



Minutes of the Regular Meeting

Wednesday, August 25, 2021

The Board of Trustees

Morton College

1. Call to Order

A Regular Meeting of the Board of Trustees of Morton College was held Wednesday, August 25, 2021, beginning at 11:16 AM at the Morton College Jedlicka Performing Arts Center, located at 3801 South, Central Ave, Cicero, Illinois.

2. Pledge of Allegiance

People present recited the Pledge of Allegiance.

3. Roll Call

Present:

Frances F. Reitz, Trustee
Anthony Martinucci, Trustee
Jose Collazo, Trustee
Susan Banks, Trustee
Susan Grazinni, Trustee
Charles, Hernandez, Trustee
Oscar, Montiel, Trustee

Absent: None

Also Present:

Dr. Stan Fields, President
Michael DelGaldo, Attorney

4. Citizen Comments None

5. Recognition

5.1. The Greater Chicago Food Depository "Pandemic Hero - Thank you."

Gabriela Mata, Director of Student Activities, and Jennifer Schreier commented on The Greater Chicago Food Depository's "Pandemic Hero - Thank you."

This award was given to the Panther Pantry for staying open to offer food and hope to the community during the 2020 Covid-19 Pandemic.

5.2. National Junior College Athletic Association's All-Academic Team 2020-2021.

Kevin McManaman, Assistant Athletic Director, mentioned the following awarded athletic students:

Ten Morton College student-athletes were named to the 2020-21 National Junior College Athletic Association's All-Academic Team, which recognizes achievement across the country for dedication in the classroom.

Named NJCAA All-Academic First Team, which goes to student-athletes with a 4.0 GPA were:
Brittony Davis (women's basketball), a freshman from Chicago/Richards High School.
Karla Reyes (women's soccer), a freshman from Chicago/Hubbard High School.
Montserrat Tovar (women's basketball), a freshman from Justice/Argo High School.

Named NJCAA All-Academic Second Team, which goes to student-athletes with a GPA between 3.80 and 3.99 were:
Maya Stovall (volleyball), a sophomore from Maywood/IC Catholic Prep.
Rebeka Tovar (volleyball and women's basketball), a sophomore from Justice/Argo High School.

Named NJCAA All-Academic Third Team, which goes to student-athletes with a GPA between 3.60 and 3.79 were:
Itzy Carranza (softball), a sophomore from Stickney/St. Joseph High School.
Jessica Fajardo (women's soccer), a sophomore from Cicero/Morton East High School.
Micaela Katterhenry (volleyball), a freshman from Champaign/Champaign Central.
Jovanna Martinucci (women's basketball), a freshman from Berwyn/Nazareth Academy.
Natalie Mendoza-Sanchez (softball), a freshman from Chicago/Kennedy High School.

Stovall, Rebeka Tovar, Carranza and Fajardo are two-time NJCAA All-Academic honorees.

A total of 8,272 student-athletes have been honored for achieving a GPA above 3.60 with 2,336 student-athletes garnering NJCAA All-Academic First Team honors after achieving a 4.0 GPA. 2,640 student-athletes were named to the NJCAA All-Academic Second Team, while 3,297 student-athletes received third team recognition.

6. Reports

6.1. ICCTA - ACCT None

7. President's Report

Finance Review

Mireya Perez commented on the May finance report on Operating Fund Revenues and Expenditures, Education Fund Expenditures, and reported on the FY22 Final Budget.

8. Consent Agenda

Approval of the Consent Agenda, items may be removed from the Consent Agenda at 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 the Consent Agenda or placed later on the agenda at the discretion of the Board.

Dr. Stan Fields, College President, requested to include the Executive Summary in the minutes.

Trustee Martinucci made a motion to establish the Consent Agenda, which includes Agenda items 8.0 to 8.71.2, as listed below.

Trustee Collazo seconded the motion

Ayes: Trustees, Collazo, Banks, Grazzini, Hernandez, Martinucci, Montiel, Reitz.

Nays: None Absent: None

Motion Carried

Trustee Martinucci made a motion to approve the Consent Agenda, which includes Agenda items 8.0 to 8.71.2, as listed below.

Trustee Grazzini seconded the motion

Ayes: Trustees, Collazo, Banks, Grazzini, Hernandez, Martinucci, Montiel, Reitz.

Nays: None Absent: None

Motion Carried

8.1. Approval of the Minutes of the Regular Board Meeting held on June 23, 2021.

8.2. Approval and Ratification of Accounts Payable and Payroll for the month of June 2021, in the amount of \$2,584,875.00.

8.3. Approval and Ratification of Accounts Payable and Payroll for the month of July 2021, in the amount of \$3,217,311.00, and Budget Transfers, in the amount of \$11,785.00.

8.4. Approval of the Monthly Budget Report for fiscal year to date ending in June 2021 to be received and approved.

8.5. Approval of the Monthly Budget Report for fiscal year to date ending July 2021 to be received and approved.

8.6. Approval of the Treasurer's Report for June 2021 be received and filed for audit.

8.7. Approval of the Treasurer's Report for July 2021 be received and filed for audit.

8.8. Approval of the resolution adopting the Annual Budget for fiscal year beginning July 1, 2021, and ending June 30, 2022, of the Illinois Community College District No. 527.

8.9. Approval of the Morton College fy22 Organizational Chart, effective July 1, 2021.

8.10. Approval of the membership renewal with BoardBook Premier Tier 2 Subscription, TASB, Inc, from September 1, 2021, to August 31, 2022, in the amount of \$4,000.00.

8.11. Approval of Dr. Stanley Fields continued membership in the Illinois Association of School Administrators (IASA) for fy22, in the amount of \$2,391.33.

- 8.12. Approval of the institutional membership with the Higher Learning Commission (HLC), for fy22, in the amount of \$5,597.40.
- 8.13. Approval of the payment to The Higher Learning Commission (HLC), for the Change/Review Panel Request for approval to initiate distance education to level 3, courses and multiple programs, in the amount of \$975.00.
- 8.14. Approval of the institutional membership with the Association of Community College Trustees (ACCT) for fy22, in the amount of \$3,540.00.
- 8.15. Approval of the reimbursement for Dr. Alison Gehrke, Associate Dean of PTA and Health Sciences, for the Annual American Physical Therapy Association (APTA) membership, in the amount of \$505.00.
- 8.16. Approval of the institutional membership in the Illinois Community College Trustees Association (ICCTA), for fy22, in the amount of \$5,570.00 (1st payment).
- 8.17. Approval of the continued membership with the North East Multi-Regional Training, Inc. (NEMRT) for fy22, in the amount of \$2,755.00.
- 8.18. Approval of the Settlement Agreement Morton College Adjunct Faculty Association, IEA-NEA, Marilyn Craig, V. Morton College Board of Trustees, in the amount of \$2 2,150.50.
- 8.19. Approval of the purchase of ATI NCLEX services to help prepare nursing students to achieve success in the nursing program, and on the NCLEX, for fy22, and fy23, in the amount of \$88,064.00.
- 8.20. Approval of the subscription of ExamSoft to monitor student's testing data in the Health Science Department, in the amount of \$25,644.15, from August 15, 2021, to August 14, 2022.
- 8.21. Approval of the Independent Contract Agreement between Morton Community College District No. 527 and DD's Operations LLC, Facilities/Maintenance, \$35/hour, effective from July 1, 2021, to June 30, 2022.
- 8.22. Approval of the agreement with Ellucian Company LP for the upgrade of the college online application, in the amount of \$26,329.00, funded by HEERF grant funds.
- 8.23. Approval of the resolution adopting a Master Educational Affiliation Agreement between Morton Community College District 527, and Advocate Health and Hospitals Corporation, Advocate North Side Health Network, Advocate Condell Medical Center, Advocate Sherman Hospital, Dreyer Clinic, INC., EHS Home Health Care Service, INC., and Meridian Hospice.
- 8.24. Approval of the resolution adopting a Master Education Affiliation Agreement between Morton Community College District 527 and Team Rehabilitation.
- 8.25. Approval of the renewed resolution adopting an Affiliation Agreement between Morton Community College District 527 and Symbria Rehab, Inc.
- 8.26. Approval of the renewal of the Educational Affiliation Agreement between Morton Community College District 527 and Gottlieb Hospital.
- 8.27. Approval of the renewal of the Educational Affiliation Agreement between Morton Community College District 527 and Meadowbrook LaGrange.
- 8.28. Approval of the renewed resolution adopting a Master Educational Affiliation Agreement between Morton Community College District 527 and Marklund.

- 8.29. Approval of the renewal of the Education Affiliation Agreement between Morton Community College District 527 and Olivet Nazarene University.
- 8.30. Approval of the change order No.1 for Tri-Electronics, Inc., in the amount of a credit of \$24,390.00 for the access control and security camera upgrades.
- 8.31. Approval of the change order number 1-2 for Michael Kautz Carpet, in the amount of \$28,077.00.
- 8.32. Approval of the partnership agreement with Berwyn Development Corporation (BDC), in offering marketing and social media outreach internship opportunities for Morton College students.
- 8.33. Approval of the partnership agreement with the National Autonomous University of Mexico (UNAM), to offer Spanish Medical Terminology, Spanish for Dual Language Professionals, Food Manager Certification classes, and a Cooking Demo Event, in the amount not to exceed \$50,000.00 for courses paid from student's registration fees and \$2,000.00 for the Cooking Demo Event.
- 8.34. Approval of the Out-of-State Athletic Travel for the Morton College Women's Volleyball team to Florida, from September 15-19, 2021, with the approximate cost of \$19,100.00.
- 8.35. Approval of the Out-of-State Athletic Travel for the Morton College Men's Soccer team to Michigan, from August 26–29, 2021, with the approximate cost of \$7,900.00.
- 8.36. Approval of the Morton College Social Media Policies and Guidelines Policy presented at the Regular Board Meeting on June 23, 2021.
- 8.37. Approval of the Memorandum of Understanding MOU with WEST40's Senior Plus Program to provide a space for the program to operate on the Morton College Campus.
- 8.38. Approval of the resolution authorizing a Memorandum of Understanding MOU, between Morton College Community College 527 and Latinologues, in the amount of \$20,000.00 per show.
- 8.39. Approval of the Service Agreement between Morton Community College 527 and DisposAll Services, LLC., to provide waste transportation and disposal services, effective March 1, 2021, through March 31, 2024, in the amount of approximately \$24,000.00 annually.
- 8.40. Appointment of Clerk of the Board - Ana Valdez
- 8.41. Approval of the brick knee-wall/backstop proposal for the baseball field from Robert R. Andreas & Sons, Inc., in the amount of \$29,995.00.
- 8.42. Approval of the baseball home and visitor dugouts proposal for the baseball field from Robert R. Andreas & Sons, Inc., in the amount of \$29,995.00.
- 8.43. Approval of the netting proposal for the baseball field backstop from Do-All Fences, Inc, in the amount of \$28,840.00.
- 8.44. Approval of the limestone screening proposal for the Hawthorne Athletic Complex, in the amount of \$29,500.00.
- 8.45. Approval of the lowest responsible bidder for the gymnasium acoustics project to LoDestro Construction Company, in the amount of \$99,000.00.
- 8.46. Approval of the Articulation Agreement between Morton Community College 527 and Benedictine University.

- 8.47. Approval of the payment of \$11,313.00 to Miner & East, Inc., contractors for the STEM Center renovation project, as an adjustment to the original \$130,484.00 approved at the Special Meeting of the Board in July 22, 2020.
- 8.48. Approval of the Separation Agreement between Morton Community College District No. 527 and Melissa Ridyard, Executive Assistant Operations, effective June 28, 2021.
- 8.49. Approval of the Separation Agreement between Morton Community College District No. 527 and Lydia Falbo, Dean of Nursing and Health Services, effective June 28, 2021.
- 8.50. Approval of the Adult Education Adjunct Faculty Stipend Report for the Summer 2021 semester, in the amount of \$81,972.35.
- 8.51. Approval of the Adjunct Faculty Consultation Hours Report for Summer semester 2021, in the amount of \$3,113.35.
- 8.52. Approval of the Compensation Report for adjunct faculty members teaching English, 101, 102, 086, 088, 071, 076, 151, and 152 for the Spring semester 2021, in the amount of \$1,822.97.
- 8.53. Approval of the Differential Pay Report for Faculty, in the amount of \$15,002.13, as submitted, pending additional class cancelations and/or additions.
- 8.54. Approval of the Adjunct Faculty Assignment/Employment Report for Summer semester 2021, in the amount of \$153,570.29, pending additional class cancelations and/or additions.
- 8.55. Approval of Addendum Faculty Overload Report for Summer 2021 semester, in the amount of \$434,457.28.
- 8.56. Approval of a lane change, new salary per the Collective Bargaining Agreement (CBA), for Melissa Stanukinas, Biology Faculty, effective August 23, 2021, in the amount of \$56,620.00.
- 8.57. Approval of the 10% temporary work assignment for Gina Torres, Career Services Coordinator for management of the special project, Guided Pathways, with an effective date of May 22, 2021, through November 30, 2021.
- 8.58. Approval of the 10% temporary work assignment for Michael Brown to be an Administrator to oversee the Dean of Student Services Department with an effective date of August 26, 2021, through November 30, 2021.
- 8.59. Approval of the 10% temporary work assignment for Alison Gehrke to be an Administrator to oversee the Health Science, Nursing, and PTA Departments with an effective start date of August 1, 2021, through November 30, 2021.
- 8.60. Approval of a 10% temporary work assignment for Karina Bahena in the Dean's Office with an effective start date of July 19, 2021, through September 30, 2021.
- 8.61. Approval of a 10% temporary work assignment for Patricia Soto to assist the Director of Grants and Compliance with an effective start date of July 12, 2021, through September 30, 2021.
- 8.62. Approval of the following Facility Use Permits
- 8.62.1. Real State Institute, Room 106C, Saturdays and Sundays from September 11, 2021, to December 12, 2021.

8.62.2. Peace Office Memorial Foundation of Cook County, Friday, September 10, 2021, from 8-11 AM.

8.63. Approval of an Engagement Letter for legal Services with Del Galdo Law Group, LLC., to represent Morton Community College District 527 and its Board of Trustee as its general counsel, at the rate of \$195.00 per hour for work performed by the attorney, and \$65.00 per work performed by paralegals/legal assistants.

8.64. Approval of Non-Union Compensation and Employment Agreements for fy22, effective July 1, 2021.

8.64.1. Roseanne Aburto, Nursing Lab Support Assistant, \$41,809.95

8.64.2. Amanda Braun, PTA Lab Assistant/Tutor, \$61,260.00.

8.64.3. Michael Brown, Associate Dean of Student Services, \$80,840.23

8.64.4. Mary Buongiorno, Skills Daily Living Program Coordinator, \$64,546.74.

8.64.5. Leilani Cappetta, Administrative Sergeant, \$53,200.23.

8.64.6. Laurie Cashman, Dean of Adult, Careers and Technical Education, \$112,478.63.

8.64.7. Sanyea Ceaser, Grant Accountant, \$65,642.81.

8.64.8. Irina Cline, Director of Community and Continuing Education, \$74,985.75.

8.64.9. Carissa Davis, Director of Financial Aid, \$88,765.74.

8.64.10. Joseph Feulner, Afternoon Sergeant, \$46,113.47.

8.64.11. Stanley Fields, President, \$258,515.87.

8.64.12. Joseph Florio, Director of Campus Operations and Facilities, \$121,287.51.

8.64.13. Alison Gehrke, Associate Dean of PTA and Health Sciences, \$107,205.00.

8.64.14. Michelle Herrera, Associate Dean of Academic Services, \$70,000.00.

8.64.15. Blanca Jara, Vice President of Institutional Advancement, \$130,000.00.

8.64.16. Micheal Kott, Associate Dean of Learning Resources and Performing Arts Center, \$103,342.34.

8.64.17. Dana Kraft, Nurse, \$66,365.00.

8.64.18. David Labno, Tutor, \$47,822.18.

8.64.19. Carolyn Markel, Educational/Retention Specialist, \$69,806.61.

8.64.20. Joanna Martin, Coordinator of Payroll, \$62,162.10.

8.64.21. Gabriela Mata, Director of Student Services, \$61,059.83.

8.64.22. Keith McLaughlin, Provost and Executive Vice President, \$220,871.34.

8.64.23. Kevin McManaman, Assistant Athletic Director, \$56,925.00.

8.64.24. Claudia Mosqueda, Associate Dean of Adult and Career Technical Education, \$86,229.58.

- 8.64.25. Jason Nichols, Athletic Director, \$101,430.00.
- 8.64.26. Courtney O'Brien, Director of Admissions and Records/Registrar, \$81,680.00.
- 8.64.27. Itri Papanikolla, Retention/Tutor Specialist, \$62,100.00.
- 8.64.28. Mireya Perez, Chief Financial Officer/Treasurer, \$160,177.57.
- 8.64.29. Suzanna Raigoza, Senior Accountant, \$77,235.32.
- 8.64.30. Liliana Raygoza, Human Resources Support Specialist, \$55,000.00.
- 8.64.31. Charles Michael Rose, Associate Dean of Strategic Initiatives, Adult and Career Technical Education, \$77,625.00.
- 8.64.32. Ruben Ruiz, Chief Information Officer, \$140,921.79.
- 8.64.33. Maria Sanchez-Anderson, Executive Assistant to the President, \$91,305.87.
- 8.64.34. Perla Santoyo, Institutional Advancement Administrative Assistant, \$42,849.00.
- 8.64.35. Julie Steinhaus, Writing Tutor, \$46,429.07.
- 8.64.36. Erin Strauts, Associate Dean of Institutional Effectiveness, \$86,900.00.
- 8.64.37. Erika Tejada, Director of ACTE Grants and Compliance, \$79,552.39.
- 8.64.38. Michael Traversa, Assistant Manager Fitness Center, \$41,000.00.
- 8.64.39. Scott Ulbrich, System Administrator, \$84,759.40.
- 8.64.40. Ana Valdez, Executive Assistant to the Provost/Board Clerk, \$75,000.00.
- 8.64.41. Marisol Velazquez, Associate Provost, VP of Student Services, \$140,000.00
- 8.64.42. Christopher Wido, Director of Fitness and Nutrition, \$65,000.00.
- 8.64.43. Brandie Windham, Dean of Arts and Sciences, \$90,000.00.
- 8.65. Approval of Full-Time Employment
 - 8.65.1. Vincent Acevez, Chief of Campus Police, \$115.00.00, effective August 16, 2021.
 - 8.65.2. Erin Hernandez, Nursing Faculty, effective August 25, 2021.
- 8.66. Approval of Part-Time Employment
 - 8.66.1. Joan Miller, English Adjunct Instructor, effective August 23, 2021.
 - 8.66.2. Elizabeth Russell, PTA Adjunct Instructor, effective August 23, 2021.
 - 8.66.3. Suzanne Domaracki, PTA Adjunct Instructor, effective August 23, 2021.
 - 8.66.4. Judith Ortega, Nursing Adjunct Instructor, effective September 4, 2021.
 - 8.66.5. Angela Violante, Nursing Adjunct Instructor, effective August 23, 2021.
 - 8.66.6. Mary Beth Hutches, Nursing Adjunct Instructor, effective August 23, 2021.
 - 8.66.7. Cesar Ortega, Automotive Technology Adjunct Instructor, effective August 23, 2021.

- 8.66.8. Robert Kloss, English Adjunct Instructor, effective August 23, 2021.
- 8.66.9. Jermaine Reed, English Adjunct Instructor, effective August 23, 2021.
- 8.66.10. Michael Kott, Humanities Adjunct Instructor, effective August 23, 2021.
- 8.66.11. Jennifer Rogoz, Nursing Adjunct Instructor, effective August 25, 2021.
- 8.66.12. Alexa Herrera, Institutional Advancement Department Student Aid, effective August 30, 2021.
- 8.66.13. Kelly Valencia, Tutor, \$11.00 per hour, effective August 26, 2021.

8.67. Approval of Transfer Employment

- 8.67.1. Liliana Raygoza, Human Resource Support Specialist, \$55,000.00, effective August 16, 2021.
- 8.67.2. Michelle Herrera, Associate Dean of Academic Services, \$70,000.00, effective July 14, 2021.

8.68. Approval of New Job Descriptions

- 8.68.1. Cannabis Dispensary Technician: Cannabis and the Law
- 8.68.2. Student Aide for Institutional Advancement
- 8.68.3. Associate Dean of Nursing and Nursing Programs

8.69. Approval of Updated Job Descriptions

- 8.69.1. Allied Health/Director of Physical Therapy Assistant Program.
- 8.69.2. Executive Assistant to the President
- 8.69.3. Assistant Nutrition Center Manager
- 8.69.4. Chief Financial Officer/Treasurer (CFO)
- 8.69.5. Adult Education Data and Enrollment Specialist
- 8.69.6. Associate Dean of Institutional Effectiveness
- 8.69.7. Coordinator of Payroll
- 8.69.8. Vice President of Institutional Advancement
- 8.69.9. Human Resources Support Specialist
- 8.69.10. Systems Administrator
- 8.69.11. Adjunct Faculty - Early Childhood Education
- 8.69.12. Chief of Campus Police

8.70. Approval of Resignations

- 8.70.1. Debra Kupec, Health Careers Specialist, effective June 21, 2021.
- 8.70.2. Kay Matthews, ECE Adjunct Instructor, effective June 29, 2021.
- 8.70.3. Erica Munoz, Human Resources Service Aide, effective July 6, 2021.

8.70.4. Marlena Avalos-Thompson, Associate Dean of Academic Services, effective July 15, 2021.

8.70.5. Sally Caicedo, AE Data and Enrollment Specialist, effective July 26, 2021.

8.70.6. Jacqueline Monrroy, Cashier PM, effective July 29, 2021.

8.70.7. John W. Warren, Music Faculty, effective August 10, 2021.

8.70.8. Maria Jimenez, COVID Screening/Greeter, July 22, 2021.

8.70.9. Karen Nava, Part-Time Student Success Coach, effective July 29, 2021.

8.70.10. Jennifer Reft, PTA Faculty, effective August 13, 2021.

8.70.11. Nicholas Belcaster, General Maintenance, effective August 2, 2021.

8.70.12. Yvis Vargas, Service Aide, effective July 27, 2021.

8.70.13. Jeff Folker, Custodial Supervisor, effective August 29, 2021.

8.71. Approval of Retirement

8.71.1. Maynard Hirsch, Adjunct Instructor, effective August 5, 2021.

8.71.2. Steven Ginley, Speech Instructor, effective August 15, 2021.

9. Adjournment

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

Trustee Montiel seconded the motion.

All were in favor. Motion carried

The meeting was adjourned at 11:45 AM

/S/ Frances Reitz
Board Chair

/S/ Jose Collazo
Board Secretary



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FY 22 Compensation for Administrators and Other Non-Bargaining Unit Employees

Executive Summary

The College President will be introducing an FY22 compensation package for administrators and other non-union employees at the August Board of Trustees Meeting that will include a reduction of \$532,879.69 in administrative costs over FY21.

This more than half a million dollars in savings will be achieved through a combination of not filling vacancies, consolidating positions, and reassigning roles and responsibilities to other administrators.

The majority of administrators and other non-union employees will receive an increase in compensation ranging from 2.10% to 3.5%, based on annual performance reviews. The maximum of 3.5% is consistent with the annual percentage increase in the union agreements with the College's five collective bargaining units. The overall increase for administrators is 3.4%.

Several administrators and other non-union employees will receive an additional adjustment to their compensation as a result of a promotion, expanded job responsibilities and/or to bring the compensation in alignment with similar positions at peer institutions in the state.

The Morton College Administration and Board of Trustees are committed to operating the College in the most cost effective and efficient way possible, while also ensuring the institution is successful in recruiting and keeping talented professionals by offering competitive wages and benefits to its non-union employees.