



200 S. Frontage Road, Suite 304, Burr Ridge, IL 60527

# **MEDIA ADVISORY**

**FOR IMMEDIATE RELEASE**

July 29, 2015 | Contact: Adam Andrzejewski, 312.320.1867

**NATIONAL TRANSPARENCY GROUP AND  
LEADING STATEWIDE WATCHDOG ORGANIZATIONS  
CALL ON DUPAGE COUNTY STATES ATTORNEY BOB BERLIN TO  
LEGALLY PROSECUTE EACH VIOLATION OF THE OPEN  
MEETINGS ACT REGARDING COLLEGE OF DUPAGE  
PRESIDENT DR. ROBERT BREUDERS CONTRACT:**

- **2008 Employment Agreement**
- **First Addendum, April 16, 2009**
- **2010 Amendment to Employment Agreement, June 22, 2010**
- **Second Addendum January 24, 2011**
- **Third Addendum to President Employment Contract, July 12, 2011**
- **(3) Extensions to Contract by mail**

**PRESS CONFERENCE:**

**LOCATION -  
503 N. County Farm Road  
Wheaton, IL 60187**

**TIME - 11AM**

**DATE -  
THURSDAY, JULY 30, 2015**



200 S. Frontage Road, Suite 304, Burr Ridge, IL 60527

FOR IMMEDIATE RELEASE

July 30, 2015 | Contact: Adam Andrzejewski, 312.320.1867

## **AMERICAN TRANSPARENCY, EDGAR COUNTY WATCHDOGS, AND FOR THE GOOD OF ILLINOIS CALL ON STATE'S ATTORNEY TO INVESTIGATE AND PROSECUTE ALL COLLEGE OF DUPAGE VIOLATIONS OF THE OPEN MEETINGS ACT IN REGARD TO PRESIDENT ROBERT BREUDER'S CONTRACTS**

**Burr Ridge, IL** – Today Adam Andrzejewski, Chairman of *American Transparency* and Founder of the transparency website *OpenTheBooks.com*, alongside the noted good government group, Edgar County Watchdogs Kirk Allen and John Kraft, and a statement from Susan Petty of For The Good of Illinois organization called on DuPage County State's Attorney Robert Berlin to legally prosecute each violation of the Open Meetings Meeting Act regarding College of DuPage President Robert L. Breuder's contract.

*"Before the \$762,000 lump sum severance package, there were eight contracts, addendums, and extensions of Breuder's contract. We identify potential Open Meetings Act violations every time the COD Board acted. We call on State's Attorney Bob Berlin to investigate and prosecute each violation of the Act."*

*"At this point, only DuPage County State's Attorney Bob Berlin has the legal power to investigate and stop Open Meetings Act violations related to COD President Robert Breuder's contract. The students, citizens, and property taxpayers deserve clarity on whether or not over \$4 million of total compensation flowing to Breuder between 2009 and 2016 is in fact legal."*

*"Did the College of DuPage Board of Trustees violate the law every time they conferred up to a total of \$4 million in total compensation to President Dr. Robert Breuder since 2008? We present 124 pages of evidence that raise real questions regarding each of the eight contracts, extensions and addendums. As the top lawyer in DuPage County, Bob Berlin has a fiduciary duty to investigate and prosecute the violations to the fullest extent of the law."*

### **From the Edgar County Watchdogs, Kirk Allen:**

*"Violations of the Open Meetings Act are very serious and the code provides for criminal penalties. In this case, we call on the state's attorney to investigate and prosecute the violations as a matter of contract law. A court ruling on the validity of Dr. Breuder's suite of contracts is year's over-due."*

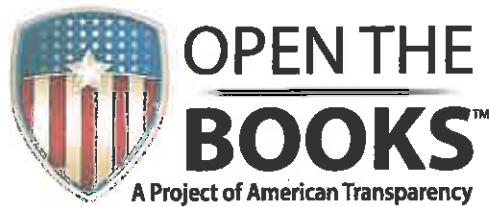
### **Statement from For The Good of Illinois, Statewide Field Director Susan Petty:**

*"The previous College of DuPage Board of Trustees milked students and taxpayers like a dairy cow. There's no other way to describe the over \$4 million in compensation to a community college president. It makes a mockery of public service. To the extent that some of this can be clawed back or the massive three-quarters of a million dollar severance payment stopped, DuPage County State's Attorney Bob Berlin must investigate and act."*

**Background American Transparency / OpenTheBooks.com:**

Honorary Chairman of American Transparency is former U.S.Senator Dr. Tom Coburn. OpenTheBooks.com is one of the world's largest private databases of public spending. Currently, we post online over 2.3 billion government spending records including nearly all disclosed federal government spending since the year 2001 and 48 of the 50 state checkbooks. We were the first-to-market with our Open The Books mobile app free for Apple and Droid to hyper-localize the federal checkbook by ZIP code. In 2013, it received the "best app" award by the prestigious Web Marketing Association and The Wall Street Journal recognized our groundbreaking work by publishing Andrzejewski's editorial, *Track Government Spending on Your Phone*.

###



## MEMORANDUM

**To:** Robert Berlin  
DuPage County State's Attorney

**From:** Adam Andrzejewski  
Chairman, American Transparency

**Date:** July 30, 2015

**Subject:** College of DuPage Board of Trustees Open Meetings Act Violations regarding President Dr. Robert Breuder's 2008 Employment Contract (November 18, 2008), First Addendum (April 16, 2009), 2010 Amendment to Employment Agreement (June 22, 2010), Second Addendum (January 24, 2011), Third Addendum to President Employment Contract (July 12, 2011), and (3) Extensions to Contract purportedly by mail or email (January 11, 2012; January 14, 2013; January 16, 2014)

Illinois Attorney General Lisa Madigan's determination letter of Friday, July 24, 2015 was issued pursuant to section 3.5(e) of the Open Meetings Act (OMA) (5ILCS 120/3.5(e) (West 2014)). From the letter:

*"However, the Board violated OMA by failing to provide a sufficient public recital of the nature of the action and other information necessary to inform the public of the business being conducted before approving a contract extension for the College President."*

Consider this memorandum notice to review each of the eight contracts, extensions, modifications, or addendums in regard to College of DuPage President Robert Breuder. We argue below that a valid appointment and contract consistent with the OMA has never been properly conferred by the college Board regarding Robert Breuder.

A citizen has a defined time period after an OMA violation to submit a Request for Review, but a State's Attorney has 60 days from notice of the violation. In this memo, evidence is provided that each of the eight contract actions have possible violations of OMA. Your action is vital so that students, citizens, and taxpayers served by the College of DuPage and across the state gain a clear understanding of the law.

Over the next 60 days, we urge you to investigate and take action on each OMA violation to the fullest extent of the law. The importance of your actions can not be taken lightly. *For example, if you prosecute in accordance with the Attorney General's determination letter, a judge could rule that President Robert Breuder's employment contract expired on June 30, 2015.*

### 1. 2008 Employment Contract (November 18, 2008)

On the Board meeting Agenda, the action is listed as “Appointment of College President.” 1. The board vote was not to ‘appointment the college president;’ the Meeting Minutes reflect a roll call vote to “approve the employment agreement between Dr. Robert L. Breuder and the College of DuPage Board of Trustees.” Is the President therefore not appointed, but contracted without public notice? 2. The minutes of the Special Meeting do not reflect the recital of the contract as required by OMA.

Please investigate each point for possible OMA violation. The public deserves clarity on whether or not Dr. Robert Breuder has a legally valid Employment Contract with College of DuPage.

### 2. First Addendum (April 16, 2009)

1. On the Board Meeting Agenda, the “President’s Contract” is listed under point “7. President’s Contract” as a discussion item. But it’s not on the Consent Agenda. All actions on the Consent Agenda are under point “9”. As the Agenda notice to the public was just a discussion item, not a voting issue, the validity of the First Addendum is in question.

Furthermore, the April 16, 2009 meeting may have been an illegal meeting. The meeting was a ‘lame-duck’ meeting after the April 2009 college of trustee elections. The Community College Act does not provide for ‘lame duck’ meetings. In a note read at the April 16<sup>th</sup> meetings, Trustee Kathy Wessel calls attention to this issue – see Meeting Minutes.

Please investigate each point for possible OMA violation. Please investigate the legal issues regarding the lame duck meeting of April 16, 2009. The public deserves clarity on whether or not Dr. Robert Breuder has a legally valid contract through June 30, 2015.

### 3. 2010 Amendment to Employment Agreement (June 22, 2010)

On the Board Meeting Agenda, the “2010 Amendment to Employment Agreement” was not specifically delineated. The Agenda listed “Personnel Actions.” According to the IL AG determination letter of July 24, 2015, this would seem to suffice under OMA. However, the Minutes of the Meeting do not reflect recital of the addendum and the determination letter holds this as a violation of the Act.

Please investigate each point for possible OMA violation. The public deserves clarity on whether or not Dr. Robert Breuder has a legally valid amendment conferring “annual respite and renewal leave” of 12 days per as granted in this amendment. *“The purpose of the leave is to provide the President with dedicated time to... focus his thinking and energies...”*

### 4. Second Addendum (January 24, 2011)

On the Board Meeting Agenda, the “Second Addendum” was not specifically delineated. The Agenda listed “Personnel Actions.” According to the IL AG determination letter of July 24, 2015, this would seem to suffice under OMA. However, the Minutes of the Meeting do not reflect recital of the addendum and the determination letter holds this as a violation of the Act.

Please investigate each point for possible OMA violation. The public deserves clarity on whether or not Dr. Robert Breuder has a legally valid addendum which conferred hundreds of thousands

of dollars in extra compensation – including back dated compensation to July 1, 2009.

**5. Third Addendum to President Employment Contract (July 12, 2011)**

From the IL AG determination letter of July 24, 2015, Lisa Madigan’s Public Access Counselor issued an opinion that the lack of recital on the Third Addendum before the board vote violated OMA.

Please prosecute this violation of OMA to the fullest extent of the law. Without a legally valid Third Addendum, at a minimum, the contract for Dr. Breuder expired on June 30, 2015.

**6. (3) Extensions to Contract purportedly by mail or email (January 11, 2012; January 14, 2013; January 16, 2014)**

At a minimum, public employment contracts must conform to OMA. These three “contract extensions” were conferred by extra-ordinary means - circumventing a public meeting altogether – by mailing to the COD Chairmen’s personal residences.

Furthermore, evidence raises real questions as to the actual validity of the letters – two of the three letters have no receipt evidence that the mailing occurred.

For example, on the letter to previous Board Chairman David Carlin purportedly on January 11, 2012, there is no address typed into the address field of the letter; there is no signature on the letter; there is no receipt that the letter was actually mailed, only a hand written note saying it was mailed.

For example, on the letter to previous Board Chairman David Carlin purportedly on January 14, 2013, there is no address typed into the address field of the letter; there is no signature on the letter; there is no receipt that the letter was actually mailed, only a hand written note saying, “Mailed by U.S. Mail to David Carlin’s home address on 1/14/ 2013”.

Please investigate each point for possible OMA violation. The public deserves clarity on whether or not Dr. Robert Breuder had a legally valid contract extension through 2019!



OFFICE OF THE ATTORNEY GENERAL  
STATE OF ILLINOIS

Lisa Madigan  
ATTORNEY GENERAL

July 24, 2015

*Via electronic mail*

Ms. Rinda Y. Allison  
537 Hillside Avenue  
Glen Ellyn, Illinois 60137  
rindaallison@yahoo.com

*Via electronic mail*

Mr. Kenneth M. Florey  
Ms. Nanci N. Rodgers  
Robbins Schwartz Nicholas  
Lifton & Taylor, Ltd.  
55 West Monroe, Suite 800  
Chicago, Illinois 60603-5144  
kflore@rsnit.com  
nridders@rsnit.com

RE: OMA Request for Review – 2011 PAC 16114

Dear Ms. Allison, Mr. Florey, and Ms. Rodgers:

This determination letter is issued pursuant to section 3.5(e) of the Open Meetings Act (OMA) (5 ILCS 120/3.5(e) (West 2014)). For the reasons that follow, the Public Access Bureau concludes that the agenda for the July 12, 2011, special meeting of the Board of Trustees (Board) of Community College District No. 502 (College) did not violate the requirements of OMA. However, the Board violated OMA by failing to provide a sufficient public recital of the nature of the action and other information necessary to inform the public of the business being conducted before approving a contract extension for the College President.

On August 9, 2011, Ms. Rinda Y. Allison submitted a Request for Review to the Public Access Bureau alleging that the Board violated OMA at its July 12, 2011, special meeting by: (1) taking final action to extend the President's contract without providing sufficient advance notice; and (2) failing to publicly recite information concerning the extension before its approval.

Ms. Rinda Y. Allison  
Mr. Kenneth M. Florey  
Ms. Nanci N. Rodgers  
July 24, 2015  
Page 2

Ms. Allison further alleged that to the extent the Board provided information about the President's contract extension by posting the Board packet online, the packet did not cure the agenda's insufficient specificity and was not posted for the full 48-hour period before the meeting. On August 22, 2011, this office forwarded a copy of the Request for Review to the Board and asked it to respond to Ms. Allison's allegations.

On September 7, 2011, the Board responded and provided a copy of the July 12, 2011, meeting agenda and minutes. The relevant portion of the agenda provides:

9. CONSENT AGENDA\*\* (Roll Call Vote)

\* \* \*

9. B. For Approval: Standard Items

\* \* \*

9. B. 6) Personnel Actions[.]<sup>1</sup>

The Board's response asserted that the agenda item "Personnel Actions" was "sufficient to advise the public of the nature of an action to consider an addendum to an administrator's agreement."<sup>2</sup> The Board also asserted that it substantially complied with OMA's public recital requirement, as "the item was read aloud as 'Ratify the Personnel Actions'" and "the applicable portion of the Board packet for Agenda Item 9.B.6 was projected onto two large screens in the Board meeting room[.]"<sup>3</sup> Additionally, the Board refuted Ms. Allison's contention that the Board packet was not available for the full 48 hours before the meeting, but asserted that OMA did not require the Board to make the packet available.

---

<sup>1</sup>Board of Trustees of Community College District No. 502, Agenda Item 9. B. 6, Personnel Actions (July 12, 2011).

<sup>2</sup>Letter from Robbins Schwartz Nicholas Lifton & Taylor, Ltd., by Kenneth M. Florey and Nanci N. Rogers to Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (September 7, 2011), at 2.

<sup>3</sup>Letter from Robbins Schwartz Nicholas Lifton & Taylor, Ltd. by Kenneth M. Florey and Nanci N. Rogers to Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (September 7, 2011), at 3.



Ms. Rinda Y. Allison  
Mr. Kenneth M. Florey  
Ms. Nanci N. Rodgers  
July 24, 2015  
Page 3

On October 19, 2011, this office forwarded a copy of the Board's response to Ms. Allison. She replied on October 26, 2011, claiming that "[t]he posted agenda item '9.B.6 Personnel Actions' was not sufficient to inform the public of the Board's intent" to extend the President's contract.<sup>4</sup> Ms. Allison also stated that "when the item was read by the Board President as part of the Consent Agenda, he worded it 'ratify personnel actions,' and then moved on to '9.B.7., Gifts and Donations Quarterly Report.' No recital of the personnel actions being ratified was made."<sup>5</sup>

#### DETERMINATION

It is the "public policy of this State that its citizens shall be given advance notice of and the right to attend all meetings at which any business of a public body is discussed or acted upon in any way." 5 ILCS 120/1 (West 2010).<sup>6</sup> Section 2.02(a) of OMA (5 ILCS 120/2.02(a) (West 2010)) provides that:

Public notice of any special meeting except a meeting held in the event of a bono fide emergency, or of any rescheduled regular meeting, or of any reconvened meeting, shall be given at least 48 hours before such meeting, which notice shall also include the agenda for the special, rescheduled, or reconvened meeting, *but the validity of any action taken by the public body which is germane to a subject on the agenda shall not be affected by other errors or omissions in the agenda.*" (Emphasis added.)

Section 2.02(b) of OMA (5 ILCS 120/2.02(b) (West 2010)) further states that the notice must be provided by posting a copy of it at the principal office of the public body holding the meeting, and if a public body has a website that is maintained by its full-time staff, the public body "shall post notice on its website of all meetings of the governing body of the public body." In addition, section 2(e) of FOIA (5 ILCS 120/2(e) (West 2011 Supp.)) specifies that "[f]inal

---

<sup>4</sup>Letter from Rinda Y. Allison to Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (October 26, 2011), at 1.

<sup>5</sup>Letter from Rinda Y. Allison to Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (October 26, 2011), at 2.

<sup>6</sup>We note that this determination analyzes Ms. Allison's allegations under the version of OMA in effect at the time of July 12, 2011, special meeting; the General Assembly has since amended OMA to require agenda items to be more specific. Section 2.02(c) of OMA (5 ILCS 140/2.02(c) (West 2012)), which became effective January 1, 2013, provides that "[a]ny agenda required under this Section shall set forth the general subject matter of any resolution or ordinance that will be the subject of final action at the meeting."

Ms. Rinda Y. Allison  
Mr. Kenneth M. Florey  
Ms. Nanci N. Rodgers  
July 24, 2015  
Page 4

action shall be preceded by a public recital of the nature of the matter being considered and other information that will inform the public of the business being conducted."

#### **Section 2.02(a) of OMA**

The Board asserted that the vote to extend the president's contract for one year was proper because it was germane to the agenda item "Personnel Actions". In support of its contention that the contract extension was germane to the agenda item, the Board cited two Illinois Appellate Court opinions.

In *Argo High School Council of Local 571 v. Argo Community High School District 217*, 163 Ill. App. 3d 578 (5th Dist. 1987), a union alleged that the school board's decisions to extend its superintendent's contract for a year, change the appointment of department chairs to a three-year rotating basis, and post the athletic director position were not germane to the special meeting agenda item "[r]eview and discussion of salaries involving administrators, supervisors and other personnel not covered by agreements." *Argo*, 163 Ill. App. 3d at 579. The court noted that the word "germane" is defined by Black's Law Dictionary as "in close relationship, appropriate, relative, pertinent." *Argo*, 163 Ill. App. 3d at 582 (quoting Black's Law Dictionary 618 (5th ed. 1979)). The court further noted that case law had expanded the meaning of "germane" such that, where the title of an act is general, anything germane to its subject matter passes the constitutional prohibition against special litigation. *Argo*, 163 Ill. App. 3d at 582. The court pointed to the broad holding "that the offense of hunting without the permission of both a tenant and landlord was germane to an act entitled 'Game Code'" as an example. *Argo*, 163 Ill. App. 3d at 582 (citing *People v. Fenwick*, 137 Ill. App. 3d 457 (1985)). The court held that school board did not violate OMA because "[d]iscussions of who can authorize salary increases (the rotation system), who will receive a salary, and the length of the superintendent's contract are 'closely related' and 'pertinent' to a discussion of salaries of personnel not covered by agreements." *Argo*, 163 Ill. App. 3d at 583.

Similarly, in *In re Foxfield Subdivision*, 396 Ill. App. 3d 989 (2d Dist. 2009), the court found that the Village of Campton Hills (Village) did not violate section 2.02(a) of OMA when it voted to annex a parcel of land at a special meeting under the agenda item "Discussion and Consideration of potential annexation of property." *Foxfield*, 396 Ill. App. 3d at 997. The petitioners had alleged that the Village did not provide sufficient notice that a particular property would be annexed because the agenda item did not identify the parcel by name or specify its location. *Foxfield*, 396 Ill. App. 3d at 991. The court disagreed; it stated that OMA "does not require that an agenda be specifically detailed or that it be tailored to reach those specific individuals whose private interests are most likely to be affected by the actions of the public body. It requires only that the action taken at a special meeting be germane to the agenda listed

Ms. Rinda Y. Allison  
Mr. Kenneth M. Florey  
Ms. Nanci N. Rodgers  
July 24, 2015  
Page 5

in the notice." *Foxfield*, 396 Ill. App. 3d at 997. Accordingly, the court found that the Village's annexation of the property "was closely related or germane to the agenda listed in the notice." *Foxfield*, 396 Ill. App. 3d at 997.

In this matter, the Board asserted that *Argo* and *Foxfield* support its position that the agenda item for its special meeting did not need to provide detail about the specific personnel action taken because the approval of the contract extension "was unquestionably germane to the Agenda item."<sup>7</sup> Ms. Allison countered that Board's reliance on *Argo* and *Foxfield* is misplaced because the agenda items at issue in those opinions were substantially more detailed than the Board's agenda item. She also asserted that the Board's interpretation of "germane" would mean that "Personnel Actions" could be understood to allow final action on "anything from hiring and firing to salary issues, contract considerations, tenure considerations, insurance coverage, vacation policies, and a host of other subjects."<sup>8</sup>

It is undisputed that the Board took final action at the special meeting by voting to extend the President's contract for an additional year. The issue is whether that action was germane to a subject on the agenda. As noted above, the Illinois Appellate Court has construed the meaning of "germane" to include anything that is pertinent or related to the general subject at issue. When that meaning is applied to the Board's broad agenda item "Personnel Actions," an action of the Board would be considered valid as long as it pertained or related to the general subject of personnel actions. As Ms. Allison notes in her reply, this meaning of "germane" permits action on many topics related to the general subject of personnel actions. This office has previously determined that final action germane to a similarly imprecise agenda item was proper. See Ill. Att'y Gen. PAC Req. Rev. Ltr. 7028, issued January 26, 2011 (finding the agenda item "Appointments" was germane to final action replacing a member of the planning commission). Accordingly, this office concludes that the extension of the President's contract was germane to the agenda item "Personnel Actions" and, thus, at the time of its posting the Board's agenda did not violate section 2.02(a) of OMA. We would, however, strongly encourage the Board to more clearly describe the subjects of final action on its agendas in order to increase transparency, and in keeping with the spirit of OMA.

Because we have determined that the Board's agenda provided sufficient advance notice of the President's contract extension under the version of OMA in effect at the time, we

---

<sup>7</sup>Letter from Robbins Schwartz Nicholas Lifton & Taylor, Ltd. by Kenneth M. Florey and Nanci N. Rogers to Ms. Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (September 7, 2011).

<sup>8</sup>Letter from Rinda Y. Allison to Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (October 26, 2011).

Ms. Rinda Y. Allison  
Mr. Kenneth M. Florey  
Ms. Nanci N. Rodgers  
July 24, 2015  
Page 6

need not address Ms. Allison's contentions that posting the Board packet online did not cure the agenda's insufficient specificity and that, even if it did, the packet was not posted continuously for the 48 hour period prior to the July 12, 2011, meeting. We note that no provision of OMA requires a public body to post its meeting packet on its website.

### Section 2(e) of OMA

Ms. Allison also alleged that the Board did not inform members of the public in attendance that it was voting to extend the President's contract. The Board asserted that before it approved the contract extension, "the item was read aloud as 'Ratify the Personnel Actions'."<sup>9</sup> The Board also noted that the relevant portion of the Board packet, "Ratification of Administrator Agreement Addendum," was projected onto two large screens in the meeting room. Ms. Allison asserted that the Board President read aloud "Ratify Personnel Actions" and continued to the next item on the consent agenda. Ms. Allison stated that "[n]othing was repeated or read aloud at the July 12, 2011[,] meeting that identified any action taken with respect to Dr. Breuder's contract."<sup>10</sup>

Section 2(e) of OMA requires that before a public body takes final action, it must publicly recite the nature of the matter and provide other information that will inform the public of the business being conducted. Ms. Allison and the Board agree that the only statement read aloud concerning the contract extension was "Ratify the Personnel Actions". It is undisputed that the Board did not verbally announce which individuals or positions were affected by the personnel actions; there was no indication that the personnel action being considered was the President's contract, nor were members of the public advised of the general nature of the personnel changes being considered, much less the key terms of the proposed extension of the President's contract. The Board asserted that it substantially complied with section 2(e) of OMA by projecting general information about the contract extension onto large screens in the meeting room. However, it cites no authority for the proposition that projecting information on video screens fulfills its obligation to recite the nature of the matter being considered and other information that will inform the public of the business being conducted. Because the Board did not state that it was extending the contract of the President or discuss any specifics of the contract extension before taking final action, the Board did not adequately inform the public of

---

<sup>9</sup>Letter from Robbins Schwartz Nicholas Lifton & Taylor, Ltd. by Kenneth M. Florey and Nanci N. Rogers to Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (September 7, 2011), at 3.

<sup>10</sup>Letter from Rinda Y. Allison to Sarah Kaplan, Assistant Attorney General, Office of the Attorney General, Public Access Bureau (October 26, 2011), at 2.

Ms. Rinda Y. Allison  
Mr. Kenneth M. Florey  
Ms. Nanci N. Rodgers  
July 24, 2015  
Page 7

the business being conducted. Accordingly, this office concludes that the Board violated section 2(e) of OMA by taking final action on the contract extension at its July 12, 2011, special meeting. The Board is directed to comply with OMA's public recital requirement in the future.

The Public Access Counselor has determined that resolution of this matter does not require the issuance of a binding opinion. This letter serves to close this matter. If you have any questions, you may contact me at (217) 782-9054 or at the Springfield address on the bottom of the first page of this letter.

Very truly yours,



MATT HARTMAN  
Assistant Attorney General  
Public Access Bureau

16114 o 202 notice proper 2e final action improper univ

① Letter  
Extension

January 11, 2012

Mr. David Carlin

David:

Greetings.

Section F (Reappointment) of my current contract with the College requires me to "notify in writing the Chairperson of the Board by February 1 of each year" that the current contract "will be automatically extended for an additional one (1) year period unless either party provides to the other, prior to the 15<sup>th</sup> day of March of such Agreement year, written notice of his or its intention to terminate this Agreement at the end of the then-current Agreement term which expires no earlier than June 30, 2016 but may be extended as provided in this Agreement."

As we discussed in the past, an alternative to extending the current Agreement is to modify that Agreement as attached and retire as President June 30, 2016.

Please advise how you would like to move forward on the matter of my future employment as President of the College of DuPage.

Thanks for your interest and thoughtful consideration.

Sincerely,

Robert L. Bretter

Mailed to David Carlin  
Jan 11 2012

---

② Letter extension

January 14, 2013

Mr. David Carlin

David:

Greetings.

Section F (Reappointment) of my current contract with the College requires me to "notify in writing the Chairperson of the Board by February 1 of each year" that the current contract "will be automatically extended for an additional one (1) year period unless either party provides to the other, prior to the 15<sup>th</sup> day of March of such Agreement year, written notice of his or its intention to terminate this Agreement at the end of the then-current Agreement term which expires no earlier than June 30, 2016 but may be extended as provided in this Agreement." My current contract expires June 30, 2017.

I wish to extend my contract for an additional year through June 30, 2018. Thanks for your interest and thoughtful consideration.

Sincerely,

Robert L. Brouder

Filed  
by U.S. mail to  
David Carlin's home address  
2/1/13



**College of DuPage**

**Robert L. Breuder, President**

425 Fawell Blvd.  
Glen Ellyn, Illinois 60137-9599

(630) 642-2200 phone  
(630) 658-2868 fax  
breuder@cod.edu email  
cod.edu

*(3) letter extension*

January 15, 2014

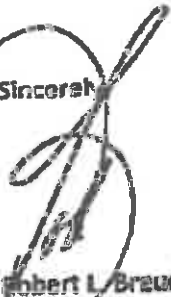
VIA EMAIL

Ms. Erin Birt  
Chair, Board of Trustees  
College of DuPage  
425 Fawell Boulevard  
Glen Ellyn, IL 60137

Dear Erin:

Pursuant to Section F of my existing (current) Employment Agreement (see attached), "The President will notify in writing the Chairperson of the Board by February 1 of each such year that failure by the Board to give the President notice of intent not to extend the Agreement will extend this Agreement one (1) year." My current Agreement expires June 30, 2018.

Please be advised I wish to extend this Agreement an additional year through June 30, 2019.

Sincerely,  
  
Robert L. Breuder

Copy mailed to Home Address:

*Emailed 1/16/14  
Mailed to*

*by Priority Mail, by Monica Miller*



①

**EMPLOYMENT AGREEMENT**

THIS AGREEMENT made this 18<sup>th</sup> day of November, 2008, by and between the Board of Trustees of College of DuPage, Counties of DuPage, Cook, and Will, State of Illinois (the "Board"), and Robert L. Breuder (the "President").

**A. EMPLOYMENT**

1. The Board hereby employs the President for a period of three (3) years and six (6) months, commencing January 1, 2009 and ending June 30, 2012.
2. The President hereby accepts such employment and will devote his entire professional time, attention, and energy to the performance of the duties of the Office of the President of the College, and will not during the term of this Agreement engage in any other activity whether or not such activity is for gain, profit, or other advantage. However, subject to prior approval of the Board Chairperson, and provided there is no conflict of interest, the President may serve on external boards of directors or as a consultant to other organizations, with or without pay. The Board agrees that the President may serve in a consultant capacity for another educational institution with or without pay provided that such service does not interfere with or create a conflict with his duties as President of the College.
3. The President waives any right to tenure in the College by virtue of entering into this multi-year Agreement and any conditions thereto.
4. The President will undergo an annual comprehensive physical examination conducted by the President's personal licensed physician, and paid for by the Board. The President will receive a comprehensive written report of such examination, and agrees to provide the Board with a copy of said report upon its request.

**B. SALARY AND SURS**

1. The President will receive an annual salary in the amount of Two Hundred Forty-Nine Thousand Dollars (\$249,000), payable in bi-weekly installments. Said salary will be prorated for the period from January 1, 2009 to June 30, 2009.
2. The President's salary will be increased, on an annual basis beginning July 1, 2009, to the extent fiscally prudent, based upon satisfactory performance. Such annual increase will, at a minimum, be no less than other cabinet-level administrative salary increases awarded by the Board, however, the Board may, in its discretion, award the President a larger annual increase based upon his performance. Such salary adjustment will be construed to be an amendment to the salary provision of this Agreement but will not otherwise affect the provisions of this Agreement.

3. In addition to the annual salary stated in B.1 of this Agreement, the Board will make a contribution on behalf of the President to the State Universities Retirement System (SURS) in an amount equal to eight percent (8.0%) in satisfaction of the President's statutory contribution to said Retirement System applicable to the President's total annual creditable earnings (the President's total compensation including the President's annual salary, automobile allowance, professional development stipend, housing allowance, annual investment or expense allotment, and term life insurance). The President does not have any right or claim to said amount contributed by the Board on the President's behalf except as it may become available at the time of retirement or resignation from SURS. Both parties acknowledge that the President does not have the option of choosing to receive the contributed amount directly, instead of having such contribution paid by the Board to SURS, and that such contribution is made as a condition of employment to secure the President's future services, knowledge, and experience.
4. The termination date of this Agreement may be extended by mutual agreement with or without a modification of this salary provision.

C. BENEFITS

1. The Board will provide the President with an automobile allowance of Seven Hundred Dollars (\$700) per month for the use of his personally owned or leased automobile for in-district business travel associated with his duties as President, inclusive of all necessary expenses (i.e., insurance, maintenance, gas, and mileage). Said allowance will be payable in bi-weekly installments.
2. In accordance with the policy of the Board, as now exists or may hereafter be modified, the President may participate in professional organizations, attend educational conferences, conventions, courses, seminars and other similar professional growth activities, as well as participate in community organizations, provided same does not unduly interfere with his College responsibilities. The Board will reimburse the President for the reasonable out-of-pocket expenses and costs incurred by the President in connection with the performance of his duties hereunder and attendance at such educational conferences, conventions, courses and seminars and/or his participation in such similar professional growth activities, upon receipt of invoices or other appropriate documentation.
3. Additionally, the Board will provide the President with a professional development stipend in the amount of Seven Hundred Dollars (\$700) per month, payable in bi-weekly installments.
4. For the period from January 1, 2009 through June 30, 2009, the President will receive a paid vacation of fifteen (15) working days and three (3) personal days. Commencing on July 1, 2009, the President will receive a paid vacation of twenty-five (25) working days and five (5) personal days during each year

of the term of this Agreement.

5. The Board will provide the President with a housing allowance of One Thousand Five Hundred Dollars (\$1,500) per month, payable in bi-weekly installments.
6. The Board will pay to the President a monthly sum of Two Thousand and Seventy-Five Dollars (\$2,075) for the President's optional purchase of life insurance, a tax-sheltered annuity subject to maximum IRS limitations, tax deferred annuity, the purchase of other qualifying public employment for SURS service credit, or any other investment or expense that the President selects. Said amount will be payable in bi-weekly installments.
7. The Board will provide the President with a term life insurance policy in the amount of Five Hundred Thousand Dollars (\$500,000), provided the President qualifies for such coverage and passes any required medical examination.
8. The Board will reimburse the President for reasonable moving expenses incurred in securing a residence within the geographical boundaries of Community College District 502, upon the submission of invoices.
9. The President will also be allowed any privileges, leaves, sick leave, and fringe benefits not specifically enumerated herein which are commonly extended to all other cabinet-level administrative personnel.

**D. POWERS AND DUTIES**

1. The President is the Chief Executive Officer of the College. He will have charge of the administration of the College under policies established by the Board, direct and assign, place and transfer all employees in accordance with Board policy, and organize and administer the affairs of the College as best serves the College consistent with Board policy while exercising his reasonable discretion. He will perform the duties and responsibilities set forth in the job description of the President provided to the President prior to the execution of this Agreement, as may be reasonably amended from time to time, and such other duties as may be incident to the Office of the President of the College and as may be reasonably prescribed by the Board from time-to-time. The President will also suggest regulations, rules, and procedures deemed necessary or appropriate for the well-ordering of the College.
2. In the exercise of his duties and responsibilities, the President will exercise all necessary powers and authority incidental thereto.

**E. EVALUATION**

1. Prior to July 1 of each year of this Agreement, commencing July 1, 2009, the President will present written objectives for the following twelve (12) month

period for review and approval by the Board.

2. By May 1 of each subsequent year of this Agreement, commencing May 1, 2010, the President will provide the Board with a written, detailed status report of the current year's objectives.
3. Consistent with Board policy, the Board will assess the President's performance on or before June 30 of each year of this Agreement, commencing June 30, 2010. In making an assessment of the President's performance, the Board will consider the following: the President's Job Description; the President's written objectives for the then-current Agreement year; the outcomes resulting from the President's written objectives for the then-current Agreement term; and any other reasonable procedure or criteria as determined by the Board. The Board's assessment will be through a general discussion between the President and a Committee designated by the Chairperson of Board. Additionally, a copy of the Board's written evaluation will be provided to the President.

**F. REAPPOINTMENT**

On or before April 1, 2010, and April 1 of each year thereafter, the term of this Agreement will be automatically extended for an additional one (1) year period unless either party provides to the other, prior to the 15<sup>th</sup> day of March of such Agreement year, written notice of his or its intention to terminate this Agreement at the end of the then-current Agreement term which expires no earlier than June 30, 2012 but may be extended as provided in this Agreement. The President will notify in writing the Chairperson of the Board by February 1 of each such year that failure of the Board to give the President notice of intent not to extend the Agreement will extend this Agreement one (1) additional year. The failure of the President to give the written reminder notice to the Chairperson of the Board waives the obligation of the Board hereunder to give its written notice of intent by March 15. The Board's notice need not be acted upon publicly, but authorization to give such notice will be recorded in the closed session minutes of the Board.

**G. TERMINATION**

1. This Agreement may be terminated by any of the following:
  - (a) mutual agreement of the parties;
  - (b) retirement of the President;
  - (c) resignation by the President; provided, however, the President gives the Board at least six (6) months prior written notice (or such lesser notice as may be acceptable to the Board);
  - (d) mental or physical incapacity which prevents the President from

performing his essential job functions hereunder for a continuous period in excess of eight (8) consecutive months; provided, however, that notwithstanding the termination of this Agreement pursuant to this Section G.1(d), the President will nevertheless remain an employee of the College and will be eligible for the rights and benefits provided to other cabinet-level administrators;

- (e) death of the President;
  - (f) the termination of the President's employment hereunder by the Board for Cause (as defined hereafter). For purposes of this Agreement, "Cause" means the following:
    - (i) the President's material failure or refusal to perform his duties hereunder, for any reason other than mental or physical incapacity, after the President has been given at least forty-five (45) days prior written notice of such breach and a reasonable opportunity to cure such breach;
    - (ii) the President's material failure to perform the reasonable and legitimate directives of the Board;
    - (iii) misconduct by the President, outside the scope of his employment by the College hereunder, which is materially detrimental to the reputation of the Board or the College in the community; or
    - (iv) misconduct by the President, outside the scope of his employment by the College hereunder, which is materially detrimental to the reputation of the President in the community.
2. The Board may terminate this Agreement by written notice at any time after the President has been absent from his employment for whatever cause (other than mental or physical incapacity) for a continuous period of sixty (60) calendar days. All obligations of the Board hereunder will cease upon such termination.
3. The Board's right to terminate this Agreement for Cause pursuant to Section G.1(f) of this Agreement may be exercised by the affirmative vote of at least five (5) of the seven (7) members of the Board in favor of the President's dismissal for Cause and the giving of written notice to the President specifying, in detail, the grounds for such termination. Upon the President's receipt of written notice from Board pursuant to Section G.1(f), the President has the right to appear before all seven (7) members of the Board, at a meeting conducted in executive session, to discuss the breach asserted by the Board and its cure. Where the Board is terminating for cause under G.1(f)(i), and if the breach is not cured prior to the expiration of the cure period provided herein,

such termination will be effective upon the expiration of such 45 day cure period and the Board's reaffirmation of the President's dismissal for Cause by an affirmative vote of at least five (5) of its seven (7) members.

4. In the event of the termination of the President's employment hereunder by the Board without Cause prior to the expiration of the then-current term of this Agreement, the President will be entitled to receive the full amount of the compensation (including the cash equivalent of the SURS contribution described above if SURS does not allow the College to make a SURS contribution) and all benefits that he would have received had this Agreement not been terminated prior to the expiration of the term of this Agreement which expires no earlier than June 30, 2012 but may be extended as provided in this Agreement.

#### **H. INDEMNIFICATION**

The Board will indemnify, defend, and hold the President harmless from and against any and all claims, demands, suits, debts, actions, causes of action, costs, expenses, damages and liabilities suffered, sustained or incurred by the President as the result of, or arising out of, or asserted against the President because of the performance of his duties and responsibilities as the President of the College.

#### **I. NOTICE**

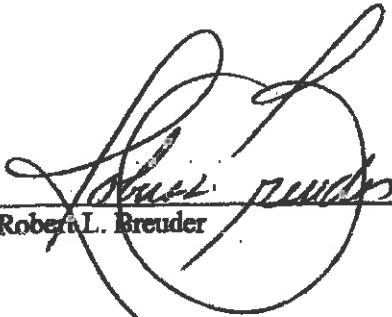
Any notice required to be given under this Agreement will be deemed sufficient if it is in writing and sent by mail to the President at his residence or to the Chairperson of the Board.

#### **J. SIGNATORIES**


The signatories to this Agreement on behalf of the Board warrant and represent that this Agreement has been duly authorized by the Board, that the Board has the power and authority to execute this Agreement on behalf of the College and that this Agreement constitutes the legal, valid obligation of the Board and the College and is enforceable against the Board and the College in accordance with its terms.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the 18<sup>th</sup>  
day of November, 2008.

PRESIDENT

  
\_\_\_\_\_  
Robert L. Breuder

BOARD OF TRUSTEES  
COMMUNITY COLLEGE  
DISTRICT NO. 502  
COUNTIES OF DUPAGE, COOK  
AND WILL, STATE OF ILLINOIS

  
\_\_\_\_\_  
Chairperson

ATTEST:

  
\_\_\_\_\_  
Secretary

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL.,  
STATE OF ILLINOIS**

**COLLEGE OF DUPAGE  
STUDENT RESOURCE CENTER BUILDING**



**TUESDAY, NOVEMBER 18, 2008**  
**SPECIAL BOARD MEETING**

**3:30 P.M. – BOARD DINNER & CLOSED SESSION, SRC-2011**

**4:00 P.M. – SPECIAL PUBLIC BOARD MEETING, SRC-2052**

1. **Call to Order and Roll Call**
2. **Appointment of College President**
3. **Board Interview of Architect/Engineer Firms for:**
  - **West Campus Community Center (WCCC)**
  - **Physical Education (PE) Building**
  - **Athletic Fields**
4. **Ownership Linkage**
  - 4.01 **Comments from College Constituency Groups**
  - 4.02 **Comments from the Public**
5. **Closed Session (if necessary)**
6. **Adjourn**



Approved 12/08/08

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS**

**MINUTES OF THE SPECIAL BOARD MEETING OF TUESDAY, NOVEMBER 18, 2008**  
**Held on Campus in SRC-2052, Glen Ellyn, IL**

**BOARD DINNER & CLOSED SESSION** – At 3:30 p.m., the Board had dinner with Dr. Robert L. Breuder. No Closed Session was held.

1. **CALL TO ORDER** – The Special Meeting of the Board of Trustees was called to order by Chairman McKinnon at 4:04 p.m.

**ROLL CALL** – Present: Trustees David Carlin, Micheal E. McKinnon, Mark Nowak, Joseph T. Snyder, Joseph Wozniak, and Student Trustee Malek Zoubi. Absent: Trustee Kory Atkinson who was unavoidably called out of town, and Trustee Kathy Wessel who was ill at home.

Also present were Dr. Robert L. Breuder, Interim President Dr. H. D. McAninch, Legal Counsel Kenneth Florey, staff members, representatives of the press, and visitors. Board Secretary Karen V. Neely was recorder.

2. **APPOINTMENT OF COLLEGE PRESIDENT** – Carlin moved, Snyder seconded, THAT THE BOARD OF TRUSTEES OF COLLEGE OF DUPAGE APPROVE THE EMPLOYMENT AGREEMENT BETWEEN DR. ROBERT L. BREUDER AND THE COLLEGE OF DUPAGE BOARD OF TRUSTEES. In an advisory comment, Zoubi indicated preference for the motion. On roll call, voting aye: Nowak, Snyder, Wozniak, Carlin, and McKinnon. Motion carried unanimously.

Following the Board's approval of Dr. Breuder's employment agreement, the newly appointed President held a press conference in SRC-2071. His employment agreement was immediately made available to the press and will be posted on the Board Presidential Search web site. Dr. Breuder will begin serving College of DuPage as its fifth President on January 1, 2009.

At 4:15 p.m., Trustee Snyder left the Board Meeting.

3. **BOARD INTERVIEW OF ARCHITECT/ENGINEER FIRMS FOR THE FOLLOWING PROJECTS:**
  - **WEST CAMPUS COMMUNITY CENTER (WCCC)**

Special Board Meeting of 11/18/08

- PHYSICAL EDUCATION (PE) BUILDING
- ATHLETIC FIELDS

The following firms presented information to the Board for one-half hour each, followed by questions from the Trustees and James Koollsh, Program Manager for the Facilities Master Plan (FMP). In order of appearance:

- (1) Thompson Dyke & Associates
- (2) Legat Architects
- (3) Gillilan Callahan Nelson Architects
- (4) OWP/P
- (5) Wight & Company

At 7:00 p.m., Legal Counsel Flory left the Board Meeting.

4. OWNERSHIP LINKAGE

04.01 COMMENTS FROM COLLEGE CONSTITUENCY GROUPS – Glenn Hansen, Faculty Senate President, welcomed Dr. Breuder to College of DuPage. (Complete comments attached to permanent 11/18/08 Special Board Meeting materials.)

04.02 COMMENTS FROM THE PUBLIC -- None.

5. CLOSED SESSION -- None.

6. ADJOURN – At 8:02 p.m., Zoubi moved, Wozniak seconded, THAT THE SPECIAL BOARD MEETING BE ADJOURNED. On voice vote, motion carried unanimously.

By: Karen V. Neely  
Karen V. Neely, Board Secretary

Approved: 12/08/08

By: Michael E. McKinnon  
Michael E. McKinnon, Board Chairman

④

**FIRST ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT**

This FIRST ADDENDUM TO THE PRESIDENT'S EMPLOYMENT CONTRACT, by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502, Counties of DuPage, Cook and Will, State of Illinois (the "Board"), and ROBERT L. BREUDER (the "President"), is agreed to and entered into by the Board and the President on this ~~16th~~ <sup>18th</sup> day of ~~April, 2009~~.

**WITNESSETH:**

**WHEREAS**, the Board and the President entered into an Employment Agreement on the ~~18<sup>th</sup>~~ day of November 2008, regarding the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

**WHEREAS**, the current Employment Contract provides that the Agreement shall terminate on June 30, 2012;

**WHEREAS**, the President has fully and faithfully discharged all of his duties and responsibilities to the Board's satisfaction and is satisfactorily working toward the mission and long-term goals established by the Board when he was hired;

**WHEREAS**, the Board has requested that the President continue to serve as the President for a period of three (3) additional years, through June 30, 2015, to address the Board's long-term goals and the future of the College as a leader in the area of community college education; and

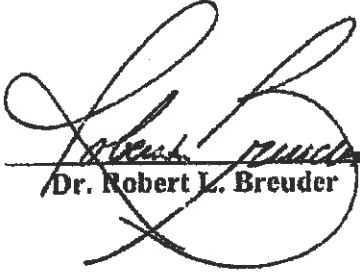
**WHEREAS**, the President has agreed to serve an additional three (3) year period as President, through June 30, 2015.

**NOW THEREFORE**, it is hereby understood and agreed by the Board and the President that the President's Employment Agreement is amended as follows:


1. Effective immediately, the President's Employment Agreement shall be extended through June 30, 2015, and the President shall be entitled to all previously agreed and/or accrued rights, benefits and compensation as set forth in the President's Employment Contract and this First Addendum.
2. Effective immediately and retroactive to January 1, 2009, the President shall participate in a non-qualified deferred compensation plan to which the Board shall make monthly contributions on his behalf in an amount equal to Six Thousand Dollars (\$6,000). Beginning July 1, 2009, and continuing on an annual basis, the monthly contribution amount of Six Thousand Dollars (\$6,000) shall be increased by the percent increase that the Board awards the President on his annual compensation for that contract year. Upon the end of the full time employment of the President, the President shall be entitled to receive all amounts contributed under this paragraph.

Dated and signed this 16<sup>th</sup> day of April, 2009.

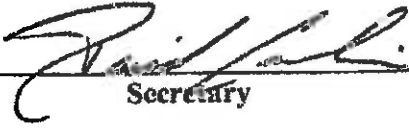
**PRESIDENT**

  
\_\_\_\_\_  
Dr. Robert L. Breuder

**BOARD OF TRUSTEES  
COMMUNITY COLLEGE  
DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK  
AND WILL, STATE OF ILLINOIS**

By:   
\_\_\_\_\_  
Chairman

**ATTEST:**

  
\_\_\_\_\_  
Secretary

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS

2

THURSDAY, APRIL 16, 2009

\*REVISED REGULAR BOARD MEETING AGENDA

\*4:30 p.m. (instead of 5:00 p.m.)

1. CALL TO ORDER & ROLL CALL - SRC-2052
2. BOARD DINNER & CLOSED SESSION (if necessary) - SRC-2011

6:00 p.m. - REGULAR BOARD MEETING - SRC-2052

3. RECOGNITION OF OUTGOING STUDENT TRUSTEE & WELCOME TO INCOMING STUDENT TRUSTEE
  - A. Outgoing Student Trustee
    - 1) Recognition of Malek Zoubi
    - 2) Board Approval of Resolution of Appreciation for Malek Zoubi
  - B. Incoming Student Trustee
    - 1) Student Trustee Election Results - Final Results Available 04/16/09
    - 2) Oath of Office - Incoming Student Trustee
    - 3) Roll Call
4. APPROVAL OF AGENDA
5. PRESENTATIONS
6. STUDENT TRUSTEE'S REPORT
7. PRESIDENT'S CONTRACT - Not on contract agenda
8. COMMENTS
  - College of DuPage Employee Comments
  - Citizen Comments

9. **CONSENT AGENDA\*\* (Roll Call Vote)**

**A. For Information: Standard Items**

- 1) Gifts and Grants Report
- 2) Governmental Consortium/Cooperative Purchases Report – None this month
- 3) Financial Statements
  - a) FY-2009 Operating Funds – Budget and Expenditures
  - b) Schedule of Investments
  - c) Tax Levy Collections
- 4) 2008-2009 Outstanding Faculty Recognition

**B. For Approval: Standard items**

- 1) Minutes
  - a) 03/19/09 Regular Board Meeting
  - b) 03/19/09 Closed Session Confidential Minutes – Board only
- 2) Financial Reports
  - a) March Treasurer's Report
  - b) Payroll and Accounts Payable
  - c) Budget Transfer Report
- 3) Bids
  - a) Naperville Center Roof Replacement
  - b) BIC/SRC Renovations & College Center Addition – Bid Package #1
  - c) MAC TV Studio Lighting & Dimming Upgrade
  - d) Painting Services – Task Order Projects
  - e) Architectural Lab Large Format Printer (Rejection)
  - f) Electro-Mechanical Program Equipment
  - g) HSC Window Treatments
  - h) Athletic Field New Synthetic Turf
  - i) Interior Litter Collection Containers
  - j) TEC & HSC Post-Construction Cleaning Services
  - k) Athletic Field Press Box & Bleachers – Available 04/16/09
  - l) TEC Drafting Tables, Welding Tables & Heavy Duty Storage Fixtures – Available 04/16/09
  - m) Moving & Recalibration of X-Ray Equipment – Available 04/16/09
- 4) Requests for Proposals – None this month
- 5) Purchase Orders – None this month
- ~~6) Personnel Actions~~
- 7) Gifts and Donations Quarterly Report

**C. For information: Constructed-Related items**

- 1) Monthly Construction Project Summary
- 2) FMP Budget and Schedule Update

- D. For Approval: Construction-Related Items
- 1) Ratification of Construction Change Orders
  - 2) Approval of Construction Change Orders – None this month

10. NEW BUSINESS

- A. For Information
- 1) Sabbatical Leaves
  - 2) One-Semester Leaves
- B. For Approval
- 1) Landscape Architect
  - 2) Bond Parameters Resolution
  - 3) Employee Health Insurance Premiums – Letters of Agreement with Unions and Classified Personnel Association
  - 4) Issuance of Notice to Remedy a Faculty Member – Available 04/16/09
  - 5) Revised Board Policies
    - a) 5-30 – Code of Ethics
    - b) 10-110 – Assemblage on College Facilities
    - c) 10-115 – Outside Speakers and Programs
    - d) 10-125 – Distribution of Printed Material
    - e) 15-10 – Prohibition of Discrimination and Harassment
    - f) 15-25 – Employee Code of Ethics
    - g) 15-170 – Causes for Termination of College Personnel
    - h) 15-335 – Academic Freedom/Instructional Material, Full-Time Faculty
    - i) 20-5 – Non-Discrimination Policy
    - j) 25-135 – Educational Philosophy
  - 6) ~~Salary Increases for Administrators and the President's Cabinet~~
  - 7) Approval of Indemnification Agreement – Available 04/16/09

11. ANNOUNCEMENTS BY BOARD CHAIRMAN

- A. Communications
- B. Calendar Dates

**On-Campus Events** (Note: \* = Required Board Event)

Friday, May 1, Celebration of Honors Scholars; President's Dessert Reception – 6:30 pm;  
Ceremony – 7:30 pm; SRC-2800

\*Monday, May 4, Reorganizational Board Meeting – Farewell to Outgoing Trustees & Seating of Incoming Trustees; Dinner – 5 pm; Meeting – 6 pm

Thursday, May 14, Dental Hygiene Pinning Ceremony – 6:30 pm, SRC-2800

\*Friday, May 15, Commencement – Dinner, 6-7 pm, PE-207; Ceremony, 7:30-9:30 pm, PE Arena

Saturday, May 16, Nursing Pinning Ceremony – 9:00 am, MAC

Saturday, May 16, GED Graduation – 11:30 am to 1:30 pm, SRC-2800

\*Thursday, May 21, Regular Board Meeting – Dinner & Closed Session – 5 pm; Meeting – 6 pm

**Off-Campus Events**

Sunday, April 18, to Tuesday, April 21, AGB Conference, San Diego, CA

Wednesday, April 22, Phi Theta Kappa Banquet, Springfield

Thursday, April 23, Student Lobby Day, Springfield

\*Friday, April 24, Technical Education Center (TEC) Dedication, 11 am to 1 pm

Sunday, April 26, to Tuesday, April 28, ACCT Governance Leadership Institute, Biloxi, MS

Wednesday, April 29, ICCTA Lobby Day, Springfield

**12. ADJOURN**

- \*\* Certain recurring recommendations may be included in the Consent Agenda at the discretion of the President. At the request of a Trustee or the President, an item may be removed from the Consent Agenda for separate discussion or approval.

***FUTURE MEETINGS***

**Monday, May 4, 2009**

**5:00 pm – Board Dinner with Outgoing & Incoming Trustees, SRC-2011**

**6:00 pm – Special Board Meeting with Current Board followed by Reorganizational Board Meeting with Newly Elected Board, SRC-2052**

**Thursday, May 21, 2009**

**5:00 pm – Board Dinner & Closed Session, SRC-2011**

**6:00 pm – Regular Board Meeting, SRC-2052**



BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS

MINUTES OF THE REGULAR MEETING

THURSDAY, APRIL 16, 2009  
HELD ON CAMPUS IN SRC-2052, GLEN ELLYN, IL

1. **CALL TO ORDER & ROLL CALL** – The Regular Meeting of the Board of Trustees was called to order by Chairman McKinnon at 4:40 p.m. in room SRC-2052.  
*Present:* Trustees Kory Atkinson, David Carlin, Micheal E. McKinnon, Mark Nowak, Joseph T. Snyder (by conference call), Joseph Wozniak, and Student Trustee Malek Zoubi.  
*Absent:* Trustee Kathy A. Wessel.  
*Also present:* President Dr. Robert L. Brauder and staff members. Board Secretary David Carlin was recorder. (Minutes prepared by Karen V. Neely, Administrative Assistant in the Office of the President.)

**STATEMENT FROM TRUSTEE WESSEL** – Trustee Carlin read the following letter from Trustee Wessel:

"As you know, I have a long-standing family commitment tonight that was impossible to change. I regret that I can't be at the Board Meeting. Please consider my request before approving the meeting agenda. I would ask that you remove from the agenda and consideration the following items:

- # 07            President's Contract
- # 10. B. 5)    Revised Board Policies
- # 10. B. 7)    indemnification Agreement

In light of the unofficial results of the April 7, 2009 Election, I think it would be inappropriate for the current sitting Board to act on these three items. Thank you very much for your consideration. Kathy Wessel"

2. **CLOSED SESSION** – At 4:41 p.m., Snyder moved, Zoubi seconded, THAT THE BOARD OF TRUSTEES HOLD A CLOSED SESSION FOR THE PURPOSES OF DISCUSSING: (1) THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY TO DETERMINE ITS VALIDITY; (2) LITIGATION, WHEN AN ACTION AGAINST, AFFECTING, OR ON BEHALF OF THE PARTICULAR PUBLIC BODY HAS BEEN FILED AND IS PENDING BEFORE A COURT OR ADMINISTRATIVE TRIBUNAL, OR WHEN THE PUBLIC BODY FINDS THAT AN ACTION IS PROBABLE OR IMMINENT, IN WHICH CASE THE BASIS FOR THE FINDING SHALL BE RECORDED AND ENTERED INTO THE MINUTES OF THE CLOSED MEETING; AND (3) DISCUSSION OF MINUTES OF MEETINGS LAWFULLY CLOSED UNDER THIS ACT, WHETHER FOR PURPOSES OF APPROVAL BY THE BODY OF THE MINUTES OR SEMI-ANNUAL REVIEW OF THE MINUTES AS MANDATED BY SECTION 2.06. In an advisory comment, Zoubi indicated preference for the motion. On roll call, voting aye: Atkinson, Carlin, Nowak, Snyder, Wozniak, and McKinnon. Motion carried unanimously.

**RESUME OPEN SESSION** – At 6:16 p.m., Nowak moved, Atkinson seconded, THAT THE OPEN MEETING BE RESUMED. On voice vote, motion carried unanimously.

**3. RECOGNITION OF OUTGOING STUDENT TRUSTEE & WELCOME TO INCOMING STUDENT TRUSTEE**

**A. 1) RECOGNITION OF OUTGOING STUDENT TRUSTEE MALEK ZOUBI** – The Board thanked outgoing Student Trustee Malek Zoubi for his outstanding service to the College during his year as Student Trustee. He received a Resolution of Appreciation and an engraved pen set; in addition, several books were donated to the College Library in his honor.

**A. 2) APPROVAL OF RESOLUTION OF APPRECIATION** – Nowak moved, Snyder seconded, THAT THE BOARD OF TRUSTEES APPROVE THE RESOLUTION OF APPRECIATION FOR MALEK ZOUBI'S SERVICE AS STUDENT TRUSTEE. On roll call, voting aye: Atkinson, Nowak, McKinnon, Snyder, Wozniak, and Carlin. Motion carried unanimously.

Malek thanked the Board for this amazing opportunity to learn from the Board Members and to serve the College. He wished newly elected Student Trustee Ashley Wilson the best as she begins her service to the College.

**B. 1) STUDENT TRUSTEE ELECTION RESULTS** – The Student Election was held on April 8 and 9, 2009. The Election Commission certified the following results:

- Ashley Wilson was elected as Student Trustee for a one-year term receiving 322 votes.
- Elisa Stough was elected as Student Leadership Council President receiving 434 votes.
- Bilal Virani was elected as Student Leadership Council Vice President receiving 303 votes.
- Yes on the Referendum concerning Electronic voting with 329 votes.
- Keep the College Mascot but change the image with 195 votes.

Nowak moved, Atkinson seconded, THAT THE BOARD OF TRUSTEES ACCEPT THE FINAL RESULTS OF THIS ELECTION. On roll call, voting aye: Snyder, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Motion carried unanimously.

**B. 2) OATH OF OFFICE – INCOMING STUDENT TRUSTEE ASHLEY WILSON** – Board Secretary David Carlin administered the Oath of Office to newly elected Student Trustee Ashley Wilson.

**B. 3) ROLL CALL**

*Present:* Trustees Kory Atkinson, David Carlin, Micheal E. McKinnon, Mark Nowak, Joseph T. Snyder (by conference call), Joseph Wozniak, and Student Trustee Ashley Wilson.

*Absent:* Trustee Kathy A. Wessel.

*Also present:* President Dr. Robert L. Breuder, staff members, representatives of the press, and visitors. Board Secretary David Carlin was recorder.

**4. APPROVAL OF AGENDA** – Nowak moved, Snyder seconded, THAT THE BOARD OF TRUSTEES APPROVE THE AGENDA FOR THE REGULAR BOARD MEETING OF APRIL 16, 2009. On roll call voting aye: Snyder, Wilson, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Motion carried unanimously.

5. **PRESENTATIONS** – Dr. Jocelyn Harney, Associate Vice President for Diversity and Organizational Development, introduced the following students:
- *Yiqing Liz Dong* and *Colette Jordan* were chosen from among 1,700 community college nominees for the First Team Honors in the prestigious nationwide 2009 All-USA Academic Team Competition. Each received a \$2,500 stipend at the AACC Convention in Phoenix, AZ.
  - The three winners selected in the annual ICCTA Student Essay Contest addressing the topic, "How My Community College Changed My Life" are:
    - *Helen Gruber* (1<sup>st</sup> prize) – "How College of DuPage Opened My Eyes" (She will be entered into the statewide competition which offers a \$500 prize to the winner.)
    - *Darlene Salerno* (2<sup>nd</sup> prize) – "How the Last Open Seat at College of DuPage Changed My Life"
    - *James Mixon* (3<sup>rd</sup> prize) – "Picture This"
  - *Ashley Porter*, Communications, was selected by the national Cooperative Education and Internship Association (CEIA) as the top Two-Year College Program Intern. She received a \$500 cash award. This is the fourth consecutive time that a C.O.D. student-intern has been selected for this award.

Dr. Joseph Collins, Interim Vice President of Academic Affairs, introduced the following Outstanding Faculty members for 2009-2009:

- *Dr. James Allen* – College-wide Outstanding Full-Time Faculty Member. (He received a \$1,000 check from the College Foundation and will be honored at the ICCTA Annual Convention in Chicago to be held in June.)
- *Dr. Peter Porter* – College-wide Outstanding Part-Time Faculty Member. (He received a \$500 check from the College Foundation.)
- *Ellen Vician* – Outstanding Advisor of the Year: General Advisor representing the Student Affairs Division.
- *Maureen McBeth* – Outstanding Advisor of the Year: Professor of Accounting representing the Academic Affairs Division.
- *Dr. Alexander Bolyanatz*, Professor of Anthropology, Health & Sciences Division.
- *Mr. Michael Duggan*, Counselor, from the combined award areas of the Learning Resources and Counseling & Advising Services.
- *Dr. Christian Goergen*, Professor of Political Science, Health & Sciences Division.
- *Dr. Eva Maria Raeppe*, Professor of Anatomy & Physiology, Health & Sciences Division.
- *Dr. Barbara Rundell*, Professor of Anatomy & Physiology, Health & Sciences Division.
- *Ms. Nancy Stanko*, Professor of Office Technology Information, Business & Technology Division.
- *Mr. Daniel Thorpe*, Professor of English, Liberal Arts Division.

6. **STUDENT TRUSTEE REPORT** – This report was given under Item #11 below.

7. **PRESIDENT'S CONTRACT** – Atkinson moved, Snyder seconded, THAT THE BOARD OF TRUSTEES AUTHORIZE THE EXECUTION OF THE FIRST ADDENDUM TO THE PRESIDENT'S EMPLOYMENT AGREEMENT AND ALL OTHER DOCUMENTATION NECESSARY TO EFFECTUATE THE TERMS OF THE ADDENDUM. On roll call voting aye: Snyder, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Student Trustee Wilson abstained. Motion carried.

8. **COLLEGE OF DUPAGE EMPLOYEE COMMENTS AND CITIZEN COMMENTS** – The following individuals presented their concerns to the Board:

- *Nancy Stanko*
- *Lisa Higgins*

- Allison Schraub
- Kim Savage
- Debra Fulks
- Norman Brockmeier
- Maria Ibarra
- Deb Rissing
- Lisa Warren
- Yaha Al-Shawrat
- Amy Tauchman
- Richard Dunn
- Victoria Franzese
- Nancy Svoboda
- Jane Heckman
- Tom Wendorf
- Cheryl Morris
- Sandy Kim
- Naie Alavi

(If provided, complete written comments attached to permanent 04/16/09 Board packet materials.)

9. **CONSENT AGENDA** – Atkinson moved, Snyder seconded, THAT THE BOARD OF TRUSTEES APPROVE THE CONSENT AGENDA CONSISTING OF THE FOLLOWING ITEMS:

A. **FOR INFORMATION: STANDARD ITEMS** (The Board reviewed the following items of information.)

- 1) **Gifts and Grants Report**
- 2) **Governmental Consortium/Cooperative Purchases Report** – None this month.
- 3) **Financial Statements:**
  - a) FY-2009 Operating Funds – Budget and Expenditures
  - b) Schedule of Investments
  - c) Tax Levy Collections
- 4) **2008-2009 Outstanding Faculty Recognition** – Refer to Item #5 above.

B. **FOR APPROVAL: STANDARD ITEMS**

- 1) **MINUTES** – THAT THE BOARD OF TRUSTEES APPROVE THE MINUTES OF THE FOLLOWING BOARD MEETINGS:
  - a) 03/19/09 REGULAR BOARD MEETING
  - e) 03/19/09 CLOSED SESSION – *BOARD ONLY*
- 2) **FINANCIAL REPORTS** – THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING FINANCIAL REPORTS:
  - a) MARCH TREASURER'S REPORT
  - b) PAYROLL AND ACCOUNTS PAYABLE REPORT
  - c) BUDGET TRANSFER REPORT

3) **BIDS – THAT THE BOARD APPROVE THE FOLLOWING BID RECOMMENDATIONS:**

- a) **NAPERVILLE CENTER ROOF REPLACEMENT – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR THE NAPERVILLE CENTER ROOF REPLACEMENT TO THE LOWEST RESPONSIBLE BIDDER, SOLARIS ROOFING, 31 W 023 NORTH AVENUE, WEST CHICAGO, IL 60195, FOR THE BASE BID TOTAL OF \$82,000 AND ALTERNATE #1 FOR \$16, 500, FOR A TOTAL EXPENDITURE OF \$98,500.**
- b) **BIC/SRC RENOVATIONS & COLLEGE CENTER ADDITION – BID PACKAGE #1 THAT THE BOARD OF TRUSTEES AWARD THE BID FOR BIC/SRC RENOVATIONS & COLLEGE CENTER ADDITION – BID PACKAGE #1 TO THE LOWEST RESPONSIBLE BIDDERS AS FOLLOWS:**

<u>DESCRIPTION</u>	<u>VENDOR</u>	<u>\$ AMOUNT</u>
TEMPORARY ROOF PERIMETER	RIDDIFORD ROOFING 2333 HAMILTON ROAD ARLINGTON HEIGHTS, IL 60005	\$ 164,500.00
CIVIL UTILITIES	BERGER EXCAVATING 1205 GARLAND ROAD WAUCONDA, IL 60084	\$ 385,000.00
ROOF REPLACEMENT	RIDDIFORD ROOFING 2333 HAMILTON ROAD ARLINGTON HEIGHTS, IL 60005	\$1,981,750.00
LOADING DOCK CONSTRUCTION	INTERNATIONAL CONTRACTORS 977 S. ROUTE 83 ELMHURST, IL 60126	\$ 816,500.00
<b>FOR A TOTAL EXPENDITURE OF:</b>		<b><u>\$3,347,750.00.</u></b>

- c) **MAC TV STUDIO LIGHTING AND DIMMING UPGRADE – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR MAC TV STUDIO LIGHTING AND DIMMING UPGRADE TO THE LOWEST RESPONSIBLE BIDDER, EXCEL ELECTRIC INC., 24 W. SANGMEISTER ROAD, FRANKFORT, IL 60423, FOR THE BASE BID TOTAL OF \$100,750 AND ALTERNATE #1 FOR \$5,980, FOR A TOTAL EXPENDITURE OF \$106,730.**
- d) **PAINING SERVICES – TASK ORDER PROJECTS – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR PAINTING SERVICES—TASK ORDER PROJECTS, ON A UNIT COST BASIS, FOR A TWO-YEAR CONTRACT, TO THE LOWEST RESPONSIBLE BIDDERS AS FOLLOWS:**

<u>ITEM</u>	<u>VENDOR</u>
1, 2, 3, 4, 5, 6	P & L CONSTRUCTION SERVICES 1910 E. BURR OAK ROAD MT. PROSPECT, IL 60056
7, 8, 9, 10, 11, 12, 13, 14, 15, 16	INVERWAY GROUP 247 WOODWORK LANE PALATINE, IL 60067

FOR A TOTAL COST NOT TO EXCEED \$30,000 FOR FISCAL YEAR 2009, AND \$200,000 FOR FISCAL YEAR 2010.

e) **ARCHITECTURAL LAB LARGE FORMAT PRINTER (REJECTION) – THAT ALL BIDS RECEIVED ON FEBRUARY 18, 2009 FOR THE ARCHITECTURAL LAB LARGE FORMAT PRINTER BE REJECTED DUE TO A CHANGE IN BID SPECIFICATIONS.**

f) **ELECTRO-MECHANICAL PROGRAM EQUIPMENT – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR ELECTRO-MECHANICAL EQUIPMENT TO THE LOWEST RESPONSIBLE BIDDERS, ON AN ITEM BY ITEM BASIS AS FOLLOWS:**

<u>ITEM</u>	<u>VENDOR</u>	<u>\$ AMOUNT</u>
6,7,8,9,10,11,12,13, 14,15,16,17,18,19,24	ADVANCED TECHNOLOGIES 110 W. MAIN STREET NORTHVILLE, MI 48167	\$215,065.45
3	DIST-TRON, INC. N48 W14610 HAMPTON AVENUE MENOMONEE FALLS, WI 53051	\$ 10,493.00
1a, 1b	FANUC ROBOTICS 3900 W. HAMLIN ROAD ROCHESTER HILLS, MI 48309	\$ 58,774.00
4, 5	GRAINGER INDUSTRIAL SUPPLY 2701 OGDEN AVENUE DOWNERS GROVE, IL 60515	\$ 1,983.15
20, 21, 22, 23	NEWARK ELECTRONICS 1919 S. HIGHLAND AVENUE LOMBARD, IL 60148	\$ 65,565.00
2	UE SYSTEMS, INC. 14 HAYES STREET ELMSFORD, NY 10523	\$ 16,485.00

FOR A TOTAL EXPENDITURE OF: \$369,365.60;

REJECTING ITEM #25 DUE TO NON-COMPLIANCE WITH BID SPECIFICATIONS.

g) **HSC WINDOW TREATMENTS – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR HSC WINDOW TREATMENTS TO THE LOWEST RESPONSIBLE BIDDER, ILLINOIS WINDOW SHADE COMPANY, 6250 N. BROADWAY, CHICAGO, IL 60660, FOR A TOTAL EXPENDITURE OF \$17,975.**

h) **ATHLETIC FIELD NEW SYNTHETIC TURF – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR ATHLETIC FIELD NEW SYNTHETIC TURF TO THE LOWEST RESPONSIBLE BIDDER, FIELD TURF USA, 8088 MONTVIEW ROAD, MONTREAL, QUEBEC, FOR A TOTAL EXPENDITURE OF \$438,209.14.**

i) **INTERIOR LITTER COLLECTION CONTAINERS – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR THE INTERIOR LITTER COLLECTION CONTAINERS TO THE LOWEST RESPONSIBLE BIDDER, FORMS & SURFACES, 30 PINE STREET,**

PITTSBURGH, PA 15223, FOR A TOTAL EXPENDITURE OF \$114,580, ALONG WITH THE ASSOCIATED FUTURE DISCOUNT PRICING FOR THE REMODELING OF THE BERG INSTRUCTIONAL CENTER (BIC) AND THE STUDENT RESOURCE CENTER (SRC).

- j) TEC & HSC POST-CONSTRUCTION CLEANING SERVICES – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR POST-CONSTRUCTION CLEANING SERVICES FOR THE HSC AND TEC TO THE LOWEST RESPONSIBLE BIDDERS:

HSC BUILDING	PERFECT CLEANING SERVICES 5852 N. NORTHWEST HIGHWAY CHICAGO, IL 60631	\$26,860.00
TEC BUILDING	IMPRESSION CLEANING SERVICES 828 N. ADDISON AVENUE ELMHURST, IL 60126	\$33,995.00

FOR A TOTAL EXPENDITURE OF: \$60,875.00.

- k) ATHLETIC FIELD PRESS BOX & BLEACHERS – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR ATHLETIC FIELD PRESS BOX & BLEACHERS TO THE LOWEST RESPONSIBLE BIDDER, R. K. SPORTS SEATING, INC., 536 EIGHT STREET, COLUMBUS, IN 47201, FOR THE BASE BID TOTAL OF \$563,200, ALTERNATE #1 FOR A DEDUCT OF (\$7,292), ALTERNATE #3 FOR \$6,284, AND ALTERNATE #4 FOR \$6,204; FOR A TOTAL EXPENDITURE OF \$568,406.

- l) TEC DRAFTING TABLES, WELDING TABLES & HEAVY DUTY STORAGE FIXTURES THAT THE BOARD OF TRUSTEES AWARD THE BID FOR TEC DRAFTING TABLES, WELDING TABLES & HEAVY DUTY STORAGE FIXTURES TO THE LOWEST RESPONSIBLE BIDDERS, ON AN ITEM BY ITEM BASIS AS FOLLOWS:

<u>ITEM</u>	<u>VENDOR</u>	<u>\$ AMOUNT</u>
5, 6, 7, 10	ADVANCED TECHNOLOGIES CONSULTANTS 110 W. MAIN STREET NORTHVILLE, MI 48167	\$ 68,557.02
2, 3, 11	EVOLUTION INTERIORS 905 S. MENARD AVENUE CHICAGO, IL 60644	\$225,996.81
12, 14	FRANK COONEY COMPANY 1226 N. MICHAEL DRIVE WOOD DALE, IL 60191	\$ 7,092.40
4, 13	INTERIORS FOR BUSINESS 409 N. RIVER STREET BATAVIA, IL 60510	\$ 38,762.38

FOR A TOTAL EXPENDITURE OF: \$340,408.61;

REJECTING ITEM 1 DUE TO BUDGETARY CONSTRAINTS AND ALTERNATE ITEMS 8 AND 9 DUE TO PREVIOUS AWARDS.

m) MOVING AND CALIBRATION OF X-RAY EQUIPMENT – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR MOVING AND CALIBRATION OF X-RAY EQUIPMENT TO THE LOWEST RESPONSIBLE BIDDER, WAYNE INCORPORATED, 245 W. ROOSEVELT ROAD, WEST CHICAGO, IL 60185, FOR A TOTAL EXPENDITURE OF \$15,000.

4) REQUEST FOR PROPOSALS (RFP) – None this month.

5) PURCHASE ORDERS – None this month.

6) PERSONNEL ACTIONS – THAT THE BOARD OF TRUSTEES RATIFY THE FOLLOWING PERSONNEL ACTIONS (items attached to permanent 04/16/09 Regular Board Meeting packet of materials):

- a) RATIFICATION OF ADMINISTRATIVE APPOINTMENT(S)
- b) RATIFICATION OF FACULTY APPOINTMENT(S)
- c) RATIFICATION OF ADMINISTRATIVE TRANSFER(S)/REASSIGNMENT(S)
- d) RATIFICATION OF FACULTY TRANSFER(S)/REASSIGNMENT(S)
- e) RATIFICATION OF CLASSIFIED TRANSFER(S)/REASSIGNMENT(S)
- f) RATIFICATION OF CLASSIFIED RESIGNATION(S)/TERMINATION(S)
- g) RATIFICATION OF FACULTY RESIGNATION(S)/TERMINATION(S)
- h) RATIFICATION OF CLASSIFIED RETIREMENT(S)
- i) RATIFICATION OF FACULTY RETIREMENT(S)

7) GIFTS AND DONATIONS QUARTERLY REPORT – THAT THE BOARD OF TRUSTEES ACCEPT THE ASSETS DONATED THROUGH THE EFFORTS OF THE COLLEGE OF DUPAGE FOUNDATION, TOTALING \$106,337.43, RECEIVED BETWEEN JANUARY 1, 2009 AND MARCH 31, 2009. (THERE WERE NO GIFTS GIVEN DIRECTLY TO THE COLLEGE THIS QUARTER.)

C. FOR INFORMATION: CONSTRUCTION-RELATED ITEMS

- 1) Monthly Construction Project Summary – The Board reviewed this summary which is prepared each month by the College's Facilities Department to update the Trustees on various construction projects on campus. It was reported that all projects are proceeding on schedule.
- 2) FMP Budget and Schedule Update – The Board reviewed the quarterly update of overall FMP budgets and schedules.

D. FOR APPROVAL: CONSTRUCTION-RELATED ITEMS

1) RATIFICATION OF CONSTRUCTION CHANGE ORDERS – THAT THE BOARD OF TRUSTEES RATIFY THE CHANGE ORDERS FROM THE FOLLOWING SUMMARY FOR APRIL 2009:

FMP PROJECTS

- RATIFY RPL 3 CHANGE ORDER – ABBEY #36: \$600.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #37: \$3,227.68.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #38: \$151.20.



- RATIFY RPL 3 CHANGE ORDER – ABBEY #39: \$1,324.73.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #40: \$631.50.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #41: \$11,490.14.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #42: \$288.92.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #43: \$603.75.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #44: \$1,134.74.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #45: \$920.45.
- RATIFY RPL 3 CHANGE ORDER – ABBEY #46: \$24,941.45.
- RATIFY HSC CHANGE ORDER – GILBANE #73: \$78,526.
- RATIFY HSC CHANGE ORDER – GILBANE #78R1: \$62,002.
- RATIFY HSC CHANGE ORDER – GILBANE #79R1: \$168,566.
- RATIFY HSC CHANGE ORDER – GILBANE #89: \$3,916.
- RATIFY HSC CHANGE ORDER – GILBANE #90: \$699.
- RATIFY HSC CHANGE ORDER – GILBANE #91: (\$3,030).
- RATIFY HSC CHANGE ORDER – GILBANE #92: (\$3,023).
- RATIFY HSC CHANGE ORDER – GILBANE #93: \$2,876.
- RATIFY HSC CHANGE ORDER – GILBANE #94: (\$4,173).
- RATIFY HSC CHANGE ORDER – GILBANE #95: \$222.
- RATIFY HSC CHANGE ORDER – GILBANE #96: \$4,417.

**NON-FMP PROJECTS**

- RATIFY EAST CAMPUS CHILLER REPLACEMENT CHANGE ORDER – MONACO MECHANICAL #04: \$0.
- RATIFY EAST CAMPUS CHILLER REPLACEMENT CHANGE ORDER – MONACO MECHANICAL #05: \$1,902.74.

2) **APPROVAL OF CONSTRUCTION CHANGE ORDERS** – None this month.

On roll call, voting aye: Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Student Trustee Wilson abstained. Trustee Snyder's telephone conference call connection was disconnected for a short time during the Consent Agenda; he did not vote. Motion carried.

10. **NEW BUSINESS**

A) **FOR INFORMATION**

1) **SABBATICAL LEAVES** – The Board is provided with an annual notification of upcoming Faculty sabbatical leaves. They are as follows:

- *Dr. Thomas Carter, Professor of Physics*
- *Jennifer Hereth, Professor of Art*
- *Christy Peterson, Associate Professor of Mathematics*
- *Elizabeth Whiteacre, Associate Professor of English*

2) **ONE-SEMESTER LEAVES** – The Board is provided with an annual notification of upcoming Faculty one-semester non-teaching assignment leaves. They are as follows:

- *Marco Benassi, Speech*

- *Michael Duggan, Counseling*
- *David Goldberg, Political Science*
- *Harry Hou, Computer Information Systems*
- *Mohammad Morovati, Computer Information Systems*
- *Christine Monnier, Sociology*
- *Karen Persky, Mathematics*
- *Casey Slott, Speech*
- *John Stasinopoulos, ESL*

Trustee Snyder was reconnected to the meeting by telephone conference call at this time.

**B) FOR APPROVAL**

- 1) **LANDSCAPE ARCHITECT** – Nowak moved, Atkinson seconded, THAT THE BOARD OF TRUSTEES APPROVE A CONTRACT WITH JJR, LLC, 35 E. WACKER DRIVE, CHICAGO, IL 60601, FOR AN INITIAL FEE OF \$70,000 FOR THE SERVICES OUTLINED, AND PER THE ATTACHED SCHEDULE OF RATES FOR FUTURE TASK ORDER PROJECTS. On roll call, voting aye: Snyder, Wilson, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Motion carried unanimously.
  
- 2) **BOND PARAMETERS RESOLUTION** – The firm of Ice Miller, which was approved at the December 2008 Board Meeting as Bond Council for the issuance of the most recent Bond issue, presented information to the Board on this item. Although the Board has approved the sale of \$75 Million Series 2008 Alternate Revenue Source Bonds, in order for BMO to take advantage of the earliest possible sale date, the Board of Trustees must also approve a Parameters Resolution for the sales of those bonds. This resolution does not obligate the College to sell bonds nor does it obligate the authorized individuals to sign off on the bond sale. The bonds will only be sold if they meet the criteria set forth in the Parameters Resolution and if the sale is approved by the designated officials of the College.  
  
Atkinson moved, Snyder seconded, THAT THE BOARD OF TRUSTEES APPROVE THE ATTACHED BOND PARAMETERS RESOLUTION. On roll call, voting aye: Snyder, Wilson, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Motion carried unanimously.
  
- 3) **EMPLOYEE HEALTH INSURANCE PREMIUMS – LETTERS OF AGREEMENT WITH UNIONS AND CLASSIFIED PERSONNEL ASSOCIATION** – Atkinson moved, Nowak seconded, THAT BOARD OF TRUSTEES APPROVE THE REDUCTION OF PREMIUMS FOR THE CLASSIFIED PERSONNEL ASSOCIATION, FOP EMPLOYEES, LOCAL 399 OPERATING ENGINEERS, AND IEA/NEA REPRESENTED EMPLOYEES THAT HAVE AGREED TO THE LETTER OF AGREEMENT (AS ATTACHED) TO THE THIRD YEAR OF COVERAGE RATES EFFECTIVE MAY 1, 2009. On roll call, voting aye: Snyder, Wilson, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Motion carried unanimously.
  
- 4) **ISSUANCE OF NOTICE TO REMEDY A FACULTY MEMBER** – Atkinson moved, Nowak seconded, THAT THE BOARD OF TRUSTEE APPROVE THE ISSUANCE OF NOTICE TO REMEDY A FACULTY MEMBER. On roll call, voting aye: Snyder, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Student Trustee Wilson abstained. Motion carried.

- 5) **REVISED BOARD POLICIES** – Atkinson moved, Nowak seconded, THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING REVISED BOARD POLICIES:

- |    |        |  |
|----|--------|--|
| a) | 5-30   | CODE OF ETHICS   |
| b) | 10-110 | ASSEMBLAGE ON COLLEGE FACILITIES                           |
| c) | 10-115 | OUTSIDE SPEAKERS AND PROGRAMS                              |
| d) | 10-125 | DISTRIBUTION OF PRINTED MATERIAL                           |
| e) | 15-10  | PROHIBITION OF DISCRIMINATION AND HARASSMENT               |
| f) | 15-25  | EMPLOYEE CODE OF ETHICS                                    |
| g) | 15-170 | CAUSES FOR TERMINATION OF COLLEGE PERSONNEL                |
| h) | 15-335 | ACADEMIC FREEDOM/INSTRUCTIONAL MATERIAL, FULL-TIME FACULTY |
| i) | 20-5   | NON-DISCRIMINATION POLICY                                  |
| j) | 25-135 | EDUCATIONAL PHILOSOPHY                                     |

Trustees Atkinson, Carlin and Snyder commented that all of the revised Board Policies have been available to the College staff, students and public for almost five months. In addition, all suggestions and concerns were carefully reviewed by the College attorney, the President and Board Policy Review Committee to ensure that all policies are in line with state and federal laws and all of the collective bargaining agreements of the College.

On roll call, voting aye: Snyder, Nowak, McKinnon, Wozniak, Atkinson, and Carlin.  
Voting no: Student Trustee Wilson. Motion carried.

- 6) **SALARY INCREASES FOR ADMINISTRATORS AND THE PRESIDENT'S CABINET**  
Atkinson moved, Nowak seconded, THAT, EFFECTIVE MAY 1, 2009, THE BOARD OF TRUSTEES APPROVE A SALARY INCREASE POOL FOR ADMINISTRATORS OF 3% OF SALARIES; APPROVE A SALARY INCREASE POOL FOR THE PRESIDENT'S CABINET OF 3% OF SALARIES; AND APPROVE \$75,000 FOR THE PRESIDENT TO MAKE SALARY ADJUSTMENTS AS NECESSARY. On roll call, voting aye: Snyder, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Student Trustee Wilson abstained. Motion carried.
- 7) **APPROVAL OF INDEMNIFICATION AGREEMENT** – This item will be voted on later in the meeting following the second Closed Session.

## 11. **ANNOUNCEMENTS**

### A. **COMMUNICATIONS**

**STUDENT TRUSTEE'S REPORT** – Ashley Wilson reported she is excited about representing the students on the Board of Trustees. Student have brought to her attention concerns regarding the suspension of the honors tuition reimbursement program, the seven-day rule to pay tuition and fees following registration, and the transfer of independent learning classes to on-line courses.

**ICCTA** – Trustee Carlin reported on the April 25<sup>th</sup> West Suburban Regional Trustees Association Meeting at Elgin Community College, and the April 29<sup>th</sup> Lobby Day in Springfield.

**FOUNDATION** -- Trustee Carlin reported that the Foundation Board will meet in May, many Foundation Board Members attended the dedication of the Health Science Center (HSC), and they

are currently working with Dr. Breuder and the College attorney on a Memorandum of Understanding (MOU) between the College and the Foundation.

**CONGRATULATIONS TO NEWLY ELECTED TRUSTEES** – On behalf of the Board, Trustee Carlin congratulated all of the newly elected Trustees and thanked the outgoing Trustees who have faithfully served the College.

**FUTURE ON-CAMPUS EVENTS:**

- April 21 Traditions in Excellence Dinner.
- April 24 Technology Education Center (TEC) Dedication.
- May 4, 2009 Reorganizational Board Meeting.

**FUTURE OFF-CAMPUS EVENTS:**

- April 18 to 21 AGB Conference in San Diego, CA.
- April 22 Phi Theta Kappa Banquet in Springfield, IL.
- April 23 Student Lobby Day in Springfield, IL.
- April 26 to 28 ACCT Governance Leadership Institute in Biloxi, MS.

**CLOSED SESSION** – At 8:05 p.m., Atkinson moved, Nowak seconded, THAT THE BOARD OF TRUSTEES HOLD A CLOSED SESSION FOR THE PURPOSES OF DISCUSSING: (1) LITIGATION, WHEN AN ACTION AGAINST, AFFECTING, OR ON BEHALF OF THE PARTICULAR PUBLIC BODY HAS BEEN FILED AND IS PENDING BEFORE A COURT OR ADMINISTRATIVE TRIBUNAL, OR WHEN THE PUBLIC BODY FINDS THAT AN ACTION IS PROBABLE OR IMMINENT, IN WHICH CASE THE BASIS FOR THE FINDING SHALL BE RECORDED AND ENTERED INTO THE MINUTES OF THE CLOSED MEETING. On roll call, voting aye: Snyder, Nowak, McKinnon, Wozniak, Atkinson, and Carlin. Voting no: Student Trustee Wilson. Motion carried.

**RESUME OPEN SESSION** – At 8:45 p.m., Nowak moved, Atkinson seconded, THAT THE OPEN MEETING BE RESUMED. On voice vote, motion carried unanimously.

- 7) **APPROVAL OF INDEMNIFICATION AGREEMENT** – Atkinson moved, Nowak seconded, THAT THE BOARD OF TRUSTEES APPROVE THE INDEMNIFICATION AGREEMENT, SUBJECT TO REVIEW BY THE COLLEGE ATTORNEY, WITH AN EXPIRATION DATE OF THE AGREEMENT OFFER OF MAY 1, 2009.

College Attorney Kenneth Fiorey explained that this Indemnification Agreement will authorize the payment of legal fees of former Trustees Mary Mack, Jane Herron, and Mary Sue Brown *only*. Chairman McKinnon's legal fees will be borne by him personally. All three former Trustees must agree to this Indemnification Agreement or it becomes null and void. Following the expiration date of May 1, 2009, the settlement offer will be rescinded and litigation will continue. The purpose for taking action on this issue now is that it is in the best financial interest of the College to stop the daily cost of litigation fees.

Trustee Carlin reported that in a telephone conversation he had with Trustee Wessel earlier in the day, she told him that she felt it is in the best interest of the College and the community to end this litigation.

On roll call, voting aye: Snyder, Wilson, Nowak, Wozniak, Atkinson, and Carlin. Chairman McKinnon abstained. Motion carried.

12. **ADJOURN** – At 9:00 p.m., Snyder moved, Atkinson seconded, THAT THE BOARD MEETING BE ADJOURNED. On voice vote, motion carried unanimously.

By: \_\_\_\_\_  
David Carlin, Board Secretary

Approved: 05/04/09

By: \_\_\_\_\_  
Micheal E. McKinnon, Board Chairman



**2010 AMENDMENT  
TO EMPLOYMENT AGREEMENT**

This Amendment to the November 18, 2008 President's Employment Agreement ("Agreement") between the Board of Trustees of the College of DuPage (the "Board") and Robert L. Breuder ("President") is made by the parties this 22<sup>nd</sup> day of June 2010.

The Agreement is amended to include the following:


1. The President will be eligible to receive an annual Respite and Renewal Leave of up to twelve (12) days to be taken during the time period of the end of the Spring Semester and the beginning of the Fall Semester. Unused leave provided under this provision will not accumulate and will not carry over from year to year.
2. The purpose of the Leave is to provide the President with dedicated time to evaluate the events of the previous academic year and focus his thinking and energies on the established institutional priorities and annual objectives for the upcoming academic year in the best interests of the College.
3. The President will advise and seek the approval of the Board Chairman on or before the April 30<sup>th</sup> preceding the Leave of his request to exercise the Leave. During such Leave, the President will be available to the Board Chairman and Vice Chairman, and the College to ensure continuity of operations.
4. Except as provided herein, the provisions of the Agreement shall remain in force.

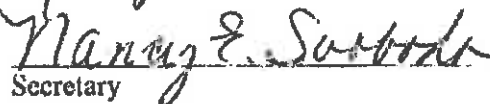
IN WITNESS WHEREOF, the parties have executed this Amendment to Employment Agreement in duplicate this 22<sup>nd</sup> day of June 2010.

PRESIDENT

  
\_\_\_\_\_  
Robert L. Breuder

BOARD OF TRUSTEES OF  
COLLEGE OF DUPAGE  
DUPAGE COUNTY, ILLINOIS

  
\_\_\_\_\_  
Kathy A. Kiesel  
Chairman

  
\_\_\_\_\_  
Mary E. Sorbdo  
Secretary

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS

TUESDAY, JUNE 22, 2010

REGULAR BOARD MEETING AGENDA

6:00 p.m. – CLOSED SESSION – SRC-2052

6:45 p.m. – PUBLIC HEARING ON THE BUDGET – SRC-2052

7:00 p.m. – REGULAR BOARD MEETING – SRC-2052

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF AGENDA
4. PRESENTATIONS
5. STUDENT TRUSTEE'S REPORT
6. PRESIDENT'S REPORT
  6. A. Recognition of the NJCAA National Championship Women's Tennis Team and the Men's Track and Field Team
7. COMMENTS FROM COLLEGE OF DUPAGE EMPLOYEES
8. COMMENTS FROM CITIZENS
  8. A. District No. 502 Citizens
  8. B. Citizens-at-Large
9. CONSENT AGENDA\*\* (Roll Call Vote)
  9. A. For Information: Standard Items
    9. A. 1) Gifts and Grants Report
    9. A. 2) Governmental Consortium/Cooperative Purchases Report – *None*
    9. A. 3) Financial Statements
      - a) FY-2010 Operating Funds – Budget and Expenditures
      - b) Schedule of Investments

**9. B. For APPROVAL: Standard Items**

**9. B. 1) Minutes**

- a) 05/20/10 Reorganizational Board Meeting
- b) 05/20/10 Regular Board Meeting
- c) 05/20/10 Closed Session – *Confidential for Board Only*

**9. B. 2) Financial Reports**

- a) May Treasurer's Report
- b) Payroll and Accounts Payable

**9. B. 3) Bids**

- a) Autodesk Design Institute – Master Suite Solution Annual Renewal
- b) Health & Science Center (HSC) – Classroom #1326 Renovations
- c) Cafeteria Renovations
- d) Culinary & Hospitality Center (CHC) – Bid Package #2
- e) Homeland Security Education Center (HEC) – Bid Package #3
- f) BIC/SRC Renovations & Student Services Center (SSC) Addition – Bid Package #4
- g) Health & Science Center (HSC) – Hallway Carpet Installation

**9. B. 4) Requests for Proposals – *None***

**9. B. 5) Purchase Orders**

- a) AT&T Voice / IP Three-Year Maintenance Agreement
- b) Maintenance Contract Renewals

**9. B. 6) Personnel Actions**

**9. C. For Information: Constructed-Related Items**

**9. C. 1) Monthly Construction Project Summary**

**9. D. For APPROVAL: Construction-Related Items**

**9. D. 1) Ratification of Construction Change Orders**

- a) FMP Projects
- b) Non-FMP Projects – *None*

**9. D. 2) Approval of Construction Change Orders**

- a) FMP Projects – *None*
- b) Non-FMP Projects – *None*

**10. NEW BUSINESS**

**10. A. For Information**

- 10. A. 1) Strategic Long Range Plan (SLRP) for College of DuPage
- 10. A. 2) Board Policy 10-85, Sale or Disposal of College Property



10. B. For APPROVAL

- 10. B. 1) Adoption of FY2011 Budget
- 10. B. 2) Board Policy 15-60, Reimbursement of Moving Expenses for New Employees
- 10. B. 3) Board Policy 15-95, Employment Outside of the College
- 10. B. 4) Board Policy 20-10, Communicable Diseases, Students
- 10. B. 5) Football Coach Contract Extension
- 10. B. 6) Variable Tuition for: Diagnostic Medical Imaging Sonography (DMIS), Diagnostic Medical Imaging Vascular Sonography (DMIV), and Radiation Therapy Programs
- 10. B. 7) RAMP Document
- 10. B. 8) Operating Engineers Contract
- 10. B. 9) FY2011 Property, Liability, Workers' Compensation, and Athletic Insurance Renewal
- 10. B. 10) Illinois Prevailing Wage Act Resolution
- 10. B. 11) Hellmuth, Obata & Kassabaum, Inc. (HOK) Settlement Agreement

11. **ANNOUNCEMENTS BY BOARD CHAIRMAN**

11. A. Communications

11. B. Calendar Dates

On-Campus Events (Note: \* = Required Board Event)

- Friday, June 25 – SLEA Graduation – MAC Mainstage, 1:00 p.m.
- Thursday, July 22 – Regular July Board Meeting – SRC-2052, 7:00 p.m. \*

Off-Campus Events

- Saturday, July 10 – WDCB Jazz Fest Glen Ellyn – Downtown Glen Ellyn on Main Street between Crescent Blvd. and Pennsylvania Ave., 3:00 to 10:00 p.m.

12. ADJOURN

- \*\* Certain recurring recommendations may be included in the Consent Agenda at the discretion of the President. At the request of a Trustee or the President, an item may be removed from the Consent Agenda for separate discussion or approval.

**FUTURE MEETINGS**

**Thursday, July 22, 2010**

**7:00 pm – Regular Board Meeting, SRC-2052**

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS

MINUTES OF THE REGULAR MEETING

TUESDAY, JUNE 22, 2010  
HELD ON CAMPUS IN SRC-2052, GLEN ELLYN, IL

CLOSED SESSION – SRC-2052 – At 6:00 p.m., Carlin moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES HOLD A CLOSED SESSION FOR THE PURPOSES OF DISCUSSING THE FOLLOWING:

- (1) THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY, TO DETERMINE ITS VALIDITY;
- (2) COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES, OR DELIBERATIONS CONCERNING SALARY SCHEDULES FOR ONE OR MORE CLASSES OF EMPLOYEES; AND
- (3) LITIGATION, WHEN AN ACTION AGAINST, AFFECTING, OR ON BEHALF OF THE PARTICULAR PUBLIC BODY HAS BEEN FILED AND IS PENDING BEFORE A COURT OR ADMINISTRATIVE TRIBUNAL, OR WHEN THE PUBLIC BODY FINDS THAT AN ACTION IS PROBABLE OR IMMINENT, IN WHICH CASE THE BASIS FOR THE FINDING SHALL BE RECORDED AND ENTERED INTO THE MINUTES OF THE CLOSED MEETING.

In an advisory comment, Student Trustee Lodygowski indicated preference for the motion. On roll call, voting aye: Trustees Carlin, Kim, O'Donnell, Savage, Svoboda and Wessel.

At 6:09 p.m., Trustee Wozniak arrived at the meeting.

CONCLUDE CLOSED SESSION – At 6:44 p.m., Kim moved, O'Donnell seconded, THAT THE CLOSED SESSION BE CONCLUDED. On voice vote, motion carried unanimously.

PUBLIC HEARING ON THE BUDGET – SRC-2052 – At 6:45 p.m., the Board of Trustees held a Public Hearing on the Budget. This Budget Public Hearing is held annually. Vice President of Administrative Affairs *Thomas Glaser* and Finance Office Budget Manager *Maureen Potempa* reported on the financial highlights of the FY2011 Budget:

- Total revenues in All Funds are \$274.4 million; down 4.1% from FY2010 revenues of \$286.2 million.
- Budget assumes receipt of only one quarterly base operating grant payment from the State. Revenues from the State constitute only 2.84% of total revenues in the Operating Fund.
- This Budget stopped the budgeting of contingent revenues – not a recognized best practice – and estimated interest income more in line with rates actually being earned on the College's balances.
- Operating Fund Budget is balanced as revenues equal expenditures and net transfers.

- Budget provides \$105 million for the construction of the new Culinary Hospitality Center (CHC), Homeland Security Education Center (HEC) and the Student Services Center (SSC), as well as the renovation of the Berg Instructional Center (BIC) and various capital improvement projects on campus.
- Total expenditures in All Funds increased 5.9% in FY2011 – driven primarily by expenditures in the Operations and Maintenance (Restricted) Fund for various construction, renovation and capital improvements.
- Given the financial challenges in crafting this Budget, we put four Full-Time Faculty positions on hold that are currently open. In addition, we are also not filling three open Classified positions. Unfortunately, we are reducing one Part-Time and thirteen Full-Time Classified employees in this Budget. We are offering a severance package that will help in their transition from College employment.

*(Complete FY2011 Budget and Highlights attached to permanent 06/22/10 Regular Board Meeting materials.)*

As of May 20<sup>th</sup>, the Budget was posted on the College web site for public inspection. The number of individuals viewing the Budget on-line totaled 623, with a total of 745 different viewing sessions. Mr. Glaser and Ms. Potempa responded to all questions and, at the request of Dr. Breuder, met with several members of the Board as well as citizens of District 502. In addition, paper copies of the Budget were available for public inspection in the Office of the College Vice President of Administrative Affairs, the College Library and in Public Libraries located in Glen Ellyn, LaGrange, Naperville and Wheaton.

Neither the Board of Trustees nor the public had any questions on the Budget. On behalf of the Board, Chairman Wessel thanked Dr. Breuder, Mr. Glaser, Ms. Potempa and the entire Finance Office staff for their dedicated work on this Budget.

#### **REGULAR BOARD MEETING – SFIC-2052**

1. **CALL TO ORDER** – At 7:06 p.m., the Regular Meeting of the Board of Trustees was called to order by Chairman Wessel.
2. **ROLL CALL** – *Present:* Student Trustee Kristin Lodygowski and Trustees David Carlin, Sandy Kim, Allison O'Donnell, Kim Savage, Nancy Svoboda, Kathy A. Wessel and Joseph Wozniak. *Absent:* None. *Also present:* President Dr. Robert L. Breuder, Legal Counsel Frank Garrett, staff members, representatives of the press, and visitors. (Minutes prepared by Karen V. Neely, Administrative Assistant in the Office of the President.)
3. **APPROVAL OF AGENDA** – Kim moved, Savage seconded, THAT THE BOARD OF TRUSTEES APPROVE THE AGENDA FOR THE REGULAR BOARD MEETING OF JUNE 22, 2010. On voice vote, motion carried unanimously.
4. **PRESENTATIONS** – *None this month*
5. **STUDENT TRUSTEE'S REPORT** – Student Trustee Lodygowski reported:
  - *Chuck Steele, Coordinator of Student Life, reported that the name of the Student Activities Department has been changed to the Office of Student Life.*
  - *Student Life is collaborating with the Office of Planning & Institutional Effectiveness on new student orientation plans.*
  - *A special edition of *Their Beepin' Show* will be featured as part of student orientation.*
  - *The new Student Leadership Council (SLC) officers have begun their training.*

- Attended the Illinois Community College Board Student Leadership Institute where she met with other Student Trustees from across the state.

6. **PRESIDENT'S REPORT**

6. A. **RECOGNITION OF THE NJCAA NATIONAL CHAMPIONSHIP WOMEN'S TENNIS TEAM AND MEN'S TRACK AND FIELD TEAM** – Athletic Director *Paul Zakowski* introduced the championship teams and coaches:

**Women's Tennis Team**

- The team finished in first place.
- This is their third championship title in the last four years.
- Coach *Jim Bowers* was named "Coach of the Tournament".
- Named "NJCAA First Team All-Americans": *Katie Schneberg, Katie Sawyer* and *Elizabeth Nelson* as individual flight winners, and *Shannon Wright* and *Sabid Sadiq* as doubles team flight winners.
- Named "NJCAA Second Team All-Americans": *Sara Wissmiller* and *Katie Schneberg* by finishing second in their doubles flight.

**Men's Track and Field Team**

- The team finished in first place.
- Coach *Jane Vatchev* was named "Coach of the Year".
- This was Ms. Vatchev's fourth national championship.
- Individual event winners: *Kallen Petty* – 110 meter hurdles; *Dan Koeller* – Pole Vault; *Justin Lawrence* – Long Jump; *Troy Doris* – Triple Jump; *Tom Kiser* – Discus; and *Emilio Salinas* – Hammer Throw.

7. **COMMENTS FROM COLLEGE OF DUPAGE EMPLOYEES**

- *Nancy Stanko, Faculty Association* – Requests a resolution to the Unfair Labor Practice (ULP), a face-to-face component with faculty when revising Board Policies and Administrative Procedures, and Budget concerns/questions regarding staffing and unreserved fund balance.
- *Tom Tipton, Faculty* – Budget concerns/questions.
- *Barbara Huszagh, ESL* – ESL scheduling and classroom space.
- *Maureen Potempa, Outgoing President of the Classified Personnel Association (CPA)* – Introduced new CPA President *Andrea Liedtke*.

8. **COMMENTS FROM DISTRICT 502 CITIZENS**

- *Kevin Bishop, Student* – Ongoing registration problems.
- *Mary Hason, DuPage United* – Thanked Trustees and Dr. Breuder and his staff for meeting with members of DuPage United to address their Budget questions/concerns.

*(If provided, complete written comments attached to permanent 06/22/10 Regular Board Meeting materials.)*

9. **CONSENT AGENDA** – Savage moved, Kim seconded, THAT THE BOARD OF TRUSTEES APPROVE THE CONSENT AGENDA CONSISTING OF THE FOLLOWING ITEMS:

A. **FOR INFORMATION: STANDARD ITEMS** – The Board reviewed the following items of information:

- 1) **Gifts and Grants Status Report**

- 2) Governmental Consortium/Cooperative Purchases Report – None this month
- 3) Financial Statements:
  - a) FY-2010 Operating Funds -- Budget and Expenditures
  - b) Schedule of Investments

**B. FOR APPROVAL: STANDARD ITEMS**

- 1) MINUTES – THAT THE BOARD OF TRUSTEES APPROVE THE MINUTES OF THE FOLLOWING BOARD MEETINGS:
  - a) 05/20/10 REORGANIZATIONAL BOARD MEETING
  - b) 05/20/10 REGULAR BOARD MEETING
  - c) 05/20/10 CLOSED SESSION – *Confidential for Board Only*
  
- 2) FINANCIAL REPORTS – THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING FINANCIAL REPORTS:
  - a) MAY TREASURER'S REPORT
  - b) PAYROLL AND ACCOUNTS PAYABLE REPORT
  
- 3) BIDS -- THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING BID RECOMMENDATIONS:
  - a) AUTODESK DESIGN INSTITUTE – MASTER SUITE SOLUTION ANNUAL RENEWAL THAT THE BOARD OF TRUSTEES AWARD THE BID FOR AUTODESK DESIGN INSTITUTE – MASTER SUITE SOLUTION ANNUAL RENEWAL TO THE LOWEST RESPONSIBLE BIDDER, IMAGINIT TECHNOLOGIES, 2030 E. ALGONQUIN ROAD, SCHAUMBURG, IL 60173, FOR A TOTAL EXPENDITURE OF \$33,040.00.
  
  - b) HEALTH & SCIENCE CENTER (HSC) – CLASSROOM #1326 RENOVATIONS THAT THE BOARD OF TRUSTEES AWARD THE BID FOR HEALTH & SCIENCE CENTER (HSC) – CLASSROOM #1326 RENOVATIONS TO THE LOWEST RESPONSIBLE BIDDER, SIGALOS & ASSOCIATES, 915 HAWTHORN DRIVE, ITASCA, IL 60143, FOR THE BASE BID TOTAL OF \$171,900.00; AND ACCEPTANCE OF ALTERNATE #1 FOR A DEDUCTION OF (-\$5,200.00); FOR A TOTAL EXPENDITURE OF \$166,700.00.
  
  - c) CAFETERIA RENOVATIONS – THAT THE BOARD OF TRUSTEES AWARD THE BID FOR CAFETERIA RENOVATIONS TO THE LOWEST RESPONSIBLE BIDDER, BOLLER CONSTRUCTION COMPANY, 3045 W. WASHINGTON STREET, WAUKEGAN, IL 60085, FOR THE BASE BID TOTAL OF \$420,000.00; ALTERNATE #1 FOR \$39,000.00; ALTERNATE #2 IN THE AMOUNT OF \$24,000.00; ALTERNATE #3 IN THE AMOUNT OF \$85,000.00; ALTERNATE #4 IN THE AMOUNT OF \$56,000.00; ALTERNATE #5 IN THE AMOUNT OF \$5,000.00; ALTERNATE #6 IN THE AMOUNT OF \$18,800.00; ALTERNATE #7 IN THE AMOUNT OF \$22,000.00; AND ALTERNATE #8 IN THE AMOUNT OF \$12,000.00; FOR A TOTAL EXPENDITURE OF \$671,900.00.
  
  - d) CULINARY & HOSPITALITY CENTER (CHC) – BID PACKAGE #2
    - a) THAT THE BOARD OF TRUSTEES AWARD THE BIDS FOR THE CULINARY & HOSPITALITY CENTER (CHC) – BID PACKAGE #2 TO THE LOWEST RESPONSIBLE BIDDERS AND ASSIGN THE CONTRACTS TO W. B. OLSON, INC. AS FOLLOWS:

- UNIT PAVERS TO CR SCHMIDT, INC., 29W002 MAIN STREET, WARRENVILLE, IL 60555, FOR ALTERNATE L2 FOR \$34,075.00; AND ALTERNATE L4 FOR \$10,975.00; FOR A TOTAL VALUE OF \$45,050.00.
- SITE CONCRETE TO BUILDER'S CONCRETE SERVICES, LLC, 31W350 SCHOGGER DR, NAPERVILLE, IL 60564, FOR THE BASE BID TOTAL OF \$226,550.00; ALTERNATE L2 FOR \$4,000.00; ALTERNATE L4 FOR \$2,300.00; AND ALTERNATE L6 FOR \$4,400.00; FOR A TOTAL OF \$237,250.00.
- ASPHALT PAVING TO ORANGE CRUSH, 321 CENTER STREET, HILLSIDE, IL 60162, FOR THE BASE BID TOTAL OF \$244,774.00.
- MASONRY TO MASTERSHIP CONSTRUCTION CO, 1615 INDUSTRIAL DRIVE, LIBERTYVILLE, IL 60048, FOR THE BASE BID TOTAL OF \$774,000.00.
- MISCELLANEOUS METALS TO T.A. BOWMAN CONSTRUCTORS LLC, 134 W. LAKE STREET, BLOOMINGDALE, IL 60108, FOR THE BASE BID TOTAL OF \$572,000.00.
- GENERAL TRADES TO DOHERTY CONSTRUCTION AT 163 N VALLEY HILL ROAD, WOODSTOCK, IL 60098, FOR THE BASE BID TOTAL OF \$387,500.00.
- ARCHITECTURAL CASEWORK & MILLWORK TO LANGE BROTHERS WOODWORK, 3920 W DOUGLAS AVE, MILWAUKEE, WI 53209, FOR THE BASE BID TOTAL OF \$665,585.00.
- CAULKING & WATERPROOFING TO KREMER & DAVIS INC., 132 OSBORNE ROAD, FRIDLEY, MN 55432, FOR THE BASE BID TOTAL OF \$164,800.00.
- LIGHT GAGE FRAMING & TRESPA PANELS TO STUCKEY CONSTRUCTION CO., 2020 N. LEWIS AVE, WAUKEGAN, IL 60087, FOR THE BASE BID TOTAL OF \$1,349,346.00.
- ROOFING AND SHEET METAL TO ALL AMERICAN EXTERIOR SOLUTIONS 150 OAKWOOD DRIVE, LAKE ZURICH, IL 60047, FOR THE BASE BID TOTAL OF \$352,000.00.
- SPRAY FIREPROOFING TO SPRAY INSULATIONS AT 7831 N. NAGEL AVE., MORTON GROVE, IL 60053, FOR THE BASE BID TOTAL OF \$120,250.00.
- GLASS & ALUMINUM TO KLEN-DICKERT GLASS AT 9535 - 58<sup>TH</sup> PLACE, KENOSHA, WI 53144, FOR THE BASE BID TOTAL OF \$789,000.00.
- DRYWALL, ACOUSTIC & INSULATION TO INTERNATIONAL DECORATORS INC., 1225 KARL COURT, WAUCONDA, IL 60084, FOR THE BASE BID TOTAL OF \$1,278,252.00.
- STONE FLOOR, MARBLE TILE, GLASS TILE AND CERAMIC TILE TO ROCKFORD CENTRAL TILE & TERRAZZO, 5139 AMERICAN ROAD, ROCKFORD, IL 61109, FOR THE BASE BID TOTAL OF \$615,950.00; AND ALTERNATE #7 FOR A DEDUCT OF (-\$36,000); FOR A TOTAL OF \$615,950.00.
- WOOD FLOORING TO MR. DAVID'S CARPET SERVICE, LTD., 865 W IRVING PARK ROAD, ITASCA, IL 60143, FOR THE BASE BID TOTAL OF \$43,120.00.
- CARPET, RESILIENT AND ACCESS FLOORING TO MR. DAVID'S CARPET SERVICE, LTD., 865 W IRVING PARK ROAD, ITASCA, IL 60143, FOR THE BASE BID TOTAL OF \$251,373.00.

- PAINTING & WALLCOVERING TO J&M DECORATING, INC., 205 FAIRBANK ST., ADDISON, IL 60101, FOR THE BASE BID TOTAL OF \$148,173.00.
- ELEVATORS TO OTIS ELEVATORS AT 949 OAK CREEK DRIVE, LOMBARD, IL 60148, FOR THE BASE BID TOTAL OF \$205,000.00.
- KITCHEN EQUIPMENT INSTALLATION TO GREAT LAKES HOTEL SUPPLY AT 1961 GRAND RIVER, DETROIT, MI 48226, FOR THE BASE BID TOTAL OF \$306,600.00.
- FIRE PROTECTION TO ALLIANCE FIRE PROTECTION CO., 998 FOREST EDGE DRIVE VERNON HILLS, IL 60061, FOR THE BASE BID TOTAL OF \$227,380.00.
- BUILDING PLUMBING TO WARREN THOMAS PLUMBING AT CO, 33 W 63<sup>RD</sup> STREET, WESTMONT, IL 60559, FOR THE BASE BID TOTAL OF \$1,279,000.00; AND ALTERNATE #12 FOR A DEDUCT OF (-\$26,200.00); FOR A TOTAL OF \$1,252,800.00.
- HVAC TO MG MECHANICAL CONTRACTING, INC, 1513 LAMB ROAD, WOODSTOCK, IL 60098, FOR THE BASE BID TOTAL OF \$3,919,000.00; AND ALTERNATE L5 FOR \$4,500.00; FOR A TOTAL OF \$3,923,500.00.
- ELECTRICAL TO EXCEL ELECTRIC, LLC, 24 SANGMEISTER ROAD, FRANKFORT, IL 60428, FOR THE BASE BID TOTAL OF \$2,448,900.00; ALTERNATE #5 FOR \$5,000.00; AND ALTERNATE #10 FOR \$6,300.00; FOR A TOTAL OF \$2,451,200.00.
- COMMUNICATIONS TO CONTINENTAL ELECTRICAL CONSTRUCTION CO., LLC, 362 S SCHMALE ROAD, CAROL STREAM, IL 60183, FOR THE BASE BID TOTAL OF \$116,342.00.

FOR A SUBTOTAL OF \$17,070,058.00.

- b) THAT THE BOARD OF TRUSTEES APPROVE THE INCREASE IN THE CONTRACT AMOUNT WITH W.B. OLSON, INC., 3235 ARNOLD LANE, NORTHBROOK, IL 60062, FOR THE CONTRACTS RELATED TO CHC BID PACKAGE #2, IN ACCORDANCE WITH THE CONTRACT TERMS, FOR A 2.25% FEE FOR TRADE CONTRACT COSTS IN THE AMOUNT OF \$384,076.00; AND A 0.7% FEE FOR INSURANCE IN THE AMOUNT OF \$122,179.00; FOR A TOTAL FEE AMOUNT OF \$506,255.00.
- c) THAT THE BOARD OF TRUSTEES APPROVE THE CONTRACT WITH GREAT LAKES HOTEL SUPPLY, 1961 GRAND RIVER, DETROIT, MI 48226, FOR THE DIRECT PURCHASE OF KITCHEN EQUIPMENT RELATED TO CHC BID PACKAGE #2, FOR THE BASE BID AMOUNT OF \$2,672,181.00.

FOR A TOTAL EXPENDITURE OF \$20,245,494.00.

e) HOMELAND SECURITY EDUCATION CENTER (HEC) – BID PACKAGE #3

- a) THAT THE BOARD OF TRUSTEES AWARD THE BIDS FOR HEC BID PACKAGE #3 TO THE LOWEST RESPONSIBLE BIDDERS AND ASSIGN THE CONTRACTS TO POWER CONSTRUCTION COMPANY, LLC AS FOLLOWS:

- MASONRY TO MIDWEST MASONRY, 1335 WILHELM ROAD, MUNDELEIN, IL 60060, FOR THE BASE BID TOTAL OF \$272,900.00.
- EXTERIOR METAL PANELS TO ALL AMERICAN EXTERIOR SOLUTIONS, 150 OAKWOOD ROAD, LAKE ZURICH, IL 60047, FOR THE BASE BID TOTAL OF \$547,000.00.

- **ROOFING TO ELENS AND MAICHIN, 1921 MANHATAN ROAD, JOLIET, IL 60434, FOR THE BASE BID TOTAL OF \$355,650.00.**
- **ALUMINUM STOREFRONT, CURTAIN WALL, STEEL WINDOWS AND GLAZING TO GATEWAY INCORPORATED, 3455 STERN AVENUE, ST. CHARLES, IL 60174, FOR THE BASE BID TOTAL OF \$955,000.00.**
- **OVERHEAD COILING DOORS AND ROLLING SHUTTERS TO HOUSE OF DOORS, INC., 5038 W. OGDEN AVE. BROOKFIELD, IL 60513, FOR THE BASE BID TOTAL OF \$149,974.00; ALTERNATE #17 FOR A DEDUCT OF (-\$62,500.00); FOR A TOTAL OF \$87,474.00.**
- **CARPENTRY & GENERAL TRADES TO DOHERTY CONSTRUCTION, INC., 163 N. VALLEY HILL ROAD, WOODSTOCK, IL 60095, FOR THE BASE BID TOTAL OF \$2,173,500.00, ALTERNATE #14 AT NO COST; AND ALTERNATE #17 AT NO COST; FOR A TOTAL OF \$2,173,500.00.**
- **OPERABLE PARTITIONS TO MODERNFOLD CHICAGO, INC., 240 S. WESTGATE DR., CAROL STREAM, IL 60188, FOR THE BASE BID TOTAL OF \$77,600.00.**
- **LABORATORY EQUIPMENT AND CUSTOM METAL CASEWORK TO HARRY J. KLOEPPEL AND ASSOCIATES, INC., 2399 S. FOSTER AVENUE, WHEELING, IL 60090, FOR THE BASE BID TOTAL OF \$265,207.00.**
- **ELEVATORS TO SCHINDLER ELEVATOR CORPORATION, 653 N. CHURCH COURT, ELMHURST, IL 60126, FOR THE BASE BID TOTAL OF \$80,620.00.**
- **FIRE SUPPRESSION SYSTEMS TO NELSON FIRE PROTECTION, 11029 RALEIGH COURT, ROCKFORD, IL 61115, FOR THE BASE BID TOTAL OF \$182,251.50.**
- **PLUMBING SYSTEMS TO CALDWELL PLUMBING CO., INC., 521 CHILDS ST., WHEATON, IL 60187, FOR THE BASE BID TOTAL OF \$740,000.00; ALTERNATE #22 FOR A DEDUCT OF (-\$10,000.00); FOR A TOTAL OF \$730,000.00.**
- **HYAC AND BUILDING AUTOMATION SYSTEMS TO FLO-TECH MECHANICAL SYSTEMS, INC., 1304 NATIONAL AVENUE, ADDISON, IL 60101, FOR THE BASE BID TOTAL OF \$2,694,000.00.**
- **BUILDING ELECTRICAL (FIRE ALARM, SECURITY, SITE ELECTRICAL-PHASE 2, LOW VOLTAGE COMMUNICATIONS AND AUDIO VISUAL) TO CONNELLY ELECTRIC COMPANY, 40 S. ADDISON ROAD, ADDISON, IL 60101, FOR THE BASE BID TOTAL OF \$4,377,000.00; ALTERNATE #19 FOR A DEDUCT OF (-\$17,400.00); FOR A TOTAL OF \$4,359,600.00.**

**FOR A SUBTOTAL OF \$12,776,282.00.**

- b) **THAT THE BOARD OF TRUSTEES APPROVE THE INCREASE IN THE CONTRACT AMOUNT WITH POWER CONSTRUCTION COMPANY, I.L.C., 2350 PALMER DRIVE, SCHAUMBURG, IL 60137-3819, FOR THE CONTRACT RELATED TO HEC BID PACKAGE #3, IN ACCORDANCE WITH CONTRACT TERMS, 3.5% FEE FOR GENERAL CONDITIONS IN THE AMOUNT OF \$447,170.00; A 2.25% FEE FOR TRADE CONTRACT COSTS IN THE AMOUNT OF \$297,528.00; AND A 0.85% FEE FOR INSURANCE IN THE AMOUNT OF \$114,928.00; FOR A TOTAL FEE AMOUNT OF \$859,626.00.**

**FOR A TOTAL EXPENDITURE OF \$13,635,908.00.**



f) **BIC/SRC RENOVATIONS & STUDENT SERVICES CENTER (SSC) ADDITION – BID PACKAGE #4**

- a) THAT THE BOARD OF TRUSTEES AWARD THE BID FOR BIC/SRC/SSC BID PACKAGE #4 FOR STORM SYSTEM INFRASTRUCTURE TO THE LOWEST RESPONSIBLE BIDDER, HOPPY'S LANDSCAPING, 15041 NEW AVENUE, LOCKPORT, IL 60441, FOR A BASE BID TOTAL OF \$114,450.00.
- b) THAT THE BOARD OF TRUSTEES APPROVE THE INCREASE IN THE CONTRACT AMOUNT WITH MORTENSON CONSTRUCTION COMPANY, 25 NORTHWEST POINT BLVD., ELK GROVE VILLAGE, IL 60007, FOR THE CONTRACT RELATED TO BIC/SRC/SSC RENOVATIONS, STORM SYSTEM INFRASTRUCTURE, IN ACCORDANCE WITH THE CONTRACT TERMS, FOR A 0.95% FEE FOR INSURANCE IN THE AMOUNT OF \$1,037.00; AND A 2.2% FEE FOR TRADE CONTRACT COSTS IN THE AMOUNT OF \$2,542.00; FOR A TOTAL FEE AMOUNT OF \$3,629.00.

FOR A TOTAL EXPENDITURE OF \$118,079.00.

- g) **HEALTH & SCIENCE CENTER (HSC) – HALLWAY CARPET INSTALLATION**  
THAT THE BOARD OF TRUSTEES AWARD THE BID FOR THE HEALTH & SCIENCE CENTER (HSC) – HALLWAY CARPET INSTALLATION TO THE LOWEST RESPONSIBLE BIDDER, ABM COMMERCIAL FLOORING COMPANY, 52 CONGRESS CIRCLE WEST, ROSELLE, IL 60172, FOR A TOTAL EXPENDITURE OF \$228,720.00.

4) **REQUEST FOR PROPOSALS (RFP) – None this month**

5) **PURCHASE ORDERS – THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING PURCHASE ORDERS:**

- a) **AT&T VOICE / IP THREE-YEAR MAINTENANCE AGREEMENT – THAT THE BOARD OF TRUSTEES APPROVE A THREE-YEAR CONTRACT FOR VOICE / IP MAINTENANCE SERVICES WITH AT&T, GLOBAL SERVICES, INC., PO BOX 8102, AURORA, IL 60507, FOR THE PERIOD 07/01/10 THROUGH 06/30/13, FOR A TOTAL EXPENDITURE OF \$483,257.41.**
- b) **MAINTENANCE CONTRACT RENEWALS – THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING MAINTENANCE CONTRACTS FOR SERVICE ON THE FOLLOWING ITEMS:**
- |   |              |
|---|--------------|
| a) AUTOMATED LOGIC CHICAGO<br>(BUILDING AUTOMATION – BIC, TEC, CAROL STREAM)<br>2400 OGDEN AVENUE, SUITE 100<br>LISLE, IL 60532 | \$ 45,848.00 |
| b) AVAYA<br>(DATA NETWORK)<br>P.O. BOX 15926<br>CHICAGO, IL 60693   | \$ 95,460.00 |
| c) BLACKBOARD<br>(COURSE MANAGEMENT SYSTEM)<br>1899 L STREET, NW, 11 <sup>TH</sup> FLOOR<br>WASHINGTON, DC 20036                | \$ 54,964.00 |

d)	CARLI (LIBRARY DATABASE LICENSES) 501 E. DANIEL STREET, SUITE 223 CHAMPAIGN, IL 61820	\$ 49,704.00
e)	DATATEL (COLLEAGUE) 4375 FAIR LAKES COURT FAIRFAX, VA 22033	\$ 434,305.00
f)	EBSCO INFORMATION SERVICES (ANNUAL PERIODICALS) 1140 SILVER LAKE ROAD CARY, IL 60013-1685	\$ 140,000.00
g)	HONEYWELL BUILDING SOLUTIONS (BUILDING AUTOMATION - PE, MAC, SRC-N) 1500 W. DUNDEE ROAD ARLINGTON HEIGHTS, IL 60004	\$ 70,285.00
h)	INNOVATIVE INTERFACES, INC. (AUTOMATED LIBRARY SYSTEM) P.O. BOX 7849 SAN FRANCISCO, CA 94120-7849	\$ 66,408.00
i)	OCLC/ILLINET-ILLINOIS STATE LIBRARY (ON-LINE COMPUTER LIBRARY) 300 S. SECOND STREET SPRINGFIELD, IL 62701	\$ 44,777.00
j)	PROJECT LEADERSHIP ASSOCIATES (ENTERPRISE DATA NETWORK & NETWORK SECURITY) 200 WEST ADAMS, SUITE 250 CHICAGO, IL 60606	\$ 91,000.00
k)	PROQUEST LLC (LIBRARY DATABASE LICENSES) 6216 PAYSHERE CIRCLE CHICAGO, IL 60674	\$ 31,225.00
l)	RAVE WIRELESS, INC. (EMERGENCY NOTIFICATION SYSTEM) 50 SPEEN STREET, SUITE 301 FRAMINGHAM, MA 01701	\$ 54,167.00
m)	SIEMENS BUILDING TECHNOLOGIES (BUILDING AUTOMATION - SRC, SCC, MAC ADDITION, BIC SCIENCE LABS, WESTMONT & NAPERVILLE) 580 SLAWIN COURT MT. PROSPECT, IL 60056	\$ 50,122.00
n)	SYMANTEC SOFTWARE CORPORATION (NETBACKUP - SERVER BACKUPS) 20300 STEVENS CREEK BLVD CUPERTINO, CA 95014	\$ 28,661.50

o) THOMSON GALE \$ 32,641.59  
(LIBRARY DATABASE LICENSES)  
27500 DRAKE ROAD  
FARMINGTON HILLS, IL 48931-3535

FOR A TOTAL EXPENDITURE OF: \$1,319,588.09

5) **PERSONNEL ACTIONS** – THAT THE BOARD OF TRUSTEES RATIFY THE FOLLOWING PERSONNEL ACTIONS: *(Each item attached to permanent 06/22/10 Regular Board Meeting materials.)*

- a) RATIFICATION OF ADMINISTRATOR APPOINTMENTS
- b) RATIFICATION OF FACULTY APPOINTMENTS
- c) RATIFICATION OF CLASSIFIED APPOINTMENTS
- d) RATIFICATION OF ADMINISTRATOR TRANSFERS & REASSIGNMENTS
- e) ~~RATIFICATION OF ADDENDUM TO ADMINISTRATOR'S AGREEMENT~~
- f) RATIFICATION OF CLASSIFIED TRANSFERS & REASSIGNMENTS
- g) RATIFICATION OF CLASSIFIED RESIGNATIONS / TERMINATIONS
- h) RATIFICATION OF FACULTY RETIREMENTS
- i) RATIFICATION OF CLASSIFIED RETIREMENTS

C. **FOR INFORMATION: CONSTRUCTION-RELATED ITEMS** – The Board reviewed the following information item:

- i) **Monthly Construction Project Summary** – The Board reviewed this summary which is prepared each month by the College's Facilities Department to update the Trustees on various construction projects on campus. All projects are proceeding on schedule.

D. **FOR APPROVAL: CONSTRUCTION-RELATED ITEMS**

- 1) **RATIFICATION OF CONSTRUCTION CHANGE ORDERS** – THAT THE BOARD OF TRUSTEES RATIFY THE CHANGE ORDERS FROM THE FOLLOWING SUMMARY FOR JUNE 2010:

**FMP PROJECTS**

- **RATIFY BIC-SRC RENOVATION – COLFAX #06: \$11,295.02**. THIS CHANGE ORDER IS FOR THE ENVIRONMENTAL CONTRACTOR TO REMOVE PANELS AT THE BARRIER (1) BETWEEN THE BIC AND THE SRC AND (2) AT THE CENTER ATRIUM OF THE BIC AS THESE WALLS NEED TO BE DEMOLISHED AS PART OF THE RENOVATION. THE CHANGE ORDER WAS REDUCED BY \$2,344.00 IN THE PROCESS OF NEGOTIATION. *This was an Un-Bought Scope Change.*
- **RATIFY BIC-SRC RENOVATION – MORTENSON #27.1: (-\$12,707.00)**. THIS CHANGE ORDER IS A REDUCTION TO THE CONTRACT AMOUNT FOR ELIMINATING THE TRAFFIC COATING ON THE CONCRETE PLAZA ON THE SOUTH AND WEST SIDES OF THE BIC. *This is an Owner-Requested Scope Change.*
- **RATIFY BIC-SRC RENOVATION – MORTENSON #32: \$3,511.00**. IT WAS DETERMINED THAT AN EXISTING SUMP PUMP WAS NO LONGER NEEDED. IT WAS AN OLD PUMP FOR A TRENCH DRAIN THAT WAS USED FOR THE CLEANING OF THE FLOOR OF A MAINTENANCE SHOP. THE USE OF THE SPACE HAD CHANGED OVER 10 YEARS AGO. THIS COST IS FOR REMOVING THE PUMP, ASSOCIATED PIPING AND ELECTRICAL AND CONVERTING THE AREA INTO USABLE SPACE FOR THE COPY CENTER. *This is an Owner-Requested Scope Change. (NOTE: This change order was previously submitted for ratification on May 20; it is being submitted again because the dollar amount was shown in parentheses as a negative amount.)*

- **RATIFY SIC-SRC RENOVATION – MORTENSON #37: \$3,455.00.** THE EXISTING PHOTOCELL FOR THE NORTH PARKING LOT LIGHTS IS LOCATED IN A SHADED AREA. FOR THIS PHOTOCELL TO OPERATE EFFECTIVELY, IT NEEDS TO HAVE A NORTHERN EXPOSURE; IT WILL BE RELOCATED TO THE ROOF OF THE SRC. *This is an Owner-Requested Scope Change. (NOTE: This change order was previously submitted for ratification on May 20; it is being submitted again because the dollar amount was shown in parentheses as a negative amount.)*
- **RATIFY CHC – W.B. OLSON #02: \$25,742.00.** THIS CHANGE ORDER IS TO INCREASE W.B. OLSON'S CONTRACT FOR BUDGETED LAYOUT, STAKING AND SURVEY WORK AND ASSOCIATED FEES FOR THE PROJECT. THE CHANGE ORDER IS NECESSARY TO DOCUMENT A CHANGE IN CONTRACT AMOUNT, BUT IT HAS NO FINANCIAL IMPACT TO THE COLLEGE. *This was an Un-Bought Scope Change. (NOTE: This was previously submitted for ratification on May 20; it is being submitted again because the dollar amount was shown in parentheses as a negative amount.)*
- **RATIFY HEC – POWER CONSTRUCTION #02: \$26,575.00.** THIS CHANGE ORDER IS TO INCREASE POWER'S CONTRACT FOR BUDGETED LAYOUT, STAKING AND SURVEY WORK AND ASSOCIATED FEES FOR THE PROJECT. THE CHANGE ORDER IS NECESSARY TO DOCUMENT A CHANGE IN CONTRACT AMOUNT, BUT IT HAS NO FINANCIAL IMPACT TO THE COLLEGE. *This was an Un-Bought Scope Change. (NOTE: This was previously submitted for ratification on May 20; it is being submitted again because the dollar amount was shown in parentheses as a negative amount.)*
- **RATIFY HEC – POWER CONSTRUCTION #03: \$37,778.00.** THIS CHANGE ORDER IS TO INCREASE POWER'S CONTRACT FOR CONSTRUCTION DUMPSTERS, TEMPORARY TOILETS AND ASSOCIATED FEES. THE CHANGE ORDER IS NECESSARY TO DOCUMENT A CHANGE IN CONTRACT AMOUNT, BUT IT HAS NO FINANCIAL IMPACT TO THE COLLEGE. *This was an Un-Bought Scope Change. (NOTE: This was previously submitted for ratification on May 20; it is being submitted again because the dollar amount was shown in parentheses as a negative amount.)*

**NON-FMP PROJECTS – None this month**

- 2) **APPROVAL OF CONSTRUCTION CHANGE ORDERS – THAT THE BOARD OF TRUSTEES APPROVE THE CHANGE ORDER FROM THE FOLLOWING SUMMARY FOR JUNE, 2009:**

**FMP PROJECTS – None this month**

**NON-FMP PROJECTS – None this month**

In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Carlin, Kim, O'Donnell, Savage, Svoboda, Wozniak and Wessel. Motion to approve all Consent Agenda items listed above carried unanimously.

10. **NEW BUSINESS**

A) **FOR INFORMATION**

- 1) **STRATEGIC LONG RANGE PLAN (SLRP) FOR COLLEGE OF DUPAGE –** In accordance with the following Board Policies, the Strategic Long Range Plan (SLRP) Overview for FY2011-2013 was presented as an information item by Vice President of Planning and Institutional Effectiveness *James Banic*:
- Board Policy 5-5, *The College Governing Board*: "The Board will encourage the President to seek the input of employees and the community in the development and updating of the College's Strategic Long Range Plan. Such Plan will be approved annually by the Board."

- **Board Policy 5-15, *Responsibilities of the Board*:** "The Board of Trustees will annually adopt a comprehensive Strategic Long Range Plan."

This planning process assures that the College is future-oriented in serving our students, community and other stakeholders. Input was sought externally from the community and internally from staff and students. The SLRP will be presented to the Board for adoption at its July 22<sup>nd</sup> Regular Board Meeting. *(SLRP Overview attached to permanent 06/22/10 Regular Board Meeting materials.)*

On behalf of the Board, Chairman Wessel thanked Dr. Breuder, Mr. Bents and members of the staff for their outstanding work on the SLRP.

At 7:47 p.m., Dr. Breuder left the Board Meeting; he returned at 7:51 p.m.

- 2) **BOARD POLICY 10-85, SALE OR DISPOSAL OF COLLEGE PROPERTY** – Board Policy 10-85, Sale or Disposal of College Property, has been revised to reflect current conditions. This will be brought to the Board for approval at its July 22<sup>nd</sup> Regular Board Meeting.

8) **FOR APPROVAL**

- 1) **ADOPTION OF FY2011 BUDGET** – Carlin moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVE THE ATTACHED RESOLUTION FOR THE ADOPTION OF THE FY2011 BUDGET. *(Resolution attached to permanent 06/22/10 Regular Board Meeting materials.)* In an advisory comment, Lodygowski indicated preference against the motion. On roll call, voting aye: O'Donnell, Svoboda, Wozniak, Carlin and Wessel; voting no: Kim and Savage. Motion carried.

Dr. Breuder stated that this is the 29<sup>th</sup> time in his career where he has been responsible for presenting a budget to a governing Board, and none have been more challenging than this one. He commended his Administration and the Finance Office staff, noting that he has never been more impressed with a group of people who have dedicated themselves to realistically dealing with a constantly changing financial climate in a very challenging economic period of time.

Dr. Breuder reported the Board Policy revisions for 15-80, 15-95 and 20-10 were prompted by input received from the *Faculty Senate Association*:

- 2) **BOARD POLICY 15-80 REIMBURSEMENT OF MOVING EXPENSES FOR NEW EMPLOYEES**  
Svoboda moved, Kim seconded, THAT THE BOARD OF TRUSTEES APPROVE BOARD POLICY 15-80, REIMBURSEMENT OF MOVING EXPENSES FOR NEW EMPLOYEES. In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: O'Donnell, Savage, Svoboda, Wozniak, Carlin, Kim and Wessel. Motion carried unanimously.
- 3) & 4) **BOARD POLICY 15-95, EMPLOYMENT OUTSIDE OF THE COLLEGE; AND BOARD POLICY 20-10, COMMUNICABLE DISEASES, STUDENTS**  
Savage moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVE THE FOLLOWING BOARD POLICIES:
  - **BOARD POLICY 15-95, EMPLOYMENT OUTSIDE OF THE COLLEGE**

• **BOARD POLICY 20-10, COMMUNICABLE DISEASES, STUDENTS**

In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Savage, Svoboda, Wozniak, Carlin, Kim, O'Donnell and Wessel. Motion carried unanimously.

- 5) **FOOTBALL COACH CONTRACT EXTENSION** – Carlin moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVE THE EXTENSION OF THE EMPLOYMENT CONTRACT BETWEEN **FRED FIMBRES** AND COLLEGE OF DUPAGE FOR SIX (6) MONTHS BEGINNING JULY 1, 2010 THROUGH DECEMBER 31, 2010. In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Wozniak, Carlin, Kim, O'Donnell, Savage, Svoboda and Wessel. Motion carried unanimously.
- 6) **VARIABLE TUITION FOR: DIAGNOSTIC MEDICAL IMAGING SONOGRAPHY (DMIS), DIATNOSTIC MEDICAL IMAGING VASCULAR SONOGRAPHY (DMIV), AND RADIATION THERAPY PROGRAMS** – Carlin moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVES INCREASING THE IN-DISTRICT TUITION RATES FOR DMIS, DMIV, AND RADIATION THERAPY COURSES FOR NEW STUDENTS FROM \$99.15 PER CREDIT HOUR TO \$193.30, PLUS FEES OF \$29.35 PER CREDIT HOUR. RETURNING STUDENTS WILL BE GRANDFATHERED AT THE PREVIOUS RATE FOR ONE YEAR. In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Carlin, Kim, O'Donnell, Savage, Svoboda, Wozniak and Wessel. Motion carried unanimously.
- 7) **RAMP DOCUMENT** – Savage moved, Kim seconded, THAT THE BOARD OF TRUSTEES APPROVE THE COLLEGE OF DUPAGE FY2012 RAMP (RESOURCE ALLOCATION AND MANAGEMENT PLAN) DOCUMENT DATED JUNE 2010 FOR SUBMISSION TO THE ILLINOIS COMMUNITY COLLEGE BOARD (ICCB). (*Complete document attached to permanent 06/22/10 Regular Board Meeting materials.*) In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Kim, O'Donnell, Savage, Svoboda, Wozniak, Carlin and Wessel. Motion carried unanimously.
- 8) **LOCAL NO. 399, INTERNATIONAL UNION OF OPERATING ENGINEERS, CONTRACT EXTENSION JULY 1, 2010 THROUGH JUNE 30, 2011** – Kim moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVES THE LOCAL NO. 399, INTERNATIONAL UNION OF OPERATING ENGINEERS, CONTRACT EXTENSION AND ASSOCIATED TERMS AS HEREIN PRESENTED. (*Contract extension and associated terms attached to permanent 05/22/10 Regular Board Meeting materials.*) In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: O'Donnell, Savage, Svoboda, Wozniak, Carlin, Kim and Wessel. Motion carried unanimously.

Dr. Breuder complimented the *Operating Engineers* who worked closely with Mr. Glaser, Human Resources Vice President *Linda Sands-Vanker*, and Director of Facilities *John Wandolowski*, whose leadership was critical to the success of this contract extension. The Engineers as a group worked through this process in a highly professional manner and expressed support for the College by agreeing to the tuition concept of employees paying one-third of the tuition and all course-related fees as well as the 80/20 cost-sharing on health insurance.

- 9) **FY2011 PROPERTY, LIABILITY, WORKERS' COMPENSATION, AND ATHLETIC INSURANCE RENEWAL** – Savage moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVE PREMIUMS FOR THE FY2011 PROPERTY, LIABILITY, WORKERS' COMPENSATION, STUDENT MEDICAL MALPRACTICE AND OTHER INSURANCE COVERAGES THROUGH ARTHUR J. GALLAGHER & COMPANY, FOR THE PERIOD OF JULY 1, 2010 THROUGH JUNE 30, 2011, AT A TOTAL PREMIUM OF \$1,130,034.00, LESS ESTIMATED DIVIDENDS OF \$67,796.00, PLUS PREMIUMS FOR ATHLETIC COVERAGE OF \$66,610.00, FOR A NET PREMIUM OF \$1,131,848.00. In an advisory comment, Lodygowski indicated preference for the motion. On roll call voting aye: Savage, Svoboda, Wozniak, Carlin, Kim, O'Donnell and Wessel. Motion carried unanimously.
- 10) **ILLINOIS PREVAILING WAGE ACT RESOLUTION** – Svoboda moved, Kim seconded, THAT THE BOARD OF TRUSTEES ADOPT THE RESOLUTION REGARDING THE PREVAILING WAGE RATE FOR DUPAGE COUNTY IN ACCORDANCE WITH THE ILLINOIS PREVAILING WAGE ACT (ILL. REV. STAT. 820 ILCS 130/1). In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Svoboda, Wozniak, Carlin, Kim, O'Donnell, Savage and Wessel. Motion carried unanimously.
- 11) **HELLMUTH, OBATA & KASSABAUM, INC. (HOK) SETTLEMENT AGREEMENT** – O'Donnell moved, Carlin seconded, THAT THE BOARD OF TRUSTEES APPROVE THE SETTLEMENT AGREEMENT, DATED JUNE 30, 2010, WITH HELLMUTH, OBATA & KASSABAUM (HOK), 50 EAST VAN BUREN STREET, 14<sup>TH</sup> FLOOR, CHICAGO, IL 60605, TO RESOLVE PAYMENT DISPUTES RESULTING FROM THE PROFESSIONAL SERVICES AGREEMENT ENTERED INTO ON AUGUST 1, 2006 FOR HOK TO PROVIDE CERTAIN PROFESSIONAL ARCHITECTURAL SERVICES FOR THE DEVELOPMENT OF THE HEALTH AND SCIENCE CENTER AND EXTERNAL SITE WORK. In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Wozniak, Carlin, Kim, O'Donnell, Savage, Svoboda and Wessel. Motion carried unanimously.

On behalf of the Board, Chairman Wessel thanked Dr. Breuder for the work that was done to bring about this settlement agreement.

## 11. **ANNOUNCEMENTS**

### A. **COMMUNICATIONS**

- **FOUNDATION** – Trustee Savage reported the Foundation Board will meet soon.
- **ICCTA** – Trustee Kim reported on the ICCTA Annual Convention held on June 3 to 5 in Springfield. The following Trustees will serve on the ICCTA Executive Committee:
  - Chairman Wessel will continue as the Public Relations Chairman.
  - Trustee Svoboda will serve as the new Trustee Leadership and Education Committee Chairman.
  - Trustee Kim will continue to serve on the Diversity Committee.
 The following were nominated for 2010 ICCTA Awards:
  - 2010 Ray Hartstein Trustee Achievement Award – *Kathy A. Wessel (Board Chairman)*
  - 2010 Outstanding Full-Time Faculty Award – *Julia DiLiberti (Humanities Professor)*
  - 2010 Outstanding Part-Time Faculty Award – *Kenneth B. White (Chemistry Instructor)*
  - 2010 Outstanding Student Essay Contest Award – *Huda Rehman (Student)*

**B. CALENDAR DATES**

**FUTURE ON-CAMPUS EVENTS**

- The Suburban Law Enforcement Academy (SLEA) graduation will be held on Friday, June 25.
- The next Regular Board of Trustees Meeting will be held on Thursday, July 22, 2010.

**FUTURE OFF-CAMPUS EVENTS**

- The WDCB Jazz Fest will be held in downtown Glen Ellyn (on Main Street between Crescent Blvd. and Pennsylvania Ave.) on Saturday, July 10, from 3 to 10 p.m.

Board Vice-Chairman Carlin thanked Dr. Breuder for keeping the Board apprised of the ongoing correspondence between the Village of Glen Ellyn and COD regarding the signage issue. On behalf of the Board, Carlin thanked the President for his leadership and actions on this issue and, while it is an unfortunate situation, he noted that the Administration has done everything in their power to work respectfully and collaboratively with the Village to bring about a resolution.

**CLOSED SESSION – SRC-2052** – At 8:38 p.m., Kim moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES HOLD A CLOSED SESSION FOR THE PURPOSES OF DISCUSSING THE FOLLOWING:

- (1) THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY, TO DETERMINE ITS VALIDITY; AND
- (2) LITIGATION, WHEN AN ACTION AGAINST, AFFECTING, OR ON BEHALF OF THE PARTICULAR PUBLIC BODY HAS BEEN FILED AND IS PENDING BEFORE A COURT OR ADMINISTRATIVE TRIBUNAL, OR WHEN THE PUBLIC BODY FINDS THAT AN ACTION IS PROBABLE OR IMMINENT, IN WHICH CASE THE BASIS FOR THE FINDING SHALL BE RECORDED AND ENTERED INTO THE MINUTES OF THE CLOSED MEETING.

In an advisory comment, Student Trustee Lodygowski indicated preference for the motion. On roll call, voting aye: Trustees Carlin, Kim, O'Donnell, Savage, Svoiboda, Wozniak and Wessel.

Chairman Wessel announced no Board action will occur following the Closed Session.

**CONCLUDE CLOSED SESSION** – At 9:30 p.m., Kim moved, O'Donnell seconded, THAT THE CLOSED SESSION BE CONCLUDED. On voice vote, motion carried unanimously.

12. **ADJOURN** – At 9:31 p.m., Kim moved, O'Donnell seconded, THAT THE BOARD MEETING BE ADJOURNED. On voice vote, motion carried unanimously.

By:

  
Nancy E. Svoiboda, Board Secretary

Approved: 07/22/10

By:

  
Kathy A. Wessel, Board Chairman



4

**SECOND ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT**

This SECOND ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT, by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502, Counties of DuPage, Cook and Will, State of Illinois (the "Board"), and ROBERT L. BREUDER (the "President"), is agreed to and entered into by the Board and the President on this 21<sup>st</sup> day of January, 2011.

**WITNESSETH:**

**WHEREAS**, the Board and the President entered into an Employment Agreement on the 18<sup>th</sup> day of November 2008, regarding the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

**WHEREAS**, the current Employment Agreement provides for an annual percentage increase applied to the salary defined in Paragraph B.1 of that Agreement; and

**WHEREAS**, the parties have determined to apply the annual percentage increase to the total value of the President's compensation package consistent with the original intent of the parties.

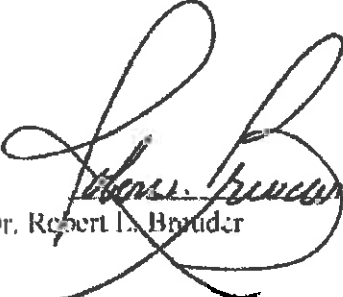
**NOW THEREFORE**, it is hereby understood and agreed by the Board and the President that the President's Employment Agreement is amended as follows:

- 1. Effective immediately, Section B.2 of the Employment Agreement is replaced to read as follows:

"The President's salary defined in Paragraph B.1 herein and all other components of his total compensation package will be increased, on an annual basis beginning July 1, 2009, to the extent fiscally prudent, based upon satisfactory performance. Annually the President's total compensation package will be at a minimum increased by the same percentage increase provided by the Board to other cabinet-level administrators for that particular year. For purposes of this Paragraph, the total compensation package will include but not be limited to, the following components: salary, deferred compensation, auto allowance, term life insurance including gross up, professional development stipend, housing allowance and annuity. The Board may, in its discretion, award the President a larger annual increase based upon his performance. Such increase to the total compensation package will be construed to be an amendment to the salary provision of this Agreement but will not otherwise affect the provisions of this Agreement."

2. All other provisions of the Employment Agreement and the First Addendum to the President's Employment Agreement will remain in effect.

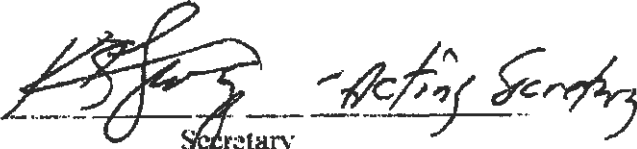
**PRESIDENT**

  
.....  
Dr. Robert I. Breuder

**BOARD OF TRUSTEES  
COMMUNITY COLLEGE  
DISTRICT NO. 502  
COUNTIES OF DUPAGE, COOK  
AND WILL, STATE OF ILLINOIS**

By:   
.....  
Chairman

**ATTEST:**

  
.....  
Acting Secretary  
Secretary

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS

MONDAY, JANUARY 24, 2011

REGULAR BOARD MEETING AGENDA

7:00 p.m. - REGULAR BOARD MEETING - SRC-2052

1. CALL TO ORDER and ROLL CALL
2. APPROVAL OF AGENDA
3. CLOSED SESSION
4. PRESENTATIONS
  4. A. Faculty / Student Showcase
5. STUDENT TRUSTEE'S REPORT
6. PRESIDENT'S REPORT
7. COMMENTS FROM COLLEGE OF DUPAGE EMPLOYEES
8. COMMENTS FROM CITIZENS
  8. A. District No. 502 Citizens
  8. B. Citizens-at-Large
9. CONSENT AGENDA\*\* (Roll Call Vote)
  9. A. For Information: Standard Items
    9. A. 1) Gifts and Grants Report
    9. A. 2) Governmental Consortium/Cooperative Purchases Report
    9. A. 3) Financial Statements
      - a) Schedule of Investments
      - b) Operating Funds - Budget and Expenditures
      - c) Tax Levy Collections

**9. B. For Approval: Standard items**

**9. B. 1) Minutes**

- a) 12/03/10 Board Workshop
- b) 12/04/10 Board Workshop
- c) 12/04/10 Closed Session – *Confidential for Board Only*
- d) 12/12/10 Special Board Meeting
- e) 12/12/10 Closed Session – *Confidential for Board Only*
- f) 12/13/10 Regular Board Meeting
- g) 12/13/10 Closed Session – *Confidential for Board Only*

**9. B. 2) Financial Reports**

- a) December Treasurer's Report
- b) Payroll and Accounts Payable
- c) Budget Transfer Report

**9. B. 3) Bids**

- a) Printing of the Summer 2011 Class Schedule
- b) Printing of the College Catalog
- c) Manufacturing Technology Equipment
- d) Bulk Fuel Delivery
- e) SRC Exterior Renovations Bid Package #5: Demolition; Concrete; Miscellaneous Metals & Steel; Curtainwall & Exterior Systems
- f) Homeland Security Education Center (HEC) Landscaping & Irrigation
- g) Culinary & Hospitality Center (CHC) Landscaping & Irrigation
- h) Culinary & Hospitality Center (CHC) Window Coverings

**9. B. 4) Purchase Orders**

- a) Interpreting Services for the Hearing Impaired
- b) SRC Exterior Wall Construction Management (CM) Services
- c) JJR Landscaping Design Contracts for BIC/SSC Plaza; North Lot Entrances; Lambert Road Improvements; Pond & Separator; BIC West Courtyard

**9. B. 5) Personnel Actions**

**9. B. 6) Gifts and Donations Quarterly Report**

**9. C. For Information: Construction-Related items**

**9. C. 1) Monthly Construction Project Summary**

**9. D. For Approval: Construction-Related items**

**9. D. 1) Ratification of Construction Change Orders**

- FMP Projects
- Non-FMP Project

**10. NEW BUSINESS**

**10. A. For Information**

**10. A. 1) New Board Policy**

- a) Board Policy 10-127, Identity Protection

**10. A. 2) Revised Board Policies**

- a) Formulation of Board Policy, 5-85
- b) Formulation of Administrative Procedures, 5-80
- c) Assemblage on College Facilities, 10-110
- d) Employment Outside of the College, 15-95
- e) Tax Sheltered / Deferred Income Plans, 15-135
- f) Reduction in Force Based on Financial Exigency, 15-175
- g) Employment Outside of the College, Full-Time Faculty, 15-351
- h) Communicable Diseases, Students, 20-10
- i) Student Development Education, 25-95

**10. B. For Approval**

**10. B. 1) Letter of Agreement – College of DuPage Faculty Association (CODFA) Scholarship Registration**

**10. B. 2) Approval of New Emergency Management Certificate**

**10. B. 3) Approval of New Homeland Security A.A.S. Degree**

**10. B. 4) Approval of New Veterans Counseling Certificate**

**10. B. 5) Approval of New Computed Tomography (CT) Certificate**

**10. B. 6) Non-Renewal of Faculty Appointments**

**10. B. 7) Approval of Law Firms**

**11. ANNOUNCEMENTS BY BOARD CHAIRMAN**

**11. A. Communications**

**11. B. Calendar Dates**

*On-Campus Events* (Note: \* = Required Board Event)

- \* Thursday, February 24 – Regular Board Meeting; SRC-2052; 7:00 pm\*

*Off-Campus Events*

**12. ADJOURN**

\*\* Certain recurring recommendations may be included in the Consent Agenda at the discretion of the President. At the request of a Trustee or the President, an item may be removed from the Consent Agenda for separate discussion or approval.

<p style="text-align: center;"><b>FUTURE MEETINGS</b> <b>Thursday, February 24, 2011</b> <b>7:00 pm – Regular Board Meeting, SRC-2052</b></p>
---

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS

MINUTES OF THE REGULAR BOARD MEETING

MONDAY, JANUARY 24, 2011  
HELD ON CAMPUS IN SRC-2052, GLEN ELLYN, IL

REGULAR BOARD MEETING – SRC-2052

1. CALL TO ORDER – At 7:00 p.m., the Regular Meeting of the Board of Trustees was called to order by Chairman Wessel.

ROLL CALL – With the Board's permission, Chairman Wessel appointed Trustee Kim Savage to act as Board Secretary Pro Tem for this Board Meeting.

*Present:* Trustees David Carlin, Sandy Kim (*present by telephone conference call*), Allison O'Donnell, Kim Savage, Kathy Wessel and Student Trustee Kristin Lodygowski.

*Absent:* Trustees Nancy Svoboda and Joseph Wozniak.

*Also present:* President Dr. Robert L. Breuder, Legal Counsel Frank Garrett, staff members, representatives of the press, and visitors.

(Minutes taken by Board Secretary Pro Tem Kim Savage; prepared by Karen V. Neely, Administrative Assistant in the Office of the President.)

At 7:03 p.m., Trustee Wozniak arrived at the Board Meeting.

Prior to the Board's approval of the Agenda, Chairman Wessel requested that the Agenda be revised by moving Item #4, Presentations, ahead of Item #3, Closed Session.

2. APPROVAL OF REVISED AGENDA – O'Donnell moved, Carlin seconded, THAT THE BOARD OF TRUSTEES APPROVES THE REVISED AGENDA FOR THE REGULAR BOARD MEETING OF JANUARY 24, 2011. On voice vote, motion carried unanimously.

4. PRESENTATIONS

4. A. Faculty / Student Showcase – Chairman Wessel announced that each Regular Board Meeting in 2011 will allow time for Faculty and students to present special programs of interest to the Board. Full-Time Faculty Association President *Kenneth Gray* thanked the Board and President Breuder for this opportunity.

*Terrie Clez*, Professor and Program Coordinator of the Diagnostic Medical Imaging, Sonography and Vascular Programs, and some of her students explained aspects of the DIAGNOSTIC MEDICAL IMAGING PROGRAMS at COD. This program includes Radiology, Mammography, Radiation Therapy, Nuclear Medicine, three Sonography Programs and, coming soon, a CT Program. College of DuPage is the first community college in the nation to have an energized CT which will provide students with the

ability to do research. Students and community members, under careful medical supervision, are able to volunteer for many of the Sonography procedures and, in some cases, life-threatening diseases have been identified. With this information, the volunteers then take this medical information to their personal physicians.

Each year in December, Radiologic Technology Professor *Dr. Rosanne Paschal* hosts a **PATHOPHYSIOLOGY PANORAMA** which showcases certain diseases and, with help of our Medical Librarian *Debra Smith*, shows students how to access credible data on diseases.

3. **CLOSED SESSION** – At 7:12 p.m., O'Donnell moved, Carlin seconded, THAT THE BOARD OF TRUSTEES HOLDS A CLOSED SESSION FOR THE PURPOSE OF DISCUSSING: (1) THE APPOINTMENT, EMPLOYMENT, COMPENSATION, PERFORMANCE OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE OR OFFICER, TO DETERMINE ITS VALIDITY. In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Carlin, Kim, O'Donnell, Savage, Svoboda, Wozniak and Wessel. Motion carried unanimously.

**RESUME OPEN MEETING** – At 7:23 p.m., Carlin moved, O'Donnell seconded, THAT THE OPEN BOARD MEETING BE RESUMED. On voice vote, motion carried unanimously.

5. **STUDENT TRUSTEE'S REPORT** – *Student Trustee Lodygowski* reported:

- Donations received from staff and students were given to patients at the Hines Veterans Hospital.
- The Student Leadership Council (SLC) recommends that Student Orientation sessions be mandatory for all new students.
- Ms. Lodygowski attended the Illinois Community College Board – Student Advisory Committee (ICCB-SAC) Meeting.

6. **PRESIDENT'S REPORT** – President Breuder introduced Vice President of Administrative Affairs *Thomas Glaser* who gave an overview of the College's Five-Year Financial Plan. Budget Manager *Maureen Potempa* assisted with the presentation. The Five-Year Financial Plan is available on the College web site at: [http://home.cod.edu/generalinfo/financial\\_documents.aspx](http://home.cod.edu/generalinfo/financial_documents.aspx)

7. **COMMENTS FROM COLLEGE OF DUPAGE EMPLOYEES**

- *Kenneth Gray*, Full-Time Faculty Association President – Commented on the challenges facing COD, and emphasized the need for building trust.
- *Robert Hazard*, Full-Time Faculty Association Vice President – introduced himself, commented on his roots in the community college system, and addressed some of the needs of COD as he sees them.

8. **COMMENTS FROM CITIZENS**

8. A. **District No. 502 Citizens**

- *Abdulaziz Syed*, COD Student – Commented on concerns about the long-term state of the Honors Program and requested a student representative be placed on the Honors Program Committee.

8. B. **Citizens-at-Large** – *None this month.*

9. **CONSENT AGENDA** – Carlin moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVES THE CONSENT AGENDA CONSISTING OF THE FOLLOWING ITEMS:

A. **FOR INFORMATION: STANDARD ITEMS** – The Board reviewed the following items of information:

- 1) **Gifts and Grants Status Report**
- 2) **Governmental Consortium / Cooperative Purchases Report**
- 3) **Financial Statements**
  - a) **Schedule of Investments**
  - b) **Operating Funds – Budget and Expenditures**
  - c) **Tax Levy Collections**

B. **FOR APPROVAL: STANDARD ITEMS** – The Board voted on the following items:

- 1) **MINUTES** – THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING DECEMBER BOARD MEETING MINUTES:
  - a) 12/03/10 BOARD WORKSHOP
  - b) 12/04/10 BOARD WORKSHOP
  - c) 12/04/10 CLOSED SESSION – *Confidential for Board Only*
  - d) 12/12/10 SPECIAL BOARD MEETING
  - e) 12/12/10 CLOSED SESSION – *Confidential for Board Only*
  - f) 12/13/10 REGULAR BOARD MEETING
  - g) 12/13/10 CLOSED SESSION – *Confidential for Board Only*
- 2) **FINANCIAL REPORTS** – THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING FINANCIAL REPORTS:
  - a) **DECEMBER TREASURER'S REPORT**
  - b) **PAYROLL AND ACCOUNTS PAYABLE REPORT**
  - c) **BUDGET TRANSFER REPORT**
- 3) **BIDS** – THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING BID RECOMMENDATIONS:
  - a) **PRINTING OF THE SUMMER 2011 CLASS SCHEDULE** – THAT THE BOARD OF TRUSTEES AWARDS THE BID FOR PRINTING OF THE SUMMER 2011 **CLASS SCHEDULE** TO THE LOWEST RESPONSIBLE BIDDER, PRECISE PRINTING, 1242 REMINGTON ROAD, SCHAUMBURG, IL 60173, FOR A TOTAL EXPENDITURE OF \$4,995.00.
  - b) **PRINTING OF THE COLLEGE CATALOG** – THAT THE BOARD OF TRUSTEES AWARDS THE BID FOR PRINTING OF THE COLLEGE CATALOG TO THE LOWEST RESPONSIBLE BIDDER, R.R. DONNELLEY, 3075 HIGHLAND PARKWAY, DOWNERS GROVE, IL 60515, FOR A TOTAL EXPENDITURE OF \$38,387.37.
  - c) **MANUFACTURING TECHNOLOGY EQUIPMENT** – THAT THE BOARD OF TRUSTEES AWARDS THE BID FOR MANUFACTURING TECHNOLOGY LAB EQUIPMENT TO THE LOWEST RESPONSIBLE BIDDER, MSC INDUSTRIAL, 1020 WOOD DALE ROAD, WOOD DALE, IL 60191, FOR A TOTAL EXPENDITURE OF \$31,998.00.



d) **BULK FUEL DELIVERY** – THAT THE BOARD OF TRUSTEES **AWARDS** THE BID FOR BULK FUEL DELIVERY TO THE LOWEST RESPONSIBLE BIDDER, HERITAGE FS, 18251 W. COMMERCIAL, WILMINGTON, IL 60481, FOR THE CONTRACT TERM JANUARY 28, 2011 THROUGH JUNE 30, 2013, FOR AN ESTIMATED ANNUAL EXPENDITURE OF \$71,537.59.

e) **SRC EXTERIOR RENOVATIONS BID PACKAGE #5:**

A) THAT THE BOARD OF TRUSTEES **AWARDS** THE BIDS FOR SRC EXTERIOR RENOVATIONS BID PACKAGE #5 TO THE LOWEST RESPONSIBLE BIDDERS AS FOLLOWS:

- DEMOLITION TO ALPINE DEMOLITION SERVICES, 520 S. RIVER STREET, BATAVIA, IL 60510, FOR THE BASE BID TOTAL OF \$119,000.00;
- CONCRETE TO EAGLE CONCRETE, INC., 1305 S. RIVER STREET, BATAVIA, IL 60510 FOR THE BASE BID TOTAL OF \$209,675.00;
- MISCELLANEOUS METALS & STEEL TO S. G. KRAUSS COMPANY, 220 STANLEY STREET, ELK GROVE VILLAGE, IL 60007 FOR THE BASE BID TOTAL OF \$98,400.00;
- CURTAINWALL & EXTERIOR SYSTEMS TO KLEIN-DICKERT MILWAUKEE, INC., 9535 58<sup>TH</sup> PLACE, KENOSHA, WI 53144 FOR THE BASE BID TOTAL OF \$2,844,529.00 AND ALTERNATE #9 FOR A DEDUCT OF (\$24,664.00) FOR A TOTAL OF \$2,819,665.00;

FOR A SUBTOTAL OF \$3,246,740.00;

B) THAT THE BOARD OF TRUSTEES **APPROVES** THE INCREASE IN THE CONTRACT AMOUNT WITH MORTENSON CONSTRUCTION COMPANY, 25 NORTHWEST POINT BLVD., ELK GROVE VILLAGE, IL 60007, FOR THE CONTRACTS RELATED TO SRC EXTERIOR RENOVATIONS BID PACKAGE #5: DEMOLITION, CONCRETE; MISCELLANEOUS METALS & STEEL; CURTAINWALL & EXTERIOR SYSTEMS, IN ACCORDANCE WITH THE CONTRACT TERMS, FOR A 0.95% FEE FOR INSURANCE IN THE AMOUNT OF \$30,844.03 AND A 2.2% FEE FOR TRADE CONTRACT COSTS IN THE AMOUNT OF \$72,106.85, FOR A TOTAL FEE AMOUNT OF \$102,950.88;

FOR A TOTAL EXPENDITURE OF \$3,349,690.88.

f) **HOMELAND SECURITY EDUCATION CENTER (HEC) LANDSCAPING & IRRIGATION:**

A) THAT THE BOARD OF TRUSTEES **AWARDS** THE BID FOR HOMELAND SECURITY EDUCATION CENTER LANDSCAPING & IRRIGATION TO THE LOWEST RESPONSIBLE BIDDER, BREEZY HILL NURSERY INC., 7530 298<sup>TH</sup> AVENUE, SALEM, WI 53168, FOR THE BASE BID TOTAL OF \$428,900.00, ALTERNATE L1 FOR \$14,400.00, ALTERNATE L2 FOR \$8,400.00, AND ALTERNATE L3 FOR \$54,600.00;

FOR A SUBTOTAL OF \$506,300.00;

B) THAT THE BOARD OF TRUSTEES **APPROVES** THE INCREASE IN THE CONTRACT AMOUNT WITH POWER CONSTRUCTION COMPANY, 2360 PALMER DRIVE, SCHAUMBURG, IL 60137-3819, FOR THE CONTRACT RELATED TO THE HOMELAND SECURITY EDUCATION CENTER (HEC) LANDSCAPING & IRRIGATION PROJECT, IN ACCORDANCE WITH THE CONTRACT TERMS, FOR A 0.85% FEE FOR INSURANCE IN THE AMOUNT OF \$3,858.00, A 2.25% FEE FOR TRADE CONTRACT COSTS IN THE AMOUNT OF \$9,988.00, AND A 3.5% FEE

FOR GENERAL CONDITIONS IN THE AMOUNT OF \$15,012.00, FOR A TOTAL FEE AMOUNT OF \$28,858.00;

FOR A TOTAL EXPENDITURE OF \$535,158.00.

g) CULINARY & HOSPITALITY CENTER (CHC) LANDSCAPING & IRRIGATION - THAT THE BOARD OF TRUSTEES AWARDS THE BID FOR CULINARY & HOSPITALITY CENTER LANDSCAPING AND IRRIGATION TO THE LOWEST RESPONSIBLE BIDDER, CLAUSS BROTHERS INC., 360 WEST SCHAUMBURG ROAD, STREAMWOOD, IL 60107, FOR THE BASE BID TOTAL OF \$681,354.00 PLUS ALTERNATE 1 FOR \$64,666.50, ALTERNATE 2 FOR \$10,440.00, ALTERNATE 3 FOR \$84,105.00, ALTERNATE 4 FOR \$16,833.45, ALTERNATE 5 FOR \$32,159.50 AND ALTERNATE 6 FOR \$104,382.75 FOR A TOTAL EXPENDITURE OF \$993,941.20.

h) CULINARY & HOSPITALITY CENTER (CHC) WINDOW COVERINGS:

A) THAT THE BOARD OF TRUSTEES AWARDS THE BID FOR CULINARY & HOSPITALITY CENTER (CHC) WINDOW COVERINGS TO THE LOWEST RESPONSIBLE BIDDER, THE CDC GROUP INC., 1641 W. CARROLL AVENUE, CHICAGO, IL 60612, FOR THE BASE BID TOTAL OF \$193,667.00; AND,

ASSIGN THE CONTRACT TO W.B. OLSON INC., AS FOLLOWS:

B) THAT THE BOARD OF TRUSTEES APPROVES THE INCREASE IN THE CONTRACT AMOUNT WITH W.B. OLSON, INC., 3235 ARNOLD LANE, NORTHBROOK, IL 60062, FOR THE CONTRACT RELATED TO CULINARY & HOSPITALITY CENTER (CHC) WINDOW COVERINGS, IN ACCORDANCE WITH THE CONTRACT TERMS, FOR A 3.5% FEE FOR GENERAL CONDITIONS IN THE AMOUNT OF \$6,778.00, A 2.25% FEE FOR TRADE CONTRACT COSTS IN THE AMOUNT OF \$4,510.00, AND A 0.7% FEE FOR INSURANCE IN THE AMOUNT OF \$1,435.00, FOR A TOTAL FEE AMOUNT OF \$12,723.00;

FOR A TOTAL EXPENDITURE OF \$206,390.00.

4) PURCHASE ORDERS: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING PURCHASE ORDERS:

a) INTERPRETING SERVICES FOR THE HEARING IMPAIRED - THAT THE BOARD OF TRUSTEES APPROVES AN INCREASE TO OUR CURRENT CONTRACT FOR INTERPRETING SERVICES WITH DEAF COMMUNICATION BY INNOVATION, 3711 N. RAVENSWOOD AVENUE, SUITE 144, CHICAGO, IL 60613 FOR AN ADDITIONAL ANNUAL EXPENDITURE OF \$60,000.00.

b) SRC EXTERIOR WALL CONSTRUCTION MANAGEMENT (CM) SERVICES - THAT THE BOARD OF TRUSTEES APPROVES THE INCREASE IN THE CONTRACT AMOUNT WITH MORTENSON CONSTRUCTION FOR THE CONTRACT RELATED TO SRC EXTERIOR WALL CONSTRUCTION MANAGEMENT (CM) SERVICES IN ACCORDANCE WITH THE CONTRACT TERMS FOR A 0.95% FEE FOR INSURANCE AND A 2.2% FEE FOR TRADE CONTRACT COSTS. THESE AMOUNTS ARE \$1,235.00 AND \$2,887.00 RESPECTIVELY, FOR A TOTAL INCREASE OF \$4,122.00.

c) JJR LANDSCAPING DESIGN CONTRACTS FOR BIC/SSC PLAZA: NORTH LOT ENTRANCES; LAMBERT ROAD IMPROVEMENTS; POND 6 SEPARATOR; BIC WEST COURTYARD - THAT THE BOARD OF TRUSTEES APPROVES THE LANDSCAPING DESIGN CONTRACTS WITH JJR, LLC, 35 E. WACKER DRIVE, CHICAGO, IL 60601, FOR BIC/SSC PLAZA WEST END; NORTH LOT ENTRANCES;

LAMBERT ROAD IMPROVEMENTS; POND 6 SEPARATOR; BIC WEST COURTYARD, FOR A TOTAL EXPENDITURE OF \$297,500.00.

5) **PERSONNEL ACTIONS – THAT THE BOARD OF TRUSTEES RATIFIES THE:**

- a) ADMINISTRATOR APPOINTMENTS
- b) CLASSIFIED APPOINTMENTS
- c) CLASSIFIED TRANSFERS / REASSIGNMENTS
- d) CLASSIFIED RESIGNATIONS / TERMINATIONS
- e) ADDENDUM TO ADMINISTRATOR'S AGREEMENT

*(Each item attached to permanent 01/24/11 Regular Board Meeting materials.)*

6) **GIFTS AND DONATIONS QUARTERLY REPORT – THAT THE BOARD OF TRUSTEES ACCEPTS THE ASSETS DONATED THROUGH THE EFFORTS OF THE COLLEGE OF DUPAGE FOUNDATION, TOTALING \$21,258.00, RECEIVED BETWEEN OCTOBER 1, 2010 AND DECEMBER 31, 2010, AS SHOWN ON THE ATTACHED LIST OF DONATIONS. (There were no gifts given directly to the College this quarter.)**

C. **FOR INFORMATION: CONSTRUCTION-RELATED ITEMS** – The Board reviewed the following information item:

- 1) **Monthly Construction Project Summary** – The Board reviewed this summary which is prepared each month by the College's Facilities Department to update the Trustees on various construction projects on campus. All projects are proceeding on schedule

D. **FOR APPROVAL: CONSTRUCTION-RELATED ITEMS – THAT THE BOARD OF TRUSTEES RATIFIES THE CONSTRUCTION RELATED CHANGE ORDERS FROM THE SUMMARY FOR JANUARY 2011 AS LISTED:**

**FMP PROJECTS:**

- **RATIFY BIC/SRC – Mortenson #69: \$0.00.** This is a zero dollar change order. This change order represents changes made in the specification/contract documents, section 074200, pertaining to the exterior solid phenolic panels ("Trespa"). The change allows for larger and varying air gaps behind the panels for a constant appearance on the exterior of the building. *This is an Owner Requested Scope Change.*
- **Ratify BIC/SRC – Mortenson #70: \$0.00.** This is a zero dollar change order. This change order represents changes made to the specification/contract documents, section 072700, pertaining to the joint treatment as part of the exterior enclosure. It is a change from Blueskin SA product to Blueskin TWF. This change is to allow for more flexibility for installation, (i.e., the Blueskin TWF has a higher heat exposure when exposed in direct sun light). *This is an Owner Requested Scope Change.*
- **RATIFY BIC/SRC – Mortenson #73: \$20,088.00.** This is a not-to-exceed change order for scope changes made to the Cashier and Testing & Assessment areas. The Cashier space has been relocated one bay to the east to allow for additional queuing of customers; the queuing area and the student commons are now located next to each other. The overhead mechanical, overhead plumbing, fire protection and low voltage cabling has been roughed in for this area. These will need to be reinstalled. Two rooms were added inside the Cashier's office. While reviewing the Testing & Assessment area, it was determined that additional lockers were required. An additional 33 15"x12"x24" lockers will be provided. *This is an Owner Requested Scope Change.*

- **RATIFY BIC/SRC – LSH Additional Service #23: \$6,850.00.** At the request of the Facilities Planning and Construction Department, there were changes required to the construction documents on the lower level and warehouse area. These changes include deleting the Can Crusher and IT storage rooms, revision to the warehouse layout, including changing door heights to allow forklift traffic through doors, and addition of a camera system in warehouse space. *This is an Owner Requested Scope Change.*
- **RATIFY BIC/SRC – LSH Additional Service #24: \$10,860.00.** Due to the new SRC Exterior Renovation project, changes are required to the construction documents where the BIC and SRC buildings intersect. *This is an Owner Requested Scope Change.*
- **RATIFY BIC/SRC – LSH Additional Service #26: \$2,859.00.** Given favorable lease terms at Cabot Drive, the Foundation will no longer be moving to the BIC building. It was decided that the Purchasing Department should move to this space to allow for additional room for this group and allow additional space for Administrative Affairs. This change order is to make revisions to construction drawings to accommodate these changes. *This is an Owner Requested Scope Change.*
- **RATIFY CHC – LSH Additional Service: \$2,035.00.** LSH is requesting reimbursement for additional time required to review and respond to the B&F Technical (Village of Glen Ellyn's Reviewer) documentation per the College's request. This was an unanticipated time and cost to the project. *This is an Owner Requested Scope Change.*
- **RATIFY CHC – DeStefano & Partners Additional Service: \$6,530.00.** The College hired DeStefano & Partners to do a single peer review of project documents for the Culinary and Hospitality Center. This additional fee is for a secondary review that the College's attorney advised be done for a more complete record of peer review documentation. *This is an Owner Requested Scope Change.*
- **RATIFY CHC – W.B. Olson #07: \$12,043.00.** This change order request is for the un-bought scope for Loading Dock Equipment. W. B. Olson estimated the cost of this work to be \$20,000 and solicited three proposals. This is the cost for the lowest and most complete proposal. This change order is a request to add this scope of work and all associated fees to W.B. Olson's contract. *This is an Un-bought Scope Change.*
- **RATIFY HEC – DeStefano & Partners Additional Service: \$6,230.00.** The College hired DeStefano & Partners to do a single peer review of project documents for the Homeland Security Education Center. This additional fee is for a secondary review that the College's attorney advised be done for a more complete record of peer review documentation. *This is an Owner Requested Scope Change.*

**NON-FMP PROJECTS:** None this month.

In an advisory comment, Student Trustee Lodygowski indicated preference for the motion. On roll call, voting aye: Kim, O'Donnell, Savage, Wozniak, Carlin and Wessel. Motion to approve all Consent Agenda items listed above carried unanimously.

## 10. **NEW BUSINESS**

### A. **FOR INFORMATION** – The Board reviewed the following items of information:

- 1) **Board Policy 10-127, Identity Protection**
- 2) **Revised Board Policies:**
  - a) **Formulation of Board Policy, 5-85**
  - b) **Formulation of Administrative Procedures, 5-90**
  - c) **Assemblage on College Facilities, 10-110**
  - d) **Employment Outside of the College, 15-95**

- e) Tax Sheltered / Deferred Income Plans, 15-135
- f) Reduction in Force Based on Financial Exigency, 15-175
- g) Employment Outside of the College, Full-Time Faculty, 15-351
- h) Communicable Diseases, Student, 20-10
- i) Student Development Education, 25-95

**B. FOR APPROVAL**

Chairman Wessel requested that the Board vote on all New Business Approval Items as one Consent Agenda item. The Board and Legal Counsel agreed to this request.

Carlin moved, O'Donnell seconded, THAT THE BOARD OF TRUSTEES APPROVES ALL NEW BUSINESS APPROVAL ITEMS AS ONE CONSENT AGENDA ITEM; THE NEW BUSINESS APPROVAL ITEMS CONSIST OF THE FOLLOWING:

- 1) LETTER OF AGREEMENT REGARDING COLLEGE OF DUPAGE FACULTY ASSOCIATION (CODFA) SCHOLARSHIP REGISTRATION (TUITION WAIVER) BETWEEN THE COLLEGE OF DUPAGE BOARD OF TRUSTEES AND THE COLLEGE OF DUPAGE FACULTY ASSOCIATION IEA / NEA – THAT THE BOARD OF TRUSTEES APPROVES THE ATTACHED LETTER OF AGREEMENT REGARDING CODFA SCHOLARSHIP REGISTRATION (TUITION WAIVER).
- 2) APPROVAL FOR A NEW EMERGENCY MANAGEMENT CERTIFICATE PROGRAM – THAT THE BOARD OF TRUSTEES APPROVES A 15-CREDIT HOUR EMERGENCY MANAGEMENT CERTIFICATE PROGRAM.
- 3) APPROVAL FOR A NEW HOMELAND SECURITY ASSOCIATE OF APPLIED SCIENCE (A.A.S.) DEGREE PROGRAM – THAT THE BOARD OF TRUSTEE APPROVES A 64-CREDIT HOUR HOMELAND SECURITY ASSOCIATE OF APPLIED SCIENCE (A.A.S.) DEGREE PROGRAM.
- 4) APPROVAL FOR A NEW VETERANS COUNSELING CERTIFICATE PROGRAM – THAT THE BOARD OF TRUSTEES APPROVES A 26-CREDIT HOUR VETERANS COUNSELING CERTIFICATE PROGRAM.
- 5) APPROVAL FOR A NEW COMPUTED TOMOGRAPHY (CT) CERTIFICATE PROGRAM – THAT THE BOARD OF TRUSTEES APPROVES AN 18-CREDIT HOUR COMPUTED TOMOGRAPHY (CT) CERTIFICATE PROGRAM.
- 6) NON-RENEWAL OF FACULTY APPOINTMENTS – THAT THE BOARD OF TRUSTEES APPROVES THE ATTACHED RESOLUTION AUTHORIZING THE DISMISSAL OF STEPHANIE FORBES, DALE SIMPSON, AND DALE SMITH AT THE END OF THE SPRING SEMESTER, 2011.

7) **APPROVAL TO ADD LAW FIRMS THAT COLLEGE OFFICIALS MAY CALL UPON FOR LEGAL ASSISTANCE, FROM TIME TO TIME – THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING LAW FIRMS TO BE ADDED TO THE LIST OF POSSIBLE SERVICE PROVIDERS TO THE COLLEGE:**

- a) VEDDER PRICE P.C.
- b) SCHIFF HARDIN LLP
- c) SRAGA HAUSER, LLC
- d) KATHLEEN FIELD ORR & ASSOCIATES
- e) PERKINS COIE LLP
- f) SNR DENTON

In an advisory comment, Student Trustee Lodygowski indicated preference for the motion. On roll call, voting aye: O'Donnell, Savage, Wozniak, Carlin, Kim and Wessel. Motion to approve all New Business Approval Items listed above carried unanimously.

**11. ANNOUNCEMENTS**

**A. COMMUNICATIONS**

- **ICCTA / ACCT** – The next ICCTA Meeting will be held at the ACCT Legislative Summit in Washington, DC in February. Several Trustees plan to attend.
- **FOUNDATION** – Trustee Savage reported on Foundation Board activities:
  - Foundation Board quarterly meeting was held the morning of 01/24/11.
  - An investment task force recommendation to move the investment portfolio to the management of DiMeo Schneider, LLC was approved.
  - Updates were presented on 20 new certificate programs which have been approved during the last year.
  - A COD nursing student gave an emotional thank you for a Foundation scholarship.
- **PRESIDENT'S REMARKS** – Dr. Breuder remarked on the importance of maintaining a balance with regard to the five main ingredients necessary to move any organization forward:
  - 1) Product
  - 2) Price
  - 3) Promotion
  - 4) Place
  - 5) People

He noted the four programs which the Board approved tonight is a demonstration of how important our product (curriculum) is to the success of College of DuPage.

In addition to the programs approved tonight, the Board also approved Manufacturing Technology Equipment [Item 9. B. 3) c)] and Interpreting Services for the Hearing Impaired [9. B. 4) a)], both of which support other programs and students with special needs.

With reference to the Faculty/Student Showcase on Diagnostic Medical Imaging Programs at COD, these programs are possible because of the donation of a used, but very functional and operative, CT scanner. In addition to obtaining this donation of equipment from Adventist Hinsdale Hospital, the College Foundation provided \$250,000.00 to retrofit the facility in order to accommodate this scanner.

**B. CALENDAR DATES**

- **BOARD WORKSHOP – Wednesday, February 2, at 7:00 p.m. in SRC-2052.**
- **REGULAR FEBRUARY BOARD MEETING – Thursday, February 24, at 7:00 p.m. in SRC-2052.**

**CLOSED SESSION – At 8:33 p.m., O'Donnell moved, Kim seconded, THAT THE BOARD OF TRUSTEES HOLDS A CLOSED SESSION FOR THE PURPOSE OF DISCUSSING: (1) THE APPOINTMENT, EMPLOYMENT, COMPENSATION, PERFORMANCE OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE OR OFFICER, TO DETERMINE ITS VALIDITY. In an advisory comment, Lodygowski indicated preference for the motion. On roll call, voting aye: Carlin, Kim, O'Donnell, Savage, Wozniak and Wessel. Motion carried unanimously.**

**Chairman Wessel stated no Board action will be taken following this Closed Session.**

**RESUME OPEN MEETING – At 9:03 p.m., Lodygowski moved, Kim seconded, THAT THE OPEN BOARD MEETING BE RESUMED. On voice vote, motion carried unanimously.**

**12. ADJOURN – At 9:04 p.m., Lodygowski moved, Kim seconded, THAT THE REGULAR BOARD MEETING BE ADJOURNED. On voice vote, motion carried unanimously.**

Submitted By:

  
\_\_\_\_\_  
Kim Savage, Board Secretary Pro Tem

Approved: 02/24/11

Approved By:

  
\_\_\_\_\_  
Kathy A. Wessel, Board Chairman

5

**THIRD ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT**

This THIRD ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT, by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502, Counties of DuPage, Cook and Will, State of Illinois (the "Board"), and ROBERT L. BREUDER (the "President"), is agreed to and entered into by the Board and the President.

**WITNESSETH:**

**WHEREAS**, the Board and the President entered into an Employment Contract on the 18<sup>th</sup> day of November 2008, for the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

**WHEREAS**, the President's employment period was extended to June 30, 2015 by the First Addendum to the President's Employment Contract; and

**WHEREAS**, the parties have determined to extend the President's employment period for an additional year in the best interests of the College.

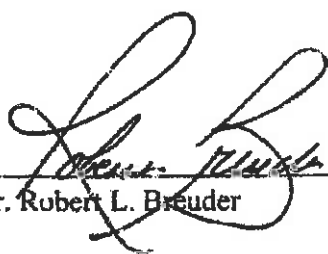
**NOW THEREFORE**, it is hereby understood and agreed by the Board and the President that the President's Employment Agreement is amended as follows:

1. Effective immediately, the President's Employment Contract is extended through June 30, 2016 and the President shall be entitled to all previously agreed and/or accrued rights, benefits and compensation as set forth in the Presidents Employment Contract as amended.
2. All other provisions of the President's Employment Contract as amended shall remain in effect.

Dated and signed this 12<sup>th</sup> day of July 2011.

**PRESIDENT**

**BOARD OF TRUSTEES  
COMMUNITY COLLEGE  
DISTRICT NO. 502  
COUNTIES OF DUPAGE, COOK  
AND WILL, STATE OF ILLINOIS**

  
\_\_\_\_\_  
Dr. Robert L. Breuder

By:   
\_\_\_\_\_  
Chairman



**ATTEST:**

*William J. ...*  
Secretary

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS

TUESDAY, JULY 12, 2011

SPECIAL BOARD MEETING AGENDA

(Date changed from July 14, 2011)

7:00 p.m. - SPECIAL BOARD MEETING - SRC-2052

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF AGENDA
4. PRESENTATIONS
  4. A. Faculty / Student Showcase
5. STUDENT TRUSTEE'S REPORT
6. PRESIDENT'S REPORT
7. COMMENTS FROM COLLEGE OF DUPAGE EMPLOYEES
8. COMMENTS FROM CITIZENS
  8. A. District No. 502 Citizens
  8. B. Citizens-at-Large
9. CONSENT AGENDA\*\* (Roll Call Vote)
  9. A. For Information: Standard Items
    9. A. 1) Gifts and Grants Report
    9. A. 2) Governmental Consortium/Cooperative Purchases Report - *None this month*
    9. A. 3) Financial Statements
      - a) Schedule of investments
      - b) Operating Funds - Budget and Expenditures
      - c) Tax Levy Collection

**9. B. For Approval: Standard Items**

- 9. B. 1) **Minutes**
  - a) **6/23/11 Closed Session – Confidential for Board Only**
  - b) **6/23/11 Board of Trustees Meeting**
  
- 9. B. 2) **Financial Reports**
  - a) **Payroll and Accounts Payable**
  - b) **Budget Transfer Report**
  
- 9. B. 3) **Bids**
  - a) **Staff Services Envelopes**
  - b) **Staff Services Paper**
  - c) **Landscape Improvements – Bid Package #4**
  - d) **New Tennis Courts & Field Events**
  
- 9. B. 4) **Requests for Proposals**

None.
  
- 9. B. 5) **Purchase Orders**
  - a) **Testing Center Forms**
  - b) **PACE Bus Advertising**
  - c) **Movie Theater Advertising**
  - d) **Construction Manager Contracts**
  - e) **Architect Contracts**
  - f) **DHR International Contract**
  
- 9. B. 6) **Personnel Actions**
  
- 9. B. 7) **Gifts and Donations Quarterly Report**

**9. C. For information: Construction-Related items**

- 9. C. 1) **Monthly Construction Project Summary**

**9. D. For Approval: Construction-Related Items**

- 9. D. 1) **Ratification of Construction Change Orders - NONE**
  - **Referendum-Related Projects**
  - **Capital Budget Projects**
  
- 9. D. 2) **Approval of Construction Change Orders - NONE**
  - **Referendum-Related Projects**
  - **Capital Budget Projects**

**10. NEW BUSINESS**

**10. A. For Information**

- 1) **Affirmative Action Plan**

10. B. For Approval

- 1) Illinois Prevailing Wage Act Resolution
- 2) Community College Health Consortium (CCHC) By-Laws and Intergovernmental Agreement

11. ANNOUNCEMENTS BY BOARD CHAIRMAN

11. A. Communications

11. B. Calendar Dates

*On-Campus Events* (Note: \* = Required Board Event)

- \* Thursday, August 18 – Regular Board Meeting; SRC-2052; 7:00 p.m.\*

*Off-Campus Events*

12. ADJOURN

***FUTURE MEETING***

**Thursday, August 18, 2011**

**7:00 p.m. – Regular Board Meeting**  
**SRC-2052**

\*\* Certain recurring recommendations may be included in the Consent Agenda at the discretion of the President. At the request of a Trustee or the President, an item may be removed from the Consent Agenda for separate discussion or approval.

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL,  
STATE OF ILLINOIS**

**MINUTES OF THE SPECIAL MEETING**

(Changed from July 14, 2011)

**THURSDAY, JULY 12, 2011**

**HELD ON CAMPUS IN SRC-2052, GLEN ELLYN, IL**

---

**CALL TO ORDER**

At 7:05 p.m., the Special Meeting of the Board of Trustees was called to order by Chairman Carlin.

**ROLL CALL**

**Present:** Trustees Erin Birt, David Carlin, Dianne McGuire, Allison O'Donnell (via telephone conference call), Kim Savage, Nancy Svoboda, Joseph Wozniak, and Student Trustee Lydia Whitten.

**Also Present:** President Dr. Robert L. Breuder, Legal Counsel Ken Florey, staff members, representatives of the press and visitors. (Minutes prepared by Carol Blotteaux, Administrative Assistant in the Office of the President.)

Chairman Carlin announced there would be a closed session meeting this evening after the presentations and public comments.

**APPROVAL OF AGENDA**

On voice vote, the Board of Trustees approved the Agenda for the Special Board Meeting of July 12, 2011. The motion carried unanimously.

**PRESENTATIONS**

Dr. Breuder introduced Faculty Senate President Ken Gray who presented Professor Judith Burgholzer of the Horticulture Department. Professor Burgholzer discussed the Horticulture program here at College of DuPage which has a current enrollment of 250 students ages 18-65. Seven different certificates are offered to address the various aspects of this field, including a Sustainable Landscape Certificate which was implemented last fall. We have a 12,000 sq. ft. greenhouse which is used as a learning lab here on campus. We partner with professional organizations, such as the Morton Arboretum. Our students learn skills they will need to be successful in this industry. Graduates work in

many different areas – floral design, golf courses, public gardens, nurseries, etc. Professor Burgholzer introduced a student, Peggy Kotecki, who has been a part of the Horticulture program for three years. She received her Landscape Certificate in May and currently works for Schwartz Nursery as a designer in garden sales. Ms. Kotecki indicated she is thankful for the opportunity to take the classes offered and the top notch instructors here at COD.

### **STUDENT TRUSTEE'S REPORT**

There was no Student Trustee Report this month.

### **PRESIDENT'S REPORT**

Dr. Breuder introduced Tom Glaser, Senior Vice President, Administration/Treasurer.

- Mr. Glaser discussed the recent visits by Moody's Investors Service and Standard & Poor's. They were impressed with the fact that we were able to grow credit hours over the last several years and increased our fund balance by \$50M in this economy. A tour of the campus included visiting the BIC renovation, the new Student Center, Culinary Center and Homeland Security Center.

On July 8, Moody's affirmed our Aaa rating with a stable outlook. Today, Standard & Poor's did the same. They based their findings on the conservative approach the Board has endorsed as to how we budget and manage our finances. We have a well diversified tax base which has grown over 6% in the last 5 years.

Unemployment in our district is below the state and national average. The only challenge they mentioned was that our tuition per credit hour is higher than other community colleges in the state. This is partly because of our size and the conservative approach used to manage our operations, moving away from dependence on state government and into a more tuition-based operation. When Moody's and Standard & Poor's complete their write-ups, they will be shared with the Board. Chairman Carlin indicated the fact that we have maintained our Aaa bond rating speaks well of the leadership of the College.

Dr. Breuder noted that, when you capture a Aaa bond rating, the taxpayers benefit because we can save money when we issue bonds without having to buy insurance. When you go to the marketplace with a Aaa rating, the bonds that are sold will be more attractive to the taxpayer than if we had a lower rating. We will sell \$168M in bonds at a very competitive interest rate.

- Dr. Breuder also introduced Mia Igyarto, the Director of Labor and Employee relations, who briefed the assembly on ongoing negotiations with four of our constituent groups on campus. She indicated continuing progress is being made. They recently completed negotiations with the operating engineers, will be finalizing the contract language and bringing it to the Board for approval at their meeting next month.

### **COMMENTS FROM COLLEGE OF DuPAGE EMPLOYEES**

Faculty Senate President Ken Gray spoke about the many ways he communicates - with

the Board at these monthly meetings, with his monthly news column, the *Faculty Advocate*, and a weekly news letter to full-time faculty. He spoke of how he pulls from all areas of his life to show how and why the Association should engage and work with administration and the Board of Trustees. Tonight he spoke about karate. He is a black belt in Shotokan. Although it might sound strange to speak about karate at a Board meeting, the fundamental teachings he has learned apply to life. It teaches mentality over technique. Karate is not so much a fighting art, but is designed to stop a fight before it starts. It begins and ends with *re* – respect for others and self. In the *dojo*, we express *re* by bowing to each other. True *re* is a genuine and heartfelt respect expressed outwardly. Dr. Gray stated he hopes you realize that he has true *re* when we agree, when we disagree and even when we fight.

### **COMMENTS FROM CITIZENS**

- Before Chairman Carlin introduced the first speaker, Counselor Ken Florey read a statement to the public which will be a part of all Public Comments. He reminded the public the purpose of the Public Comments portion of the Board meetings is to allow members of the public to address the Board regarding matters of general concern to the public as a whole. Consistent with the Open Meetings Act and the Illinois Community College Act, it is the policy of this Board to refrain from addressing confidential personnel matters involving current or former employees during the open session of this meeting. He asks the public to limit its comments accordingly.
- Nick Davison, Editor and Chief of the Courier, discussed the Courier Advisor position. He thanked the administration for meeting with him and Vikaas Shanker to discuss their concerns about the removal of the Courier Advisor. He noted a job description was posted for a part-time advisor, and expressed his concerns that this person would not be readily available full-time. It is important for the Advisor to be there full-time so the student editors can learn, grow and function smoothly.
- Vikaas Shanker, former Editor and Chief of the Courier, discussed his concerns about the removal of Kathy Striplin as the Courier Advisor and the selection of a part-time advisor.
- Jack Thorne thanked the Board for maintaining the Aaa bond rating, which is appreciated by the residents of the district. He again touched on matters of concern regarding the dispute between Glen Eilyn and the College.
- Justin Lemay, the recently elected Student Body President, wanted to introduce himself and state that he looks forward to presenting the student voice in an equal and balanced way this year. He hopes they have a productive year.
- Jennifer Wittstock, a former employee of the College, voiced her concerns over her termination. Ms. Wittstock indicated she has filed a complaint with the Illinois Department of Human Rights and EEOC. She is also pursuing charges for illegal discrimination under the Americans with Disabilities Act.

### **CLOSED SESSION**

At 7:50 p.m., Trustee Birt motioned, Trustee Wozniak seconded, that the Board move into closed session for the purpose of discussing:

- The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, including hearing testimony on a complaint

- lodged against an employee or officer to determine its validity.
- **Litigation.** When an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

**RETURNED TO OPEN SESSION**

At 9:30 p.m., Trustee O'Donnell motioned, Trustee Birt seconded, that the Board return to open session. On a roll call vote, all Trustees voted yes. After a brief break, returned to open session at 9:37 p.m.

**CONSENT AGENDA**

Trustee McGuire moved, Trustee Birt seconded, that the Board of Trustees approve the Consent Agenda consisting of the following items:

- A. The following items for BOARD INFORMATION only:
  - 1) Gifts and Grants Report
  - 2) There was no Governmental Consortium/Cooperative Purchases Report this month.
  - 3) Financial Statements
  
- B. The following items for BOARD APPROVAL:
  - 1) Minutes of the June Board Meetings
    - a) 6/23/11 Closed Session Board Meeting
    - b) 6/23/11 Regular Board Meeting
  - 2) Financial Reports
  - 3) Bid Items for:
    - a) Staff Services Envelopes to Forest Envelope, 1958 University Lane, Lisle, IL 60532, for a total expenditure of \$11,039.83.
    - b) Staff Services Paper, on an item-by-item basis, to the lowest responsible bidders as follows:

<u>Item #</u>	<u>Vendor</u>	<u>\$ Amount</u>
8a, 8b, 9a, 9b, 10a, 10b, 10c, 10d, 11a, 11b, 11c, 12a, 12b, 12c, 12d, 13 18, 19, 20	Midland Paper 101 E. Palatine Road Wheeling, IL 60090	\$ 38,724.40
1a, 1b, 1c, 1d, 1e	Paper 101 1770 N.E. 58 <sup>th</sup> Avenue Des Moines, IA 50313	\$119,800.00
2, 3, 4, 5, 6a, 6b, 7a, 7b, 14a, 14b, 14c, 15, 16, 17	Unisource Paper 1141 N. Swift Road Addison, IL 60101	\$ 9,487.00
for a total expenditure of:		<u>\$168,011.40</u>



c) **Landscape Improvements – Bid Package #4 to the lowest responsible bidders as follows:**

- Landscaping to Breezy Hill Nursery, 7530 288<sup>th</sup> Avenue, Salem, WI 53168, for the base bid total of \$848,697.45, Project #25 Alternate #5 for \$12,400.00, Project #25 Alternate #6 for \$133,332.00, for a total of \$994,429.45;
- Electric to Utility Dynamics, 23 Commerce Drive, Oswego, IL 60543, for the base bid total of \$214,441.70, Project #16 Alternate #3 for \$95,468.25, Project #25 Alternate #2, for \$14, 861.20, Project #25 Alternate #3 for \$24,386.00, for a total of \$349,157.15;
- Masonry to A. Horn Inc., 125 Harrison Street, Barrington, IL 60010, for the base bid total of \$195,150.00, Project #25 Alternate #2 for \$106,949.60, Project #25 Alternate #3 for \$28,800.00, Project #25 Alternate #8 for \$231,276.24, for a total of \$562,175.84;
- Utilities to Pirtano Construction, 1766 Armitage Court, Addison, IL 60101, for the base bid total of \$105,933.00, Project #16 Alternate #1 for \$111,597.00, for a total of \$217,530.00;
- Water Feature to Schaeffes Brothers, Inc., 851 Seton Court, Wheeling, IL 60090 for the base bid total of \$330,000.00, Project #16 Alternate #2 for \$50,000.00 for a total of \$380,000.00;

d) New Tennis Courts & Field Events to Schaeffes Brothers, Inc., 851 Seton Court, Wheeling, IL 60090, for the base bid total of \$1,366,000.00 and alternate #1 for \$34,900.00, for a total expenditure of \$1,400,900.00.

4) **Requests for Proposals:**

There were no requests for Proposals this month.

5) **Purchase Orders for:**

a) **Testing Center Forms from the following vendors:**

- Consulting Psychologists Press, 1055 Joaquin, 2<sup>nd</sup> Floor, Mountain View, CA 94043, for a sub-total of \$55,000.00;
- ACT, Inc., 500 ACT Drive, Iowa City, IA 52243 for a sub-total of \$30,250.00.00;

for an estimated total expenditure of \$85,250.00.

b) PACE Bus Advertising to Titan Outdoor, LLC, 850 Third Ave., 2nd Floor, New York, NY 10022, for a total expenditure of \$25,000.00.

c) Movie Theater Advertising to NCM Media Networks, 9110 E. Nichols Avenue, #200, Centennial, CO 80112, for a total expenditure of \$45,886.00.

d) Construction Manager Contracts for:

Project	Construction Manager	Fee
Student Resource Center w/Library	M.A. Mortenson Construction 25 Northwest Point Blvd. Elk Grove Village, IL 60007	\$ 2,006,908.00
McAninch Arts Center (MAC)	M.A. Mortenson Construction 25 Northwest Point Blvd. Elk Grove Village, IL 60007	\$ 1,744,928.00
Physical Education Center	Power Construction LLC 2360 Palmer Drive Schaumburg, IL 60173	\$ 1,423,366.00
Seaton Computing Center	Power Construction LLC 2360 Palmer Drive Schaumburg, IL 60173	\$ 299,500.00

e) Architect Contracts for:

Project	Architect	Fee
Student Resource Center w/Library	Loebl Schlossman & Hackl 233 N. Michigan Avenue Chicago, IL 60601	\$ 2,362,500.00
Physical Education Center	Legat Architects 2015 Spring Road Oak Brook, IL 60523	\$ 1,612,375.00

- f) Services for recruitment and hiring of a Vice President of Academic Affairs to DHR International, 10 South Riverside Plaza, Suite 2220, Chicago, IL 60606, at a cost of 30% of the base salary of the candidate hired not to exceed \$50,000, plus approved expenses as appropriate.

6) ~~Rally Personnel Actions~~

7) Gifts and Donations Quarterly Report

- C. For Information: Construction-Related Items  
1) Monthly Construction Project Summary

- D. For Approval: Construction-Related Items  
There were no Construction-Related items for Board approval this month.

Hearing no questions or comments from the Board, Secretary Pro Tem Svoboda called the roll. Voting aye: Student Trustee Whitten, Trustees Birt, McGuire, O'Donnell, Savage, Svoboda, Wozniak and Carlin. Motion to approve all Consent Agenda items listed above carried unanimously.

## **NEW BUSINESS**

### **A. For Information Only:**

- 1) **Affirmative Action Plan**

### **B. For Approval:**

- 1) **Trustee Savage moved, Trustee McGuire seconded, the Board approve the Illinois Prevailing Wage Act Resolution. On roll call, voting aye: Student Trustee Whitten, Trustees McGuire, O'Donnell, Savage, Svoboda, Wozniak, Birt and Carlin. Motion carried unanimously.**
- 2) **Trustee Svoboda moved, Trustee Savage seconded, the Board approve Illinois Community College Health Insurance Consortium By-Laws and Intergovernmental Agreement. On roll call, voting aye: Student Trustee Whitten, Trustees O'Donnell, Savage, Svoboda, Wozniak, Birt, McGuire and Carlin. Motion carried unanimously.**

## **ANNOUNCEMENTS**

- **Trustee Savage gave a Foundation report regarding the permanent donor displays in the Culinary and Hospitality Center and the Homeland Security Education Center. These displays will recognize major donors to those programs as of the end of June. The Foundation will meet on July 18 for the election of officers and approval of the FY12 budget.**
- **Chairman Carlin congratulated Trustee Savage on her appointment by the Governor to the Illinois Student Assistance Commission.**
- **ACCT Leadership Congress October 12-15**
  - o **Chairman Carlin requested approval for Trustees Wozniak, Svoboda and McGuire to attend Conference. The Board agreed, by consensus, that Trustees Wozniak, Svoboda and McGuire will attend the ACCT Leadership Conference October 12-15, 2011.**
- **Trustee Svoboda noted that Chairman Carlin has been chosen as ICCTA West Suburban Regional Chair. COD will host a regional conference on October 3, 2011. This will be a good opportunity to showcase our new buildings.**
- **Trustee Svoboda commented on the fact that COD will co-sponsor "Rockin' For the Troops" at Cantigny. Several representatives from the College donated their time to raise money for veterans and bring awareness to potential students about the College's programs, scholarships and federal assistance programs for vets. College of DuPage has been designated a "Military Friendly School" by G.I. Jobs two years in a row.**

## **ADJOURN**

**At 9:50 p.m., Trustee Savage moved, Trustee Birt seconded, that the Board meeting be adjourned. On voice vote, the motion carried unanimously.**

By: Nancy Svoboda  
Nancy Svoboda, Board Secretary Pro Tem

Approved: August 18, 2011

By: David Carlin  
David Carlin, Board Chairman



# College of DuPage

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL  
STATE OF ILLINOIS

THURSDAY, JANUARY 22, 2015 ~ SSC-2200

REGULAR BOARD MEETING ~ 7:00 P.M.

## AGENDA

1. CALL TO ORDER
2. ROLL CALL
3. AGENDA
  3. A. Approval
4. PUBLIC COMMENT
  4. A. AGENDA RELATED COMMENTS FROM CITIZENS
    4. A. 1) District No. 502 Citizens
    4. A. 2) Citizens-at-Large
  4. B. AGENDA RELATED COMMENTS FROM COLLEGE OF DuPAGE
    4. B. 1) College of DuPage Employees
    4. B. 2) College of DuPage Students
5. STUDENT TRUSTEE'S REPORT
6. PRESIDENT'S REPORT
7. PRESENTATIONS
  7. A. INTERNAL AUDIT OVERVIEW
    - James Martner, Director Internal Audit
  7. B. FINANCIAL MATTERS
    - Thomas Glaser, Senior Vice President Administration & Treasurer
8. CONSENT AGENDA\*\* (Roll Call Vote)
  8. A. For Information: Standard Items
    8. A. 1) Gifts and Grants Report
    8. A. 2) Governmental Consortium/Cooperative Purchases Report

9. B. 4

8. A. 3) **Financial Statements**
- a) **Schedule of Investments**
  - b) **Operating Funds – Budget and Expenditures**
  - c) **Operating Cash Available to Pay Annual Operating Expenses**
  - d) **Tax Levy Collections**

8. B. **For Approval: Standard Items**

8. B. 1) **Minutes**

- a) **December 18, 2014 Regular Board Meeting**
- b) **December 18, 2014 Closed Session – CONFIDENTIAL – for Board only**

8. B. 2) **Financial Reports**

- a) **Treasurer's Report**
- b) **Payroll and Accounts Payable Report**
- c) **Budget Transfer Report**

8. B. 3) **Bid Items**

- a) **Direct Digital Mobile X-ray Unit with Imaging Plate for Diagnostic Imaging Department**
- b) **Two (2) Vascular Systems for the Sonography Department**
- c) **Booklet Maker for Print Services (Rejection)**

8. B. 4) **Requests for Proposals**

**None**

8. B. 5) **Purchase Orders**

- a) **Apple Computer Equipment**
- b) **FANUC Robot Educational Package**

8. B. 6) **Personnel Actions**

- a) **Ratification of Managerial Appointments**
- b) **Ratification of Classified Appointments**
- c) **Ratification of Classified Promotions / Transfers**
- d) **Ratification of Administrator Resignations / Terminations**
- e) **Ratification of Classified Resignations / Terminations**
- f) **Ratification of Operating Engineers Resignations / Terminations**
- g) **Ratification of Classified Retirements**

8. B. 7) **In-Kind Donations Quarterly Report**

8. C. **For Approval: Construction-Related Items**

8. C. 1) **Ratification of Construction Change Orders**

- **Referendum-Related Projects**
- **Capital Budget Projects**

8. C. 2) **Approval of Construction Change Orders**

- **Referendum-Related Projects**
- **Capital Budget Projects**

9. **NEW BUSINESS**

9. A. **For Information**

- 1) **Revision of Board Policies:**
  - 15-10, Prohibition of Discrimination Harassment
  - 15-11, Prohibition of Sexual Harassment
  - 20-5, Non-Discrimination Policy
  - 20-35, Code of Student Conduct

9. B. **For Approval**

- 1) **Non-Renewal of Faculty Appointments**
- 2) **Faculty Tenure Candidates**
- 3) **Consulting Services – Facilities Master Plan Update**
- 4) **Approval of the Fourth Addendum to College President Robert L. Breuder's Employment Contract**

10. **TRUSTEE DISCUSSION ITEMS**

11. **CLOSED SESSION**

12. **GENERAL PUBLIC COMMENTS**

13. **ANNOUNCEMENTS BY BOARD CHAIRMAN**

13. A. **Communications**

13. B. **Calendar Dates**

**Camous Events** (Note: \* = Required Board Event)

- \***Thursday, February 19, 2015 – Regular Board Meeting – SSC-2200 – 7:00 p.m.**

14. **ADJOURN**

<p style="text-align: center;"><b>FUTURE MEETING</b> <b><u>Thursday, February 19, 2015</u></b> <b><u>7:00 p.m. – Regular Board Meeting – SSC-2200</u></b></p>
---

\*\* Certain recurring recommendations may be included in the Consent Agenda at the discretion of the President. At the request of a Trustee or the President, an item may be removed from the Consent Agenda for separate discussion or approval.



~~Contract was never on an agenda for an actual vote to approve his employment contract. NOT done, ever...~~

**FOURTH ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT**



The FOURTH ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT, by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO 502, Counties of DuPage, Cook and Will, State of Illinois ("Board") and ROBERT L. BREUDER ("President"), is agreed to and entered into by the Board and the President.

**WITNESSETH**

WHEREAS, the Board and the President entered into an Employment Contract on the 18<sup>th</sup> day of November 2008, for the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

WHEREAS, the President's employment contract was modified with 2010 Amendment, First Addendum, Second Addendum and the Third Addendum ("Employment Contract") to provide for the President's employment until June 30, 2019;

WHEREAS, the President will complete six years of distinguished service as President of the College of DuPage (College) in January 2015;

WHEREAS, the President's career spanning forty five years is highlighted with his service as an advisor to various higher education providers, his authoring numerous professional publications, his public speaking at various professional meetings, his memberships on various Boards of Directors, his recognitions by various organizations for his leadership such as the Illinois Senate for 32 years of leadership in community colleges, and his designations as a distinguished alumnus of both of his alma maters, the University of Albany and Florida State University;

WHEREAS on April 25, 2014, the President expressed an interest in his retirement in March 2016 from the College (See attached Exhibit A);

WHEREAS, the Board and the President ("Parties") have agreed that the President will voluntarily retire from his employment with the College, effective March 31, 2016 (the "Retirement Date");

WHEREAS for the past nine months, the Parties have been discussing the terms and conditions for the President's retirement that would serve the mutual best interests of the College and the President and to provide for an orderly transition of the business of the College;

NOW THEREFORE, in consideration of the promises and mutual agreements of the Parties, it is hereby agreed by the Board and the President as follows:

**1. SEPARATION**

President agrees to the following separation terms:

- a. President agrees to voluntarily retire from the College, effective as of the Retirement Date. President understands and agrees that his current assignment with the College and all rights under the Employment Contract will be extinguished upon his retirement and only the terms of this Fourth Addendum will apply. Upon retirement, the Board will pay the President a lump sum amount of \$762,867.77.



- b. Upon retirement, the President will receive the retirement benefits provided to all administrators as set forth in the "College of DuPage Senior Management Team Whose Title Includes Vice President Summary of Benefits" (the "Benefits Summary") (See attached Exhibit B).
- c. The Board will install a sign on the Homeland Security Education Center consistent with the Board's action on May 7, 2013, naming the building in Dr. Robert Breuder's honor subject to the President maintaining conduct that is not materially detrimental to the reputation of the Board and/or the College.
- d. Per Board Policy 15-280, the Board will grant the President an exception and name the President with "Emeritus" status upon the President's retirement.
- e. President will receive no compensation, insurance, or other benefits from the College after March 31, 2016 outside of this Fourth Addendum and the Benefits Summary.
- f. President agrees that he will return all College Property in his possession no later than March 31, 2016.
- g. President agrees that he will assist the Board in the search process at the direction of the Board. Upon direction and approval by the Board, President agrees to assist the College in recruiting qualified permanent replacement candidates for the positions of Interim College President and College President for the College. Such assistance shall include, but will not be limited to, identification of qualified candidates, assisting College in assessing the qualifications of candidates and, pursuant to the direction of the Board, communicating with candidates. This Section 1.g. shall no longer apply after the Retirement Date.
- h. President and the Board agree to work together and cooperate in all aspects of the announcement of his retirement to the communities the College serves.
- i. President agrees to assist the Board in an orderly administrative closure of each academic year through the Retirement Date.
- j. President agrees to provide for an orderly transition for the interim and/or permanent College President/s through the Retirement Date.
- k. President agrees to perform all other duties, which are required for an orderly transition of the interim and/or permanent College President/s for the College through the Retirement Date.
- l. President agrees to perform all his duties and responsibilities required of a College President through the Retirement Date.

**2. RESTRICTIONS ON RECRUITING AND HIRING OF COLLEGE STAFF**

President further agrees that he will refrain from recruiting or hiring, or attempting to recruit or hire, currently employed staff from the College who have knowledge of the College's business or educational operations. In so agreeing, President shall not either directly, or indirectly pursue, influence, assist or otherwise interfere with a member of the College's staff who has knowledge of the College's business or educational operations to terminate their association or employment with the College and/or accept a comparative position with another college or private employer in the business of college administration within the State of Illinois. These restrictions on recruiting and hiring of College Staff to which President agrees shall terminate two years from the Retirement Date. Nevertheless,

President may serve as a reference for a currently employed staff member who may request such of President during this period and may provide generalized career assistance to College Staff members who contact him and request such assistance.

**3. VOLUNTARY NATURE OF AGREEMENT**

President agrees that he is freely, knowingly, voluntarily and without duress, coercion, or undue influence executing this Fourth Addendum. President agrees that he intends to be legally bound by the terms of this Fourth Addendum.

**4. COMPLETE UNDERSTANDING**

This Fourth Addendum sets forth all of the promises, agreements, conditions and understandings between the Parties related to the subject matter hereof, and there are no promises, agreements, or undertakings, either oral or written, expressed or implied, between them other than as herein set forth. Notwithstanding the preceding, the terms and conditions of the Employment Contract shall remain in effect through the Retirement Date unless such term or condition is expressly superseded by this Fourth Addendum. Section H. INDEMNIFICATION of the Employment Contract shall continue to apply through the Retirement Date and shall survive the termination of the Employment Contract, including the termination of this Fourth Addendum, solely for actions in which the President engaged in the performance of his powers or duties that were within the scope of his employment or under the direction of the Board and to the extent the President's actions were permitted by Illinois law. For purposes of clarification, the losses, fees and expenses for which the President may seek indemnification under Section H. INDEMNIFICATION include reasonable attorneys' fees subject to the Board selecting and appointing the law firm for the President's legal representation.

**5. EFFECT OF THIS AGREEMENT**

This Fourth Addendum shall inure to the benefit of the Board and President and shall bind the Board and President their agents, representatives, assignees and successors.

**6. ADVICE OF COUNSEL**

The Parties have each consulted their own legal counsel regarding the terms of this Fourth Addendum and the legal liabilities of the Parties.

**7. SEVERABILITY**

If any of the provisions, terms and clauses of this Fourth Addendum are declared illegal, unenforceable, or ineffective in a legal forum with competent jurisdiction to do so, those provisions, terms and clauses shall be deemed severable, and all other provisions, terms and clauses of this Fourth Addendum shall remain valid and binding upon all the Parties hereto. Further, in the event a court should determine not to enforce a covenant as written due to over breadth, President specifically agrees that said covenant shall be enforced to the extent reasonable, whether said revisions be in time, territory or scope of prohibitive activities.

**8. AMENDMENT OF AGREEMENT**

Except as otherwise provided, no subsequent alteration, amendment, change or addition to this Fourth Addendum shall be binding upon the Parties hereto unless reduced to writing and duly authorized and signed by each of the Parties.

**9. CHOICE OF LAW**

This Fourth Addendum shall be governed and construed in accordance with the laws of the State of Illinois to the extent applicable. In the event of the institution or commencement of any legal proceedings, the Parties hereto agree that jurisdiction and venue shall be vested in any federal or state court located in the State of Illinois and that state court venue shall be in DuPage County, Illinois.

**10. SIGNATURE IN COUNTERPARTS**

This Fourth Addendum may be executed in counterparts each of which shall be considered an original, and all of which together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the Parties have executed this Fourth Addendum on the dates below.

Dated and signed this \_\_\_\_\_ day of January 2015.

PRESIDENT

BOARD OF TRUSTEES COMMUNITY COLLEGE  
DISTRICT NO. 502, COUNTIES OF DUPAGE, COOK  
AND WILL, STATE OF ILLINOIS

\_\_\_\_\_  
Dr. Robert L. Breuder

\_\_\_\_\_  
Chair, on behalf of the Board of Trustees

ATTEST

\_\_\_\_\_  
Secretary



---

# College of DuPage

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502  
COUNTIES OF DuPAGE, COOK AND WILL  
STATE OF ILLINOIS

WEDNESDAY, JANUARY 28, 2015 ~ SSC-2200

SPECIAL BOARD MEETING ~ 7:00 P.M.

## AGENDA

---

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF AGENDA
4. COMMENTS FROM COLLEGE OF DuPAGE
  4. A. College of DuPage Employees
  4. B. College of DuPage Students
5. COMMENTS FROM CITIZENS
  5. A. District No. 502 Citizens
  5. B. Citizens-at-Large
6. Approval of the Fourth Addendum to College President Robert L. Breuder's Employment Contract (a copy of which is attached to this Agenda)
7. GENERAL PUBLIC COMMENTS
8. ANNOUNCEMENTS BY BOARD CHAIRMAN
9. ADJOURN

**FOURTH ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT**

The **FOURTH ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT**, by and between the **BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO 502, Counties of DuPage, Cook and Will, State of Illinois ("Board")** and **ROBERT L. BREUDER ("President")**, is agreed to and entered into by the Board and the President.

**WITNESSETH**

**WHEREAS**, the Board and the President entered into an Employment Contract on the 18<sup>th</sup> day of November 2006, for the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

**WHEREAS**, the President's employment contract was modified with 2010 Amendment, First Addendum, Second Addendum and the Third Addendum ("Employment Contract") to provide for the President's employment until June 30, 2019;

**WHEREAS**, the President will complete six years of distinguished service as President of the College of DuPage (College) in January 2015;

**WHEREAS**, the President's career spanning forty five years is highlighted with his service as an advisor to various higher education providers, his authoring numerous professional publications, his public speaking at various professional meetings, his memberships on various Boards of Directors, his recognitions by various organizations for his leadership such as the Illinois Senate for 32 years of leadership in community colleges, and his designations as a distinguished alumnus of both of his alma maters, the University of Albany and Florida State University;

**WHEREAS** on April 25, 2014, the President expressed an interest in his retirement in March 2016 from the College (See attached Exhibit A);

**WHEREAS**, the Board and the President ("Parties") have agreed that the President will voluntarily retire from his employment with the College, effective March 31, 2016 (the "Retirement Date");

**WHEREAS** for the past nine months, the Parties have been discussing the terms and conditions for the President's retirement that would serve the mutual best interests of the College and the President and to provide for an orderly transition of the business of the College;

**NOW THEREFORE**, in consideration of the promises and mutual agreements of the Parties, it is hereby agreed by the Board and the President as follows:

**1. SEPARATION**

President agrees to the following separation terms:

- a. President agrees to voluntarily retire from the College, effective as of the Retirement Date. President understands and agrees that his current assignment with the College and all rights under the Employment Contract will be extinguished upon his retirement and only the terms of this Fourth Addendum will apply. Upon retirement, the Board will pay the President a lump sum amount of \$762,867.77.

- b. Upon retirement, the President will receive the retirement benefits provided to all administrators as set forth in the "College of DuPage Senior Management Team Whose Title Includes Vice President Summary of Benefits" (the "Benefits Summary") (See attached Exhibit B).
  - c. The Board will install a sign on the Homeland Security Education Center consistent with the Board's action on May 7, 2013, naming the building in Dr. Robert Breuder's honor subject to the President maintaining conduct that is not materially detrimental to the reputation of the Board and/or the College.
  - d. Per Board Policy 15-280, the Board will grant the President an exception and name the President with "Emeritus" status upon the President's retirement.
  - e. President will receive no compensation, insurance, or other benefits from the College after March 31, 2016 outside of this Fourth Addendum and the Benefits Summary.
  - f. President agrees that he will return all College Property in his possession no later than March 31, 2016.
  - g. President agrees that he will assist the Board in the search process at the direction of the Board. Upon direction and approval by the Board, President agrees to assist the College in recruiting qualified permanent replacement candidates for the positions of Interim College President and College President for the College. Such assistance shall include, but will not be limited to, identification of qualified candidates, assisting College in assessing the qualifications of candidates and, pursuant to the direction of the Board, communicating with candidates. This Section 1.g. shall no longer apply after the Retirement Date.
  - h. President and the Board agree to work together and cooperate in all aspects of the announcement of his retirement to the communities the College serves.
  - i. President agrees to assist the Board in an orderly administrative closure of each academic year through the Retirement Date.
  - j. President agrees to provide for an orderly transition for the interim and/or permanent College President/s through the Retirement Date.
  - k. President agrees to perform all other duties, which are required for an orderly transition of the interim and/or permanent College President/s for the College through the Retirement Date.
  - l. President agrees to perform all his duties and responsibilities required of a College President through the Retirement Date.
2. **RESTRICTIONS ON RECRUITING AND HIRING OF COLLEGE STAFF**

President further agrees that he will refrain from recruiting or hiring, or attempting to recruit or hire, currently employed staff from the College who have knowledge of the College's business or educational operations. In so agreeing, President shall not either directly, or indirectly pursue, influence, assist or otherwise interfere with a member of the College's staff who has knowledge of the College's business or educational operations to terminate their association or employment with the College and/or accept a comparative position with another college or private employer in the business of college administration within the State of Illinois. These restrictions on recruiting and hiring of College Staff to which President agrees shall terminate two years from the Retirement Date. Nevertheless,

President may serve as a reference for a currently employed staff member who may request such of President during this period and may provide generalized career assistance to College Staff members who contact him and request such assistance.

**3. VOLUNTARY NATURE OF AGREEMENT**

President agrees that he is freely, knowingly, voluntarily and without duress, coercion, or undue influence executing this Fourth Addendum. President agrees that he intends to be legally bound by the terms of this Fourth Addendum.

**4. COMPLETE UNDERSTANDING**

This Fourth Addendum sets forth all of the promises, agreements, conditions and understandings between the Parties related to the subject matter hereof, and there are no promises, agreements, or undertakings, either oral or written, expressed or implied, between them other than as herein set forth. Notwithstanding the preceding, the terms and conditions of the Employment Contract shall remain in effect through the Retirement Date unless such term or condition is expressly superseded by this Fourth Addendum. Section H. INDEMNIFICATION of the Employment Contract shall continue to apply through the Retirement Date and shall survive the termination of the Employment Contract, including the termination of this Fourth Addendum, solely for actions in which the President engaged in the performance of his powers or duties that were within the scope of his employment or under the direction of the Board and to the extent the President's actions were permitted by Illinois law. For purposes of clarification, the losses, fees and expenses for which the President may seek indemnification under Section H. INDEMNIFICATION include reasonable attorneys' fees subject to the Board selecting and appointing the law firm for the President's legal representation.

**5. EFFECT OF THIS AGREEMENT**

This Fourth Addendum shall inure to the benefit of the Board and President and shall bind the Board and President their agents, representatives, assignees and successors.

**6. ADVICE OF COUNSEL**

The Parties have each consulted their own legal counsel regarding the terms of this Fourth Addendum and the legal liabilities of the Parties.

**7. SEVERABILITY**

If any of the provisions, terms and clauses of this Fourth Addendum are declared illegal, unenforceable, or ineffective in a legal forum with competent jurisdiction to do so, those provisions, terms and clauses shall be deemed severable, and all other provisions, terms and clauses of this Fourth Addendum shall remain valid and binding upon all the Parties hereto. Further, in the event a court should determine not to enforce a covenant as written due to over breadth, President specifically agrees that said covenant shall be enforced to the extent reasonable, whether said revisions be in time, territory or scope of prohibitive activities.

**8. AMENDMENT OF AGREEMENT**

Except as otherwise provided, no subsequent alteration, amendment, change or addition to this Fourth Addendum shall be binding upon the Parties hereto unless reduced to writing and duly authorized and signed by each of the Parties.

**9. CHOICE OF LAW**

This Fourth Addendum shall be governed and construed in accordance with the laws of the State of Illinois to the extent applicable. In the event of the institution or commencement of any legal proceedings, the Parties hereto agree that jurisdiction and venue shall be vested in any federal or state court located in the State of Illinois and that state court venue shall be in DuPage County, Illinois.

**10. SIGNATURE IN COUNTERPARTS**

This Fourth Addendum may be executed in counterparts each of which shall be considered an original, and all of which together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the Parties have executed this Fourth Addendum on the dates below.

Dated and signed this \_\_\_\_\_ day of January 2015.

**PRESIDENT**

**BOARD OF TRUSTEES COMMUNITY COLLEGE  
DISTRICT NO. 502, COUNTIES OF DUPAGE, COOK  
AND WILL, STATE OF ILLINOIS**

\_\_\_\_\_  
Dr. Robert L. Bresler

\_\_\_\_\_  
Chair, on behalf of the Board of Trustees

ATTEST

\_\_\_\_\_  
Secretary





**Robert L. Breuder, President**

425 Fawell Blvd.  
Glen Ellyn, Illinois 60137-6599

(830) 942-2200 phone  
(830) 858-2839 fax  
breuder@cod.edu email  
cod.edu

January 20, 2015

**To the College of DuPage Board of Trustees:**

**For the past six years, I have had the opportunity to guide the College of DuPage through a transformational period. The achievements of College employees during this period, as detailed in the attached list of outcomes, has brought the College to where it is today. College of DuPage is the flagship community college in Illinois and among the most distinguished in the country.**

**In March 2016, I will be approaching my 72<sup>nd</sup> birthday and will conclude 35 years of service as a college president. In addition, I will have been President of College of DuPage for twice as long as I had initially planned.**

**More than 5 months ago, I informed the Board Chair of my increasing interest in retiring. With age comes the inevitable reality that time is precious. During the Christmas holidays, I took time to look ahead and define my future. I concluded the time was at hand to make a life decision. I herein notify the Board of Trustees, I will retire as President of College of DuPage at the close of business on March 31, 2016.**

**Between now and then I will continue to help ensure our College remains well positioned for the future. We will continue to pursue with vigor our ambitious agenda as detailed in the Board approved Strategic Long Range Plan. Our Vision is clear and our commitment to excellence and service deeply embedded in the fabric of our institution.**

**There is much I will miss. None more than the hundreds of talented and dedicated employees in ALL areas of our College. It is their commitment that has created what artists often refer to as a masterpiece. It has been and always will be our employees who generate the outcomes which impact the lives of others. I feel privileged to have been part of the current family that made educational opportunity available to students and served our community with excellence.**

Sincerely,



Robert L. Breuder

cc: Senior Management Team, College Community, Foundation Board



## SIGNIFICANT OUTCOMES (January 2009 - December 2014)

- Provided equalized benefits for all employee groups.
- Introduced Enhance COD to solicit College Improvement Ideas from all employees.
- Established the Resources for Excellence Grant program to support innovative ideas for improving instruction, student experiences and support services for the College and community.
- Created new College-wide brand positioning.
- Reconstituted the Teaching and Learning Center (TLC), adding new value-added development programs for faculty and staff.
- Redesignated the College's entire website, improving navigation and the interactive nature of the site.
- Developed COD CARES, an institution-wide program to promote charitable activities on and off campus.
- Added more than 70 programs of study.
- Received initial or reaffirmation of accreditation for 22 academic programs.
- Secured passage of \$168 million capital referendum – the second largest in the nation in November 2010.
- Increased the unallocated fund balance by more than \$130 million to \$177 million or 97 percent of the College's operating budget.
- Generated excess operating revenue over expenses of \$1.1 million in FY 2014 for the College's four regional centers. This is an increase of over \$300,000 or almost 37 percent over previous year.
- In 2009, refinanced a portion of the College's capital debt, saving taxpayers \$2.14 million.
- Launched Waterleaf restaurant and the Inn at Waters Edge.
- Introduced Variable Tuition in high cost associate degree health care programs, saving the College approximately \$1 million annually.
- Conceived of and implemented an annual comprehensive Strategic Long-Range Planning process. In 2014, the Association for Strategic Planning awarded the College the *Richard Goodman Strategic Planning Award* for distinction in the practice of Strategy Development, Implementation and Results.
- Completed a \$550 million campus improvements project involving more than 1.5 million square feet of enhanced educational space.
- Earned two gold, two silver and two LEED certifications for six buildings, with expectations of one more gold and two more silver LEED-certified buildings in the near future, with two additional submissions pending.
- Reduced energy costs by nearly 13.5 percent while adding more than 630,000 square feet to the Glen Ellyn campus.
- Received the 2013 Illinois Council of Community College Administrators Innovation Award for the development of 12 new 3+1 baccalaureate completion programs with five university partners.

- **As of 2014, College of DuPage offers 13, 3+1 baccalaureate completion programs with six university partners.**
- **Received the 2014 Illinois Council of Community College Administrators Innovation Award for *Strengthening Division Teamwork*, an innovative approach to student collaboration based on a multi-discipline simulation involving student in EMT, Nursing, Surgical Tech, Nuclear Medicine and Respiratory Care programs.**
- **Commissioned ReSET (Reconciling the Student Experience Team) to review policies and procedures to improve customer service and escalate student success.**
- **Executed ESEIP (Enhanced Student Experience Implementation Plan) which addressed 36 of 54 key strategies to improve student recruitment, retention and customer service.**
- **From 2010 to 2014, increased fall credit headcount by 10.9 percent and Full Time Equivalent Students (FTES) by 6.0 percent. COD was one of only three Illinois community colleges districts to increase headcount between these years and the only community college district to increase FTES. During this time Illinois community colleges in aggregate lost 11.1 percent in credit headcount and 13.1 percent in FTES.**
- **Between Fall 2012 and 2013 headcount grew 9.4%. This increase ranked sixth in the country among community colleges and first, when excluding California community colleges.**
- **Provided students with consistent experience by implementing appointment and queue management application across multiple departments.**
- **Implemented 100% of courses in College's learning management system, Blackboard, with consistent minimum content to meet student expectations.**
- **Transformed the entire 273-acre campus' external "curb appeal" through the completion of a \$25 million Site Development Plan that added green landscaping and the creation of diversionary areas to attract prospective students and better serve current students.**
- **Introduced the Presidential and Academic Scholars programs, increasing high-achieving student enrollment by 562 percent from 2010 to 2014.**
- **Strengthened the College's external image through the creation of the award-winning "Unexpected" ad campaign and impact magazine, which is distributed to 390,000 households three times per year.**
- **Established the College's use of social media outlets such as Flickr, Twitter, You Tube, Linked-in, Google+ and Facebook, increasing COD Facebook followers from zero in 2010 to more than 3,700 in 2014.**
- **Successfully transformed the Business and Professional Institute into the highly lucrative and effective Business Solutions program, a one-stop resource for business training and development that realized over \$1.8 million in revenue for FY2014, an increase of over \$350,000 or 24.5 percent from prior year.**
- **Awarded \$26.7 million in capital funding from the State of Illinois.**
- **Established the Career and Training Center at the Illinois Department of Employment Security in Lombard to serve unemployed and underemployed community members.**

- Continued a successful Fulbright Scholarship program, with the "Chronicle of Higher Education" ranking COD as a top producer of Fulbright Scholars.
- Awarded the 2012 Annual Award for Business Excellence from the Daily Herald Business Ledger.
- Received national recognition from the Institute of International Education in 2010-2011 and 2011-2012 for having the second-highest number of students among community colleges involved in international study programs.
- From 2010 to 2014, increased fall online (unduplicated) credit headcount by 115.4 percent and online Full Time Equivalent Students (FTEs) by 36.4 percent, making COD the largest provider of online course offerings among Illinois community colleges. In comparison, during this time Illinois community colleges in aggregate increased 6.2 percent in online (unduplicated) credit headcount and 2.1 percent in online FTEs.
- Served thousands of students with the implementation of staffed Welcome Tables during the first two weeks of each semester.
- Instituted and successfully completed Community Nights for 13 communities in District 502 to exchange information with area educational, governmental and corporate leaders.
- Received more than \$25 million in grants between 2009 and 2014.
- Completed a \$2.3 million internal and external way finding project to increase safety and provide improved, consistent campus-wide signage.
- Served thousands of students with the implementation of manned Welcome Tables during the first two weeks of each semester.
- Completed the fifth Personnel Assessment on the College Environmental (PACE) Survey in spring 2013 with an overall mean score in the high Consultative Leadership Range, indicating a health campus climate. The 2013 overall mean score of 3.72 essentially tied the all-time high mean score achieved in 1999.
- Developed and implemented the COD Leadership Academy professional development program for College supervisors to enhance their effectiveness in supporting the goals of the College.
- Redrafted and reformatted the entire Board Policy Manual and Procedures.
- Refreshed the College's Chaparral logo, selected a new College mascot and installed an 8-foot bronze statue north of the Student Services Center to encourage College loyalty and spirit among students and staff.
- Maintained affirmation of the College's Aaa/AAA bond rating from Moody's and Standard and Poor's.
- Received consistently unqualified clean financial audit opinions from external auditing firm Crowe Horwath LLP from FY 2009 to FY 2014.
- Received the 17<sup>th</sup> consecutive Distinguished Budget Presentation Award and 21<sup>st</sup> consecutive Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association (GFOA) of the U.S. and Canada.

- Received the Illinois Performance Excellence (ILPE) Bronze Award for Commitment to Excellence as part of the College's reaffirmation of accreditation process, making COD only the sixth community college ever to earn this award.
- Strengthened the College of DuPage Foundation with the addition of new leadership and staff, with total assets listed as \$14.4 million for FY 2014.
- Continually ranked among the top 10 institutions in Illinois for campus safety by StateUniversity.com, ranking seventh in the state among its peers in 2013.
- Increased high school dual-credit Full Time Equivalent Students (FTES) by 157 percent between fall 2013 and fall 2014. This resulted in 21 sites offering 259 college credit sections.
- Completed implementation of a \$6 million Elucian Colleague Student Information system, including the launching of Recruiter, prospect and application management.
- Participated in the AQP-Baldrige Option Pilot for reaffirmation of accreditation and was one of only seven schools out of 200 – and the only Illinois college – approved by the Higher Learning Commission to be part of this study.
- Hosted a Joint Command Center for the NATO Summit in Chicago at the College's new Homeland Security Education Center.
- Received approval to begin Phase II of the College's Homeland Security Training Institute, which will house the only multi-jurisdictional training site of its kind within a 1,000-mile radius of the College.
- Instituted the COD Alerts system that notifies students and staff through texts, emails, voice mails and social media about College closings due to weather or emergency situations.
- Replaced and updated the College's financial management and budgeting systems.
- Implemented online procurement solution to expedite and improve procurement management.
- Created a new user-friendly portal system for College employees and students.
- Implemented ChapApp, the College's mobile application.
- Achieved the highest number of online enrollments ever in fall 2013, with 80 percent of courses registered for online through myaccess.cod.edu.
- More than doubled the number of scholarships awarded by the COD Foundation from 300 in 2009 to more than 600 in 2014.
- Implemented green measures through paperless forms, enrollments and reports and the reduction of 109 physical servers to 62 physical servers.
- Developed and delivered Student Employee Orientation Program.
- Developed and implemented Basic Service Excellence training programs for all employees.
- Developed Advanced Service Excellence training programs for "front-line" employees that have been utilized throughout the College.
- Developed quarterly skills building forums for supervisors to ensure consistent application of COD policies and procedures and improve their management skills.

- **Introduced the Strengths Based Approach to Learning in the classroom and administration college-wide.**
- **Created and rolled-out New Employee Orientation programs for all employees.**
- **Developed and implemented mandatory Diversity training for all employees serving on search committees, Supervisors and Managers and increased the number of Diversity recruitment sourcing mechanisms.**
- **Hosted Diversity career fairs on the COD campus.**
- **Instituted a requirement that performance evaluations must be completed for all full- and part-time employees.**
- **Developed employee self-evaluation instrument for use in conjunction with annual evaluations.**
- **Revamped and implemented a new Employee Recognition Program through the "I Am COD" awards.**
- **Revised Constituency Guidebooks, resulting in more effective practices and an increased ease of information flow.**
- **Replaced the manual employee recruiting process with a robust, efficient and user-friendly online applicant tracking system.**
- **Identified VALIC as a new Third Party Administrator for Deferred Compensation Plans (403b/457 plans) to ensure COD meets fiduciary, audit and plan objectives.**
- **Created custom COD enrollment website for the 403b/457 Deferred Compensation Plans.**
- **Implemented an online employee benefits enrollment process for selected benefits.**
- **Eliminated the six-month waiting period for eligibility for new employees to participate in Dental and Vision plans.**
- **Engaged a new Flexible Spending Account provider to increase cost-effectiveness and efficiency and improve service for employees.**
- **Improved the integration of Adjunct Faculty to the College with the addition of two new Assistant Dean of Adjunct Faculty Support positions.**
- **Developed new Adjunct Faculty Lecturer positions that provide increased loads and health insurance.**
- **Created regular, ongoing employee engagement meetings for all constituency groups.**
- **Restructured Shared Governance Council based on input from COD constituencies.**
- **Facilitated the development and implementation of College practices that adhere to new SURS Return to Work and The Affordable Care Act legislation.**
- **Significantly increased efficiencies and effectiveness in processes and procedures throughout the Human Resources function.**
- **Established College of DuPage as a tobacco-free campus on Aug. 6, 2012.**
- **Increased retention of students by 25 percent from fall 2012 to fall 2013 through the implementation of a revamped New Student Orientation program that focuses on student engagement.**

- **introduced the Strengths Based Approach to Learning in the classroom and administration college-wide.**
- **Created and rolled-out New Employee Orientation programs for all employees.**
- **Developed and implemented mandatory Diversity training for all employees serving on search committees, Supervisors and Managers and increased the number of Diversity recruitment sourcing mechanisms.**
- **Hosted Diversity career fairs on the COD campus.**
- **instituted a requirement that performance evaluations must be completed for all full- and part-time employees.**
- **Developed employee self-evaluation Instrument for use in conjunction with annual evaluations.**
- **Revamped and implemented a new Employee Recognition Program through the "I Am COD" awards.**
- **Revised Constituency Guidebooks, resulting in more effective practices and an increased ease of information flow.**
- **Replaced the manual employee recruiting process with a robust, efficient and user-friendly online applicant tracking system.**
- **Identified VALIC as a new Third Party Administrator for Deferred Compensation Plans (403b/457 plans) to ensure COD meets fiduciary, audit and plan objectives.**
- **Created custom COD enrollment website for the 403b/457 Deferred Compensation Plans.**
- **Implemented an online employee benefits enrollment process for selected benefits.**
- **Eliminated the six-month waiting period for eligibility for new employees to participate in Dental and Vision plans.**
- **Engaged a new Flexible Spending Account provider to increase cost-effectiveness and efficiency and improve service for employees.**
- **Improved the integration of Adjunct Faculty to the College with the addition of two new Assistant Dean of Adjunct Faculty Support positions.**
- **Developed new Adjunct Faculty Lecturer positions that provide increased loads and health insurance.**
- **Created regular, ongoing employee engagement meetings for all constituency groups.**
- **Restructured Shared Governance Council based on input from COD constituencies.**
- **Facilitated the development and implementation of College practices that adhere to new SURS Return to Work and The Affordable Care Act legislation.**
- **Significantly increased efficiencies and effectiveness in processes and procedures throughout the Human Resources function.**
- **Established College of DuPage as a tobacco-free campus on Aug. 6, 2012.**
- **Increased retention of students by 25 percent from fall 2012 to fall 2013 through the implementation of a revamped New Student Orientation program that focuses on student engagement.**

- Retained a commitment to the intercollegiate football program and received the NATYCAA Cup (National Alliance of Two Year College Athletic Administrators) in 2009 that recognizes excellence in two-year college athletics.
- Constructed a \$5 million athletic field complex, which included new stands, track, turf field and press box.
- Implemented a new Graduation Initiative that has identified and notified more than 5,335 students since April 2013 about their completion of degree or certificate requirements.
- Received the Governor's Award for Academic Excellence in serving veterans, making COD the first community college ever to earn this award from the Illinois Department of Veterans Affairs.
- Introduced first inaugural Graphics Standards manual and Experts Guide for use by the COD Speakers Bureau and members of the media.
- Upgraded the Screenscape plasma screen software and introduced a new campus-wide calendar.
- Received 2013 and 2014 NCMPR gold and silver Medallion Awards for advertising, publications and media relations efforts. For 2014, received the most awards to any college and the most golds awarded to a single college.
- Introduced "COD This Week," a weekly online newsletter from the President to employees that contains information on College and educational issues.
- Established three new College offices: Marketing and Communications, Enrollment Management, and Planning and Institutional Effectiveness.
- Successfully merged Enrollment Management and Student Affairs, formally linking recruitment, retention and completion.
- Implemented Campus Central for the Student Affairs Division to serve as the main information hub and a starting point for students who require information or services.
- Implemented the Pathways program in fall 2012, which serves as a guaranteed admissions agreement with the University of Illinois-Urbana Champaign (UIUC) Engineering program.
- Increased Latino headcount by 51.3% between fall 2011 and fall 2014.
- Implemented the Middle School Admissions outreach program to target middle school students and their families.
- Increased Adult Student Admissions outreach efforts districtwide.
- Obtained Higher Learning Commission approval to offer four A.A.S. degrees and six certificate programs online.
- Introduced Centers of Excellence Initiative to enhance key academic programs through the allocation of a \$150,000 grant to recipients of this award.
- Acquired through a gift the first operational CAT scan machine on a community college campus in the nation for use by College Medical Imaging programs.
- Successfully negotiated four employee union contracts; several contract extensions and the addition of part-time advisors and counselors into the CODAA contract.
- Successfully created and implemented new Center for Student Diversity.



- Received an outstanding Quality Checkup Report from the Higher Learning Commission, noting COD completely met the HLC's Criteria for Accreditation and Core Concepts, and was in full compliance with the U.S. Department of Education's Federal Compliance Guidelines. Based on the strength of the Quality Checkup Report, we anticipate that COD will be permitted to continue in AQIP with its accreditation reaffirmed for another eight years.
- President is leading a state-wide initiative to secure legislation for Illinois community colleges to award the Bachelor of Applied Technology and/or Bachelor of Applied Science degree(s).
- Started work on an Early College Initiative with West Chicago and Glenbard East high schools that will allow students to earn up to 15 hours of college general education credit before graduating from high school.
- Implemented a series of electronic applications (e.g., Recruiter, IntelliResponse, ChapApp, MyAdvise, FA\*Link, Schedule Planner, etc.) designed to transform student service through technology.
- Implemented "New Student Enrollment Seminars" - programming designed to benefit new at-risk students when navigating the steps to enrollment and making important connections at the College.
- Created and implemented the myACCESS lab to assist students with building a class schedule, registering for classes, finalizing financial aid, and making payment arrangements.
- Implemented a comprehensive call center for the purpose of following up with students to assist them at vulnerability points throughout the recruitment and enrollment process.
- Developed a process using Maxdent to create an institutional-wide database for student and staff reporting of student concerns and incidents. Initiated expansion of process to include complaint reporting.
- Developed Behavioral Intervention Team (BIT) marketing materials to promote the importance of campus safety.
- Purchased a license with Campus Clarity for the "Think about It" orientation program to provide training and awareness on sexual misconduct for students.
- Developed student loan awareness by developing information sessions--"Smart Borrowing"-- on the obligations of student loan borrowing.
- Streamlined process of assigning students to counselors/advisors with a goal of every full-time student having a designated contact to work with to develop their educational plan and to serve as a contact for "Early Alert" notices/follow up.
- Developed "Introductory pathways" into the four Regional Centers by providing educational planning and student financial assistance programming specific to the centers and leading to the assignment of these new students to a Student Success Counselor at that Regional Center.

- **Planned and coordinated cultural events targeting the Latino population including Latino Student Visit Day; parent workshops; the Dare to Dream Conference for Latino 8th grade and freshman girls; and a new Mother's Day event honoring mothers of our Latino students.**
- **Required all F-1 students to purchase an insurance policy in order to have coverage while attending classes.**
- **Collaborated with Marketing and Communication Services, expanded the use of social media in the recruitment process via Facebook, LinkedIn, Twitter and other social mediums.**
- **Collaborated with Multimedia and Marketing and Communications to create a virtual campus tour.**
- **Returned Homecoming to campus after a 40-year hiatus.**
- **Developed new Fitness Center enhancing the wellness initiatives for the entire community.**
- **Employees have received an average annual 3.46 percent increase to the salary pool over the last four years, FY12 to FY15. Additionally, all employee salary pools will increase 3 percent per year in FY16 and FY17, or an average increase to the salary pool of 3.3 percent for the six year period.**
- **Opened the IDEA Center, a support entity for full- and part-time faculty to help develop research or innovative teaching or assessment projects for their classrooms.**
- **Launched the Lakeside Pavilion at COD, where 7500 plus patrons enjoyed the inaugural Summer Starlight Series.**
- **The Foundation raised \$11.2 million in private support and public grants during FY14, representing the largest amount raised in the history of College of DuPage.**
- **Developed and implemented a formal COD Institutional Review Board (IRB) for review and approval of human subject research projects.**
- **Created and launched a Distinguished Alumni Program to recognize, celebrate and engage high achieving Alumni. The 2014 class of distinguished alums consisted of eight individuals from various centers of excellence within the College.**
- **Completed the fourth Noel-Levitz Student Satisfaction Inventory Survey with overall results being the highest of any previous survey. The survey also revealed that for 83 percent of the students COD was their first or second choice for higher education, and cost and academic reputation were the most influential factors for choosing COD.**
- **Completed a community "Pulse Survey" in Dec. 2014 that showed District 502 residents overwhelmingly believe that COD's tuition is a good value; COD has a good image and academic reputation; COD should offer bachelor degrees in select fields where job opportunities exist; that the portion of property taxes allocated to COD is reasonable; and that COD should have at least nine months of financial reserves (fund balance).**



**SENIOR MANAGEMENT TEAM  
WHOSE TITLE INCLUDES  
VICE PRESIDENT**

**SUMMARY OF BENEFITS**

### HEALTH INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
MEDICAL PPO	The cost is shared between the College and the employee	Upon employment	A summary of PPO medical benefits can be found in the <u>Benefits Booklet</u> .
MEDICAL HMO	The cost is shared between the College and the employee	Upon employment	A summary of HMO medical benefits can be found in the <u>Benefits Booklet</u> .

### DENTAL INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
DENTAL PPO	The cost is shared between the College and the employee	Upon employment	A summary of PPO dental benefits can be found in the <u>Benefits Booklet</u> .
DENTAL DMO	The cost is shared between the College and the employee	Upon employment	A summary of HMO dental benefits can be found in the <u>Benefits Booklet</u> .

### VISION INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
VISION	The cost is shared between the College and the employee	Upon employment	A summary of vision benefits can be found in the <u>Benefits Booklet</u> .

### EMPLOYEE ASSISTANCE PROGRAM

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
EMPLOYEE ASSISTANCE PROGRAM	The College	Upon employment	Cadence Health provides services and referrals for employees and their covered dependants for problems related to individual, work, family, etc. Visit <u>Cadence Health EAP</u> for additional information or call (630) 653-4218 to schedule an appointment.

*Benefits are subject to change*

### LIFE INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
BASIC LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT	The College	Upon employment	The College provides a \$50,000 basic term life insurance policy.
OPTIONAL LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT	The Employee	Upon employment	Additional insurance may be applied for. Please contact the Benefits Department in Human Resources for information.

### DISABILITY INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
LONG TERM DISABILITY STATE UNIVERSITIES RETIREMENT SYSTEM (SURS)	Included as part of the 8% contribution to SURS	The employee is eligible to receive this benefit after satisfying SURS requirements	SURS provides long term disability. See <a href="#">SURS</a> for details.
LONG TERM DISABILITY VOLUNTARY	The Employee	Upon employment	Pays up to 65% of gross monthly earnings after the greater of a 90-day elimination period or the end of accumulated sick leave. Offset with SURS.

### LONG TERM CARE INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
LONG TERM CARE	The Employee	Upon employment	Employees can purchase Long Term Care insurance for themselves, spouse, parents, in-laws or grandparents. For plan options and details, visit <a href="#">UNUM Long Term Care</a> .

### ELDERCARE SERVICES

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
ELDERCARE SOLUTIONS	The cost is shared between the Employee and the College	Upon benefited employment	For information visit <a href="#">ElderCare Solutions</a> or call (630) 416-2140 to discuss options for care of elderly relatives.

*Benefits are subject to change*

### VACATION

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
VACATION	The College	Upon employment	Vacation is accrued each pay period according to the years of service below. Maximum accumulation as of June 30 each year is limited to 40 days.

YEARS OF COMPLETED SERVICE	VACATION DAYS PER YEAR
Initial benefited hire date to less than 15 years	20
15 years, but less than 20 years	21
20 or more years	22

### HOLIDAYS

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
HOLIDAYS	The College	Upon employment  Floating holiday available after 120 days of benefited employment	13 holidays plus 1 floating: New Year's Eve Day, New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day & Friday after Christmas Eve Day, Christmas Day, and 3 additional days between Christmas Day and New Year's Eve Day.

### BEREAVEMENT

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
BEREAVEMENT DAYS	The College	Upon employment	Up to 5 bereavement days per incident for the death of an immediate family member and up to 3 bereavement days for other family members. These are subtracted from sick leave. Please refer to the <u>Administrator's Information Guidebook</u> for specific information.

***Benefits are subject to change***

## SICK LEAVE and EXTENDED LEAVES

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
SICK LEAVE	The College	Upon employment	20 workdays of sick leave per fiscal year. Maximum carryover is 300 days in addition to the current year accrual. Up to 3 days per year can be used for illness in immediate family (spouse, child or parent). Please refer to the <u>Administrator's Information Guidebook</u> for specific information.
HEALTH LEAVE BANK	The College	6 months after enrollment	Health Leave Bank allows a match up to the employee's accumulated sick leave (maximum of 60 days) at the beginning of each fiscal year (7/1) after paid leave is exhausted. Refer to the <u>Benefits Booklet</u> for specific guidelines.
EXTENDED HEALTH LEAVE	The Employee	Upon employment	Unpaid Health Leave may be granted for up to 1 year. Employees may use all sick days accrued during this period. Service credit is accrued for up to 1 year while on leave. Medical/Dental coverage for self and dependents may be continued at employee's expense (current group rate) during leave.
FAMILY MEDICAL LEAVE ACT (FMLA)	The College	After 1 year of employment and 1,250 hours or more	Up to 12 weeks of unpaid leave with benefits continued as an active employee. Contact Human Resources for FMLA paperwork and information.
PERSONAL LEAVE OF ABSENCE/EDUCATIONAL	The Employee	Upon employment	Unpaid absence for personal or educational leave may be granted for up to 1 year without pay. Must apply in writing and receive prior approval. Medical/Dental coverage for self and dependents may be continued at employee's expense (current group rate) during leave.
PERSONAL DAYS	The College	Upon employment	5 personal days allowed per fiscal year. Subtracted from sick time.

**Benefits are subject to change**

## RETIREMENT and SAVINGS

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
SURS	For Senior Management Team whose title includes Vice President, the College contributes the 8% for the employee.	Upon employment	Employee is eligible to receive a retirement benefit after satisfying certain SURS age and length of service requirements. SURS will send the employee information.
COLLEGE OF DUPAGE RETIREMENT BENEFITS	The College	Upon completion of 10 years of benefited consecutive service with COD and SURS minimum requirement to receive retirement benefit	Benefit eligible retiree is reimbursed up to \$2200 for medical insurance premiums up to age 65, age 65 and over up to \$1200 a year. \$10,000 paid life insurance policy is also issued to retiree for up to 5 years after retirement. Retirees who were regularly scheduled to work 30 or more hours per week and their eligible dependents may take credit classes through the College, paying 1/2 of the in-district tuition rate plus all fees. May register on or after the registration date for employees as published by the COD Registration Office.
SURS/RETIREE HEALTH INSURANCE	For Senior Management Team whose title includes Vice President, the College contributes the .5% for the employee.	Upon benefited employment	Mandatory .5% of gross deducted post-tax to cover SURS Health Insurance available at retirement.
MEDICARE	The Employee	Upon employment	Employees hired after 4/83 have 1.45% of gross compensation withheld for Medicare.
403b AND 457 PLANS	The Employee	Upon employment	Contributions are voluntary and made through payroll deductions. Visit the Plan Administrator website <a href="#">VALIC</a> for additional information. New enrollments call (888) 569-7035. Current participants call (800) 448-2542.
FLEXIBLE SPENDING ACCOUNT	The Employee	Upon employment	The College offers Flexible Spending Accounts (pre-tax) for medical and dependent care expenses.

*Benefits are subject to change*



## MISCELLANEOUS

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
CAR ALLOWANCE	The College	Upon employment	\$1000 annually.
CELL PHONE ALLOWANCE	The College	Upon employment	For Senior Management Team whose title includes Vice President.
JURY DUTY	The College	Upon employment	Employees continue to collect their regular salary while on jury duty, but not in addition to jury pay. Jury pay is turned into the Cashier's Office.
WITNESS DUTY	The College	Upon employment	Up to 2 days leave with pay may be granted for witness duty when subpoenaed for judicial proceedings. Any witness duty pay is turned into the Cashier's Office.
MILITARY SERVICE PHYSICAL EXAMS	The College	Upon employment	1 day leave with pay will be granted for a physical examination required for military duty.
RESERVE UNITS	The cost is shared between the Employee and the College	Upon employment	When summoned for duty in a reserve unit, the College will pay the employee the difference between military pay and the College pay, not to exceed 10 days. After 10 days, leave without pay is granted.
FREE CHECK CASHING	The College	Upon employment	Employees may cash personal checks up to \$50 (at no charge) at the Cashiers Office. Must have employee ID.
DIRECT DEPOSIT	N/A	Upon employment	Employee paychecks are directly deposited into the employee's designated account. Complete the direct deposit form and attach a voided check or deposit ticket. Contact the Payroll Department for more information.
LIBRARY	The College	Upon employment	Use of the College Library requires an employee ID.
BOOKSTORE AND GREENHOUSE	The College	Upon employment	Employees receive a 10% discount at the campus bookstore and a 10% discount at the greenhouse with an employee ID.

*Benefits are subject to change*

**MISCELLANEOUS (continued)**

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
ATHLETIC FACILITIES	The cost is shared between the Employee and the College	Upon employment	Employees receive discounted membership rates to the Chaparral Fitness Center in the Physical Education Building. Contact the Fitness Center for information.
EMPLOYEE DISCOUNT PROGRAM	The Employee	Upon employment	A detailed list of discounts available to employees is on <u>Inside.COD</u> .

**EDUCATIONAL DEVELOPMENT and TUITION WAIVER**

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
TUITION WAIVER	The cost is shared between the Employee and the College	Upon employment	Employees and their income tax dependents may take credit classes through the College with reduced tuition. Employees pay 1/3 of in-district rates plus all fees. Employees and dependents may register on or after the registration date for employees as published by the COD Registration Office. Prior to dependents registering, the Tuition Waiver Dependent Verification Form available on <u>Inside.COD (Employee Portal/Forms Library)</u> must be completed each calendar year.
TUITION REIMBURSEMENT AND EDUCATIONAL/ PROFESSIONAL DEVELOPMENT	The College	Upon employment	Up to \$1850 per fiscal year is available for tuition reimbursement with <u>prior approval</u> . Of the \$1850, up to \$500 of that may be used for professional dues; up to \$240 may be used for health club membership, Weight Watchers or a similar program; up to \$600 per year may be used to reimburse pre-approved travel related expenses. The Tuition Reimbursement Form available on <u>Inside.COD (Employee Portal/Forms Library)</u> must be completed.

**Benefits are subject to change**

## BENEFITS DIRECTORY

<b>Blue Cross Blue Shield PPO</b>		<b><u>Blue Cross Blue Shield of Illinois</u></b>
Customer Service	(800) 458-6024	
Pre-Authorization Medical Pre-Authorization Mental Health/Substance Abuse	(800) 635-1928 (800) 851-7498	
Provider Locator	(800) 810-2583	
24/7 Nurseline	(800) 299-0274	
Pharmacy Program (Prime)	(800) 423-1973	
<b>Blue Cross Blue Shield Blue Care Dental</b>	(800) 367-6401	<b><u>Blue Cross Blue Shield of Illinois</u></b>
<b>Blue Cross Blue Shield HMO Illinois &amp; HMO Blue Advantage</b>		<b><u>Blue Cross Blue Shield of Illinois</u></b>
Customer Service	(800) 892-2803	
Substance Abuse	(800) 346-3986	
Pharmacy Program (Prime)	(800) 423-1973	
Cadence Health/Central DuPage Business Health (Physicals)	(630) 539-5246	
ElderCare Solutions	(630) 416-2140	<b><u>ElderCare Solutions</u></b>
Employee Assistance Program (EAP)	(630) 653-4218	<b><u>Cadence Health Employee Assistance Program</u></b>
First Commonwealth/Guardian (DMO)	(866) 494-4542	<b><u>Guardian</u></b>
Flex-Plan Services (flex spending)	(800) 669-3539	<b><u>Flex-Plan Services</u></b> Company Code: CDP
403b/457 Plans: VALIC	New enrollments: (888) 569-7055 Current participants: (800) 448-2542	<b><u>VALIC</u></b>
Reliance Standard (Long term disability and life insurance)	(800) 351-7500	<b><u>Reliance Standard</u></b>
Social Security Administration	(800) 772-1213	<b><u>Social Security Administration</u></b>
State Universities Retirement System (SURS)	(800) 275-7877	<b><u>SURS</u></b>
UNUM Long Term Care	(800) 227-4165	<b><u>UNUM</u></b>
Vision Service Plan	(800) 877-7195	<b><u>VSP</u></b>

**Contact the Benefits Department with Questions:**

Gail Condi: 942-4272

Email: [benefits@cod.edu](mailto:benefits@cod.edu)