS EASTERN COMMUNITY COLLEGES
Operating Funds Revenues & Expenditures Report
For the Period Ended December 31, 2025

Unaudited

	FY 2026		FY 2025		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Property Taxes	\$ 5,878,857	24.51%	\$ 5,339,660	0.00%	\$ 539,197
Replacement Taxes	319,885	1.33%	274,482	0.00%	45,403	16.541%
ICCB Grants	6,320,373	26.35%	6,917,922	17.87%	(597,549)	-8.638%
Tuition & Fees	11,158,538	46.52%	11,307,470	81.10%	(148,932)	-1.317%
Charges for Services	70,872	0.30%	75,586	0.20%	(4,714)	-6.237%
Interest	169,586	0.71%	181,109	0.82%	(11,523)	-6.362%
Other Revenues	70,703	0.29%	47,149	0.02%	23,554	49.957%
	<u>\$ 23,988,814</u>	<u>100.00%</u>	<u>\$ 24,143,378</u>	<u>100.00%</u>	<u>\$ (154,564)</u>	<u>-0.640%</u>

EXPENDITURES

	FY 2026		FY 2025		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	\$	%
	Salaries	\$ 8,064,703	49.34%	\$ 7,668,835	21.43%	\$ 395,868
Employee Benefits	1,307,136	8.00%	1,375,169	4.56%	(68,033)	-4.947%
Contractual Services	1,327,195	8.12%	1,254,891	5.00%	72,304	5.762%
Materials	949,422	5.81%	1,074,635	5.96%	(125,213)	-11.652%
Travel & Staff Development	88,806	0.54%	91,684	0.14%	(2,878)	-3.139%
Fixed Charges	31,365	0.19%	38,831	0.15%	(7,466)	-19.227%
Utilities	659,033	4.03%	647,563	2.33%	11,470	1.771%
Capital Outlay	49,889	0.31%	334,303	1.44%	(284,414)	-85.077%
Other	3,867,764	23.66%	4,087,606	58.99%	(219,842)	-5.378%
	<u>\$ 16,345,313</u>	<u>100.00%</u>	<u>\$ 16,573,517</u>	<u>100.00%</u>	<u>\$ (228,204)</u>	<u>-1.377%</u>

**Locally Funded, CDB, & PHS Projects
Projects Schedule**

	Funding Source	Estimated Budget									
Center for Technology - LTC	CDB	\$11,160,000									
Applied Technology Center - OCC	CDB	\$3,076,400									
OCC - Salvage Vehicle Storage	Deferred Maintenance	\$40,000									
FCC - Athletic Facility	Insurance/Bond Proceeds/Fundraising	\$5,651,000									
LTC - Athletic Facility Sidewalk	Bond Proceeds	\$29,750									
HVAC Replacements - TLB	Operating Funds	\$30,343									
Emergency Repairs - LTC	Insurance Proceeds	\$458,162									
GRAND TOTAL		\$20,445,655	Board Approval	Preliminary Design	Materials	Begin Construction	30% Completed	60% Completed	80% Completed	100% Completed	Fully Accepted

12/31/2025

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: January 20, 2026

RE: Personnel Report

Mr. Chairman, I recommend that the Board of Trustees approve the January Personnel Report. Additional information for items 400.1 & 400.2 have been sent under separate confidential cover.

INDEX

- 400.1. Employment of Personnel**
- 400.2. Resignation Ratification**

PERSONNEL REPORT

400.1 Employment of Personnel

1. Maintenance Worker & O&M Team Lead, OCC effective January 26, 2026

400.2 Resignation Ratification

1. Custodian, OCC effective December 11, 2025
2. Nursing Instructor, effective January 6, 2026