



MORTON COLLEGE

COMMUNITY COLLEGE DISTRICT NO. 527

COOK COUNTY, ILLINOIS

Minutes for the Regular Meeting Wednesday, June 24, 2020

A Regular Meeting of the Board of Trustees of Morton College was held Wednesday, June 24, 2020, beginning at 11:00 AM in the form of a teleconference call.

1. Call to Order

The Regular Meeting of the Board of Trustees of Illinois Community College District No. 527 was called to order by Board Chair Fran Reitz, at 11:02 AM on Wednesday, June 24, 2020, in the form of a teleconference call.

2. Pledge of Allegiance

3. Roll Call

Present:

Fran Reitz, Trustee
Anthony Martinucci, Trustee
Jose Collazo, Trustee (by phone)
Frank J. Aguilar, Trustee
Susan Banks, Trustee (by phone)
Joseph Belcaster, Trustee (by phone)
Susan Grazzini, Trustee (by phone)

Also Present:

Dr. Stan Fields, President
Michael Delgado, Attorney, Del Galdo Law Group, LLC (by phone)

4. Citizen Comments

Persons appearing before the Board are expected to follow the guidelines outlined in Board Policy 1.6.7, Conduct of Meetings. In lieu of physical attendance, public comment may also be emailed to trustees@morton.edu at least one (1) hour before the meeting and any public comments received will be read into the record.

None

5. Reports

5. 1. ICCTA-ACCT

None

6. President's Report

6. 1. Finance Review

- Mireya Perez, Chief Financial Officer/Treasurer, presented the fy21 tentative budget. The budget is balanced with the exception of the Liability & Protection Fund. We will be using the fund balance from that fund to cover identified salaries and benefits - \$1,500,000.00
- Eliminated vacant positions - \$1,038,000.00
- Reduced meeting expense 30% - \$142,000.00
- Reduced ft faculty overload and pt faculty 20% - \$384,000.00
- Reduced tutoring expense 26% - \$31,000.00
- Reduced identified Contract Services expense 20%-66% - \$288,000.00
- Reduced identified Office Supplies/Instructional Supplies expense by 20-77% - \$82,000.00
- Reduced Institutional Scholarship expense 15% - \$344,000.00
- Reduced Nursing Department travel and meeting expenses - \$30,000.00

fy21 budget reduced \$3,839,000.00

- Annual salary increases for union and non-union are included, 3.5%

6. 2. HLC

Dr. Stan Fields, College President, mentioned that the College received a final report from the HLC's visiting team, and the College is working on the response. Dr. Fields reported that there would be a virtual hearing before the Institutional Actions Council on August 3rd, 2020.

7. Consent Agenda

7. 1. Approval of the Consent Agenda-Items may be removed from the Consent Agenda on the request of any one member. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after Consent Agenda or placed later on the agenda at the discretion of the Board.

Trustee Reitz made a motion to remove item 7.23 from the Consent Agenda.

Trustee Banks seconded the motion.

Trustee Martinucci asked if the item was moved for discussion or removal from the agenda.

Trustee Reitz clarified that the vote was to remove action item 7.23 from the Consent Agenda. She stated that the Board can

discuss, but that she was removing the item from the Consent Agenda for now. She suggested to move it to the back end right after the Consent Agenda to address it separately.

Trustee Martinucci made a motion to approve the Consent Agenda, which includes agenda items 7.1 to 7.22, with action item number 7.23 being removed and taken before action item 8.0.

Trustee Reitz seconded the motion.

Ayes: Trustees, Reitz, Martinucci, Collazo, Aguilar, Banks, Belcaster, Grazzini.

Nays: None

Motion carried.

Frank Marzullo, commented on action item 7.14, replacing the 40-year-old College main water line. Numerous leaks were found on the main water line when they were working on building the new welding lab.

Dr. Fields, thanked and congratulated Laurie Cashman for her hard work developing the CDL program, action item 7.19, starting in Fall 2020.

Trustee Reitz asked about the scheduling for the re-opening of the College.

Dr. Fields stated that the re-opening of the College is based on the Governor's guidelines; the state is moving into Phase 4. He commented that the College will open in the Fall term following state and federal guidelines.

Trustee Reitz made a motion for approval to place item action 7.23 on the floor for discussion.

Trustee Martinucci seconded the motion.

Trustee Reitz stated that they were discussing action item 7.23, approval of Lay-off/Transfer. She questioned the recommendation to reduce custodial staff with COVID-19. For example, Trustee Reitz stated that upon her arrival to the campus for the Board meeting, she physically had to open the door by the handle, and she was not happy doing it, because multiple people likely are touching handles and things like that. She doesn't understand why the College wants to lay off one single person in the Maintenance Department.

Dr. Fields, commented that as Mireya Perez presented earlier in this meeting that to balance the fy21 budget, they had to make difficult choices across the College and will continue to do so over the next several months. He assured the Board that between Frank Marzullo, Vice President of Administrative Services and Joe Florio, Director of Facilities, there was a very thoughtful and deliberative process to determine staffing levels in Maintenance and Facilities, while ensuring proper cleaning is maintained. Dr. Fields further stated that he has complete confidence in the decisions and recommendations of Mr. Marzullo and Mr. Florio.

Trustee Reitz stated that she disagreed because the Board was approving an agreement with an Independent Consultant for the Athletic Department for \$5000 a month, replacing the gym floor, accepting a new job description for Athletic and Fitness Center Programs Assistant, and \$300,000 on approvals for employments. She expressed her disagreement on talking about saving money, laying off one maintenance worker that makes \$15.00 an hour.

Trustee Reitz made a motion to deny the action to approve the layoff of Ana Macario.

Trustee Reitz clarified her motion with the Trustees joining the meeting by phone by stating that if they voted “yes”, they were voting to layoff Ana Macario; if they voted “no”, they were voting against the recommendation of the President and to not approve the layoff of this employee.

Trustee Martinucci asked Dr. Fields if there would be other situations like this coming from other departments. Dr. Fields stated, yes.

Trustee Reitz stated that it would be more prudent to have a list of the people being laid off or how the College is saving money from these actions, instead of just putting one person on the agenda. She commented that maintenance was a priority for the health and safety of the staff and students. She thought that it was ridiculous to have one person laid off through one action item when the Board just approved approximately \$300,000 worth of personnel expenses.

Trustee Martinucci stated that personnel decisions and staffing levels are day-to-day operational matters that are clearly the responsibility of the President. Trustee Martinucci stated that

The HLC has consistently raised concerns over the years of the Board interfering in day-to-day operational and personnel issues that are delegated to the College President. As a matter of clarification and for the record, Trustee Martinucci asked Mr. Florio and Mr. Marzullo directly, as the managers in this area if they, in fact, recommended to the President that this employee should be laid off. Both Mr. Florio and Mr. Marzullo answered, “yes”.

Trustee Reitz stated that she understood that these matters are day-to-day operational decisions. She commented that the Board’s job was to maintain the safety and health of this campus, the students, the staff, and the people coming to the College. She stated that to have a one-person lay-off, a female, Hispanic woman, making \$15.00 an hour, was ludicrous.

Trustee Reitz, stated that if there was no more discussion, to call roll.

Trustee Martinucci, asked Trustee Reitz, to be clear about the voting.

Trustee Reitz, stated that if the Trustees voted “Yes” they will lay off “Ana Macario, the Hispanic female, maintenance worker”, and if they vote “No” “they will be voting for safety and health.”

Trustee Martinucci asked Trustee Reitz if she had concerns that with the approaching Institutional Actions Council hearing if the HLC would not see the Board’s action as not following their policy governing role and making administrative and operational decisions.

Trustee Reitz expressed she had no concerns about the HLC and was willing to speak with them about her actions on this matter. She also challenged Mr. Martinucci to call them on the phone “right now” to discuss the matter and asked “why HLC was not at the meeting, if there was a concern.”

Trustee Martinucci reiterated that this action item was an operational and personnel decision and the Board should accept the recommendation of the President, who has the knowledge and expertise.

Trustee Reitz stated that she had no problem at all talking to the HLC on this item. She commented that she was not trying to get

into the College's day-to-day operations, but was talking about the safety of the school during the pandemic.

Trustee Martinucci asked Trustee Reitz if she did not think that the two gentleman in charge of Maintenance and Facilities were thinking of the safety of the College when making this recommendation.

Trustee Reitz, answered that she was not sure and asked Mr. Florio if he wanted to comment.

Dr. Fields asked the Trustees to move the matter to a vote.

Trustee Reitz seconded the motion.

Ayes: Trustees, Martinucci, Aguilar, Collazo

Nays: Trustee, Reitz, Grazzini, Banks

Abstained: Trustee Belcaster

Motion failed. The Board rejected the recommendation of the Administration to lay-off this employee.

7. 2. Approval of the Minutes of the Regular Board Meeting held on May 27, 2020.
7. 3. Approval and Ratification of Accounts Payable and Payroll, in the amount of \$3,243,274.00 and Expense Transfers, in the amount of \$1,379,312.00, for the month of May 2020, as submitted.
7. 4. Approval of the Monthly Expense Report for fiscal year to date ending in May 2020 to be received and approved, as submitted.
7. 5. Approval of the Monthly Treasurer's Report for May 2020 to be received and filed for audit, as submitted.
7. 6. Approval of the FY21 Tentative Expense , as submitted.
7. 7. Approval of the Institutional Membership in the National Alliance of Community and Technical Colleges (NACTC) for FY21, at a cost of \$2,000.00, as submitted.
7. 8. Approval of the continued membership with the Illinois Community College Trustee Association (ICCTA), for fy21 in the amount of \$5,570.00, as submitted.
7. 9. Approval of the Overload Full Time Employment Report for Summer 2020 Semester, in the amount of \$399,779.60, pending additional class cancellations and/or additions, as submitted.
7. 10. Approval of the Adjunct Faculty Assignment/Employment Report for Summer 2020 Semester, in the amount of \$99,937.89, pending additional class cancellations and/or additions as submitted.

7. 11. Approval of the continued extended services support agreement with Ellucian, for the Enterprise Resource Planning System for fy21, in the amount of \$403,570.00, as submitted.
7. 12. Approval of the CRM services support agreement with Ellucian to maintain and support the College's ERP system for fy20, in the amount of \$73,570.00, as submitted.
7. 13. Approval of the continued extended services support agreement with Konica, for the services of copiers/printer for the Student Success Nursing Library, in the amount of \$261.00/month for sixty months, as submitted.
7. 14. Approval of the replacement of the main water line by Riccio Construction Corporation, in the amount of \$63,870.00, as submitted.
7. 15. Approval of the agreement with Jason Nichols, an Independent Consultant for the Athletic Department, \$5000.00/month effective July 1, 2020, as submitted.
7. 16. Approval of the refinishing of the gym floor by Specialty Floors, Inc, in the amount of \$26,495.00, as submitted.
7. 17. Approval of the Resolution approving and adopting an Affiliation Agreement between Morton Community College District No. 527 and Alivio Medical Center.
7. 18. Approval of the Resolution approving and adopting an Affiliation Agreement between Morton Community College District No. 527 and Advanced Orthopedic and Spine Care.
7. 19. Approval of the Partnership Agreement with All Pro Truck Driving School, LLC (All Pro), in offering the Commercial Driver's License (CDL) Program, in the amount not to exceed \$130,000.00, based on student enrollment and paid from the fees collected from enrolled students per each cohort the CDL Program offers.
7. 20. Approval of New Job Description
 7. 20. 1. Athletic and Fitness Center Programs Assistant
7. 21. Approval of Full-Time Employment
 7. 21. 1. Amanda Braun, Lab Assistant/Tutor PTA, \$60,000.00, effective July 1, 2020
 7. 21. 2. Jared Montgomery, Humanities, effective August 20, 2020
 7. 21. 3. Brandy Williams, College Health Support, \$75,000.00, effective July 13, 2020
 7. 21. 4. Erin Strauts, Director of Institutional Research, \$79,000.00, effective July 1, 2020
 7. 21. 5. Courtney O'Brien, Director of OAR/Registrar, \$80,000.00, effective July 13, 2020
7. 22. Approval of Part-Time Employment
 7. 22. 1. Carolyn Markel, ESL Adjunct, effective August 24, 2020

7. 23. Approval of Layoff/Transfer, for information only

8. New Business

Trustee Reitz, made a motion to nominate Trustee Sue Grazzini to serve as the Illinois Community College Trustee Association Representative.

Trustee Banks seconded the motion.

Ayes: Trustees, Reitz, Martinucci, Collazo, Aguilar, Banks, Belcaster, Grazzini.

Nays: None

Motion carried.

Trustee Reitz, asked for volunteer to serve as the Illinois Community College Trustee Association Alternate Representative.

No one volunteered.

8. 1. Appointment - Illinois Community College Trustees Association Representative and Alternate

9. Adjournment

Trustee Martinucci moved to adjourn the Regular Meeting of the Board.

Trustee Grazzini seconded the motion.

Ayes: Trustees, Reitz, Martinucci, Collazo, Aguilar, Banks, Belcaster, Grazzini

Nays: None.

Motion carried.

This meeting was adjourned at 11:29 a.m.

/s/ Frances F. Reitz, Board Chair

/s/ Jose Collazo, Secretary of Board