**College of Lake County**
**Community College District No. 532**
**Tuesday, June 23, 2026, 5:00 PM**

**BOARD OF TRUSTEES MEETING**

The Board of Trustees of Community College District No. 532, Lake County, Illinois, will convene a Board of Trustees Meeting on Tuesday, June 23, 2026, at 5:00 PM, in Grayslake Campus, Conference Center A013, 19351 West Washington Street, Grayslake, IL 60030. Virtual meeting access is available via YouTube live stream at: https://youtube.com/live/LT7kQO_MpSE?feature=share, and the agenda is posted on the College of Lake County website.

Members of the public will be offered an opportunity to address the board during the public comment portion of the meeting. **Board Policy 124.1, Public Participation**, which can be found in the College of Lake County Policy Manual, sets forth the College's guidelines for public comment. Members of the public who wish to address the Board in person must provide their name via email to president@clcillinois.edu by 3:00 p.m. on Tuesday, June 23, 2026. Individuals will be called to the podium when it is their time to address the Board.

**AGENDA**


1. **Call to Order and Roll Call**
2. **Approval of the Agenda** **5**
3. **Receipt of Notices, Communications, Hearings and Petitions**
   - 3.1. Budget Hearing
4. **Reports**
   - 4.1. Chair's Report
   - 4.2. Student Trustee's Report
   - 4.3. President's Report
     - 4.3.1. FY27 Budget Plan
5. **Consent Agenda (Action Items)**
   - 5.1. Approval of the Minutes
     - 5.1.1. Regular Meeting Minutes of May 19, 2026
   - 5.2. Financial
     - 5.2.1. Approving Reimbursement of Business-Related Travel Expenses 8
     - 5.2.2. Authorizing Budget Transfers and Accepting the Monthly 9

Financial Report

5.3. Purchasing

5.3.1. Work Order Management System 20

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5.3.4. Scheduling Software Maintenance 23

5.3.5. Photography Services 24

5.3.6. Grayslake Campus Utility Vehicles 25

5.3.7. Graphic Design and Promotional Merchandise 26

5.3.8. Fire Systems Testing and Maintenance 27

5.3.9. Bookstore General Merchandise 28

5.3.10. Professional Development 29

5.3.11. Electrical Engineering Technology System 30

5.3.12. Hotspots and Broadband Internet Services 31

5.3.13. Community Training Programs 32

5.3.14. Grayslake Campus Student Furniture 33

5.3.15. Authorization for Additional Funds for Fiscal Year 2026 Legal Services 34

5.3.16. Architectural Professional Services 35

5.4. Human Resources

Copies of all proposed employee contracts are available at http://dept.clcillinois.edu/pre/contracts/ContractsJune2026.pdf

5.4.1. New Hires 36

5.4.2. Authorization to Hire 37

5.4.3. Personnel and Position Changes 38

5.4.4. Probationary Period Completion 39

5.4.5. Resignations and Retirements 40

5.5. Contracts and Grants

5.5.1. Acceptance of Energy Benchmarking and Efficiency at Community Center Colleges Grant 42

5.5.2. Lake County Area Vocational System Board of Control Rental Agreement 43

5.6. Other

6. **Presentment of Board Policies and Objectives (Information Items)**

6.1. Policy 423 — Incompletes - Revised - First Reading 44

7. **New Business (Action Items)**

7.1. Resolution Adopting Fiscal Year 2027 Budget 46

7.2. Resolution Authorizing Transfer of Funds to the Operations and Maintenance Fund (Restricted) for Fiscal Year 2027 Project Priorities 48

7.3. Resolution Authorizing the Submittal of FY28 Resource Allocation Management Plan (RAMP)

7.4. Grayslake Campus Sports Complex and Roundabout Delegation of Authority and Approval of Contract - Update
revision 50

7.5. Grayslake Campus Sports Complex and Roundabout — Asphalt Paving Update 51

7.6. Approval of Bid Grayslake Sports Complex & Roundabout - Glazing 52

7.7. Maintenance, Repair, and Operational Supplies 53

7.8. Sign Language Interpretation Services 54

7.9. Judicial Services Programs 55

7.10. Specialty Food Supplies for Hospitality and Culinary Management Program 56

7.11. Temporary Staffing Services 57

7.12. Project Management Services 58

7.13. Building Automation System Preventative Maintenance Services 59

7.14. Annual Postage 60

7.15. Appoint Legal Counsel and Approve Legal Services Agreement 61

7.16. Food Service Management 62

7.17. Library Database Fees, Research Materials and Hosting Fees 63

7.18. Climate Equitable Jobs Act Program 65

7.19. Information Technology Annual Software, Licensing, Maintenance and Subscriptions 66

7.20. Information Technology Hardware and Software Vendor Strategic Partnership 68

7.21. Tenure Probationary Period Extension 2027-2028 69

7.22. Personnel and Position Changes - Reorganization 70

7.23. Approval of 2026-2027 Memorandum of Agreement 74

8. **Executive Session (Closed)**
   Closed Session requested under 5 ILC 120, Sections 2(c)1 and 2(c)2.
9. **Other Matters for Information or Discussion**
10. **Adjournment**

**College of Lake County**
**Community College District No. 532**
**Tuesday, June 23, 2026, 5:00 PM**

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   7.20. Information Technology Hardware and Software Vendor Strategic Partnership

   7.21. Tenure Probationary Period Extension 2027-2028

   7.22. Personnel and Position Changes - Reorganization

   7.23. Approval of 2026-2027 Memorandum of Agreement

8. **Executive Session (Closed)**
   Closed Session requested under 5 ILC 120, Sections 2(c)1 and 2(c)2.

9. **Other Matters for Information or Discussion**

10. **Adjournment**

## 5.2.1. RESOLUTION APPROVING REIMBURSEMENT OF BUSINESS-RELATED TRAVEL EXPENSES

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

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

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

NOW BE IT RESOLVED that the Board of Trustees approve the reimbursement for business-related travel expenses in the amount of $6,815.00 for travel associated with Association of Community College Trustees (ACCT) National Legislative Summit, and Illinois Community College Trustees Association (ICCTA) meetings and Lobby Days.

PASSED this 23rd day of June 2026 by the Board of Trustees, College of Lake County, Community College District No. 532, Grayslake, Illinois.

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

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

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

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

WHEREAS, budget transfers in the amount of $85,838 are recommended to the FY26 Budget are attached hereto;

NOW BE IT RESOLVED that the Board of Trustees approves the bills provided under separate cover and approves/ratifies and authorizes the Treasurer to make budget transfers in the amount of $85,838.

PASSED this 23rd day of June 2026 by the Board of Trustees, College of Lake County, Community College District No. 532, Grayslake, Illinois.

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

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

**FY 26 BUDGET TRANSFERS**

| | Ledger Account No. | Department | Spend Category | Increase Budget | Decrease Budget | Reason |
|---|---|---|---|---|---|---|
| 1) | 5840 | Facilities Administration | Building Improvements | $ 45,850.00 | | Lighting Retrofitting |
| | 5100 | Grounds | Student Employees | | $ 5,816.00 | |
| | 5100 | H.V.A.C. | Student Employees | | $ 5,034.00 | |
| | 5400 | Campus Services | Computer Supplies | | $ 30,000.00 | |
| | 5400 | Campus Services | Printing | | $ 2,500.00 | |
| | 5510 | Campus Services | Conference Expense | | $ 1,325.00 | |
| | 5460 | Campus Services | Publications & Dues | | $ 825.00 | |
| | 5500 | Campus Services | Travel | | $ 350.00 | |
| 2) | 5360 | Finance Department | Other Contractual Services | $ 26,100.00 | | Align Budget with Department Expenses |
| | 5360 | Finance Department | Office Services | $ 2,588.00 | | |
| | 5400 | Finance Department | General Operating Supplies | $ 3,000.00 | | |
| | 5400 | Finance Department | Postage | $ 5,500.00 | | |
| | 5100 | Finance Department | Staff - Overtime, Specialist | $ 2,800.00 | | |
| | 5100 | Finance Department | Staff-Full-time, Administrator | | $ 15,988.00 | |
| | 5100 | Business Services & Finance | Staff-Full-time, Administrator | | $ 24,000.00 | |
| | | **TOTAL TRANSFERS - ALL FUNDS** | | $ 85,838.00 | $ 85,838.00 | |

**Operating Funds**

**Financial Highlights**

**REVENUE:** The revenues in the operating funds reflect 65.2 percent of budgeted revenues through April 2026. At the end of April 2025, the College had received 67.6 percent of the amount budgeted.

As of April 30, 2026, the College had received revenues equal to $43.5 million in FY26 for local taxes. Local tax revenue is budgeted at $88.5 million for FY26.

Also, as of April 30, 2026, student enrollment reflected 99.4 percent of the tuition revenue. At the end of April 2025, the College had received 102.3 percent of the amount budgeted. The timing of when students enroll impacts when tuition revenue is recorded.

**EXPENDITURES:** The expenditures in the operating funds as of April 30, 2026, reflect 76.0 percent of budgeted expenditures for the year. In comparison, as of April 30, 2025, the College had expended 76.1 percent of the amount budgeted. The College is trending on track with the FY26 budget plan.

College Lake County
Connect to Your Future

**Monthly Financial Report**

***FOR THE MONTH ENDED***

**April 30, 2026**

**Education Fund**
**Balance Sheet - Fund 01**
**As of April 30, 2026**

## ASSETS

| | |
|---|---|
| **CASH** | |
| Cash In Bank | 4,902,345 |
| Change Funds | 8,800 |
| **INVESTMENTS** | |
| Other Investments | 25,409,929 |
| **RECEIVABLES** | |
| Taxes Receivable - Current Levy | 33,908,866 |
| Allowance Uncollectible Taxes | (342,396) |
| Student Tuition Receivable | 26,123,026 |
| Allowance for Uncollectable Tuition | (10,558,411) |
| Vendor Receivables | 525,280 |
| Other Receivables | 99,349 |
| **INTERFUND** | (9,225,116) |
| **PREPAID EXPENSES** | |
| Prepaid Expenses | 46,670 |
| **TOTAL ASSETS** | **70,898,342** |

## LIABILITIES AND FUND BALANCE

| | |
|---|---|
| **LIABILITIES** | |
| **PAYROLL DEDUCTIONS PAYABLE** | |
| Payroll Deductions Payable | 3,181,667 |
| **ACCOUNTS PAYABLE** | |
| Accounts Payable | 343,537 |
| **ACCRUED EXPENSES** | |
| Accrued Expense | 1,172,861 |
| **DEFERRED REVENUES** | |
| Property Taxes | 34,228,095 |
| Total Tuition & Fees | 10,132,932 |
| **OTHER LIABILITIES** | |
| Other Liabilities | 1,009,187 |
| Vacation Accrual | 3,338,487 |
| **TOTAL LIABILITIES** | **53,406,766** |
| **FUND BALANCE** | |
| Fund Balance | 17,491,576 |
| **TOTAL FUND BALANCE** | **17,491,576** |
| **TOTAL LIABILITIES & FUND BALANCE** | **70,898,342** |

# College of Lake County
## Education Fund - Fund01
## Statement of Changes in Fund Balance
### Month Ending: April 30, 2026

| | Year to Date | | Prior Year to Date | |
|---|---|---|---|---|
| | Actual | Percent | Actual | Percent |
| **INCOME** | | | | |
| Current Taxes | 33,591,773 | 43.07% | 32,244,357 | 40.64% |
| CPPRT Corp Pers Prop Repl Tax | 1,070,694 | 1.37% | 948,313 | 1.20% |
| ICCB Credit Hour Grants | 8,726,694 | 11.19% | 8,979,664 | 11.32% |
| Vocational Education | 725,065 | 0.93% | 643,095 | 0.81% |
| Tuition | 30,379,835 | 38.95% | 28,540,465 | 35.97% |
| Graduation Fees | - | 0.00% | 53,030 | 0.07% |
| Transcript Fees | 93,701 | 0.12% | 104,183 | 0.13% |
| On-line Course Fee | - | 0.00% | 80,771 | 0.10% |
| Laboratory Fees | 663,810 | 0.85% | 633,856 | 0.80% |
| Payment Plan Enrollment Fee | 22,479 | 0.03% | 19,860 | 0.03% |
| Credit By Exam Fees | - | 0.00% | 250 | 0.00% |
| Comprehensive Fees | 6,785,919 | 8.70% | 7,860,268 | 9.91% |
| Activity Fee Adjustment | (6,190,453) | -7.94% | (6,067,136) | -7.65% |
| Gain(Loss) on Investment | 336,867 | 0.43% | 638,386 | 0.80% |
| Other Interest | 1,737,116 | 2.23% | 4,165,004 | 5.25% |
| Library Fines | 334 | 0.00% | 477 | 0.00% |
| Miscellaneous Revenue | 71,333 | 0.09% | 518,977 | 0.65% |
| Other Revenue/Rebates | 3,498 | 0.00% | - | 0.00% |
| Over Short | (20,523) | -0.03% | (18,295) | -0.02% |
| Total Income | 77,998,142 | 100% | 79,345,524 | 100% |

## EXPENDITURES

| | | | | |
|---|---|---|---|---|
| Salaries | 66,509,681 | 73.47% | 64,190,581 | 72.42% |
| Employee Benefits | 13,575,043 | 15.00% | 14,079,481 | 15.88% |
| Contractual Services | 4,541,906 | 5.02% | 3,777,799 | 4.26% |
| General Material & Supplies | 1,914,066 | 2.11% | 2,259,525 | 2.55% |
| Travel/Conference Meeting Exp | 583,918 | 0.65% | 515,751 | 0.58% |
| Fixed Charges | 48,485 | 0.05% | 25,315 | 0.03% |
| Utilities | 41,879 | 0.05% | 42,382 | 0.05% |
| Capital Outlay | 77,242 | 0.09% | 48,710 | 0.05% |
| Other Expenditures | 3,233,512 | 3.57% | 3,697,775 | 4.17% |
| Total Expense | 90,525,733 | 100% | 88,637,319 | 100% |

| | | |
|---|---|---|
| Beginning Fund Balance | 35,401,593 | 37,337,188 |
| Add: Revenues | 77,998,142 | 79,345,524 |
| Less: Expenses | (90,525,733) | (88,637,319) |
| Operating Transfers | (5,382,426) | (5,180,225) |
| Ending Fund Balance | 17,491,576 | 22,865,168 |

**Maintenance Fund - Fund 02**
**Balance Sheet**
**As of April 30, 2026**

## ASSETS

| | |
|---|---|
| **INVESTMENTS** | |
| Other Investments | 841,178 |
| **RECEIVABLES** | |
| Taxes Receivable - Current Levy | 8,883,759 |
| Allowance Uncollectible Taxes | (86,387) |
| Vendor Receivables | 3,852 |
| **INTERFUND** | 2,632,254 |
| **PREPAID EXPENSES** | |
| Prepaid Expenses | 281,209 |
| **TOTAL ASSETS** | **12,555,865** |

## LIABILITIES AND FUND BALANCE

| | |
|---|---|
| **LIABILITIES** | |
| **PAYROLL DEDUCTIONS PAYABLE** | |
| Payroll Deductions Payable | (2,513) |
| **ACCOUNTS PAYABLE** | |
| Accounts Payable | 285,558 |
| **ACCRUED EXPENSES** | |
| Accrued Expense | (26,998) |
| **DEFERRED REVENUES** | |
| Property Taxes | 8,967,328 |
| **TOTAL LIABILITIES** | **9,223,376** |
| **FUND BALANCE** | |
| Fund Balance | 3,332,489 |
| **TOTAL FUND BALANCE** | **3,332,489** |
| **TOTAL LIABILITIES & FUND BALANCE** | **12,555,865** |

| | |
|---|---|
| **RECONCILIATION** | |
| BEGINNING FUND BALANCE | 7,075,693 |
| ADD: REVENUE | 8,997,364 |
| LESS: EXPENDITURES | (11,351,161) |
| OPERATING TRANSFERS | (1,389,407) |
| ENDING FUND BALANCE | 3,332,489 |

# College of Lake County
# Maintenance Fund - Fund 02
# Statement of Changes in Fund Balance
## Month Ending: April 30, 2026

| | Year to Date | | Prior Year to Date | |
|---|---|---|---|---|
| | Actual | Percent | Actual | Percent |
| **INCOME** | | | | |
| Current Taxes | 8,800,612 | 97.81% | 8,467,191 | 99.91% |
| Building Rentals | 47,039 | 0.52% | 7,205 | 0.09% |
| Other Interest | 144,987 | 2% | - | 0% |
| Gain(Loss) on Investment | (9,641) | 0% | - | 0% |
| Miscellaneous Revenue | 14,368 | 0% | 750 | 0% |
| Total Income | 8,997,364 | 100% | 8,475,146 | 100% |
| **EXPENDITURES** | | | | |
| Salaries | 4,372,718 | 38.52% | 4,236,816 | 40.79% |
| Employee Benefits | 1,218,875 | 10.74% | 937,526 | 9.03% |
| Contractual Services | 847,571 | 7.47% | 686,109 | 6.60% |
| General Material & Supplies | 701,937 | 6.18% | 555,886 | 5.35% |
| Travel/Conference Meeting Exp | 640 | 0.01% | 5,107 | 0.05% |
| Fixed Charges | 1,631,247 | 14.37% | 1,564,988 | 15.07% |
| Utilities | 2,537,383 | 22.35% | 2,376,274 | 22.88% |
| Capital Outlay | 140,050 | 1.23% | 40,243 | 0.39% |
| Other Expenditures | (99,258) | -0.87% | (15,207) | -0.15% |
| Total Expense | 11,351,161 | 100% | 10,387,742 | 100% |
| Beginning Fund Balance | 7,075,693 | | 6,379,132 | |
| Add: Revenues | 8,997,364 | | 8,475,146 | |
| Less: Expenses | (11,351,161) | | (10,387,742) | |
| Operating Transfers | (1,389,407) | | (1,295,599) | |
| Ending Fund Balance | 3,332,489 | | 3,170,936 | |

### 5.3.1. WORK ORDER MANAGEMENT SYSTEM

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** FY27 budget

**Funding Request:** $27,159.13

| Vendor | Amount |
|---|---|
| AkitaBox | $27,159.13 |

**Explanation of Purchase**: This purchase is for the annual maintenance of work order management software used in the Facilities Department.

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

**Recommendation:** Approve a subscription with AkitaBox of Madison, WI in a not-to-exceed amount of $27,159.13.

**5.3.2. AMATROL LICENSE**

**Lead Staff:** Miguel Mireles, Dean, Engineering Mathematics and Physical Sciences

**Funding Source:** FY27 budget

**Funding Request:** $31,550.00

| Vendor | Amount |
|---|---|
| Moss Enterprises | $31,550.00 |

**Explanation of Purchase**: This purchase is for an Amatrol site license for the Automation Robotics Mechatronics (ARM) and Industrial Technology (INT) programs. This site license will provide materials necessary for instruction.

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

**Recommendation:** Approve a purchase from Moss Enterprises of Johnston, IA in a not-to-exceed amount of $31,550.00.

**5.3.3. SOFT DRINK VENDING SERVICES**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** FY27 budget

**Funding Request:** $50,000.00

| Vendor | Amount |
|---|---|
| Pepsi Cola General Bottling, Inc | $50,000.00 |

**Explanation of Purchase**: This purchase is for bottled goods for resale across all campuses and sites. Pepsi Cola bottling provides pouring rights, commission rate and case rebate incentives.

Pursuant to 110 ILCS 805/3-27.1 (n) contracts for the purchase of perishable foods and perishable beverages are exempt from the competitive bidding process.

**Recommendation:** Approve of purchases from Pepsi Cola General Bottling Inc of Chicago, IL in a not-to-exceed amount of $50,000.00.

### 5.3.4. SCHEDULING SOFTWARE MAINTENANCE

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** FY27 budget

**Funding Request:** $51,532.00

| Vendor | Amount |
|---|---|
| CollegeNET, Inc. | $51,532.00 |

**Explanation of Purchase**: This purchase is for the annual maintenance of scheduling software used throughout all College campuses with an integration tool for the Heating, Ventilation and Air Conditioning (HVAC) program.

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

**Recommendation:** Approve a subscription from July 1, 2026, to June 30, 2027, with CollegeNET, Inc. of Portland, OR, in a not to exceed amount of $51,532.00.

**5.3.5. PHOTOGRAPHY SERVICES**

**Lead Staff:** Anne O'Connell, Director, Public Relations and Marketing

**Funding Source:** FY27 budget

**Funding Request:** $60,000.00

| Vendors | Amount |
|---|---|
| Various (see below) | $60,000.00 |

| Photography Service Vendors | City, State |
|---|---|
| J Campa Photography | Gurnee, Illinois |
| Kenneth Smith Photography | North Chicago, Illinois |
| Susan Ryan Kalina Photography | Deerfield, Illinois |

**Explanation of Purchase**: This purchase is for a pool of professional photographers to capture photos to be used on the website and in digital advertising to promote the College.

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

**Recommendation:** Approve contracts with the vendors identified from July 1, 2026, through June 30, 2027, in a total not-to-exceed amount of $60,000.00.

**5.3.6. GRAYSLAKE CAMPUS UTILITY VEHICLES**

**Lead Staff:** Mahsa Karamy, Executive Director Business Operations

**Funding Source:** FY26 budget

**Funding Request:** $78,000.00

| Vendor | Amount |
|---|---|
| Various (see below) | $78,000.00 |

| Dealerships | City, State |
|---|---|
| Jennings Chevrolet | Glenview, IL |
| Huntley Ford | Huntley, IL |

**Explanation of Purchase**: This purchase is for two pre-owned maintenance trucks for use at the Grayslake Campus.

Pursuant to 110 ILCS 805/3-27.1 (i) purchases of equipment previously owned by some entity other than the district itself are exempt from the competitive bidding process.

**Recommendation:** Approve the purchase of two pre-owned trucks from the dealerships identified in a not-to-exceed amount of $78,000.00.

**5.3.7. GRAPHIC DESIGN AND PROMOTIONAL MERCHANDISE**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Services and Finance

**Funding Source:** FY27 budget

**Funding Request:** $80,000.00

| Vendor | Amount |
|---|---|
| American Outfitters, Ltd | $80,000.00 |

**Explanation of Purchase**: This purchase is for custom designed clothing and promotional items for sale in all campus bookstore locations and online.

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

**Recommendation:** Approve a purchase with American Outfitters Ltd of Waukegan, IL in a not-to-exceed amount of $80,000.00.

**5.3.8. FIRE SYSTEMS TESTING AND MAINTENANCE**

**Lead Staff:** Brian Henry, Chief of Police

**Funding Source:** FY27 budget

**Funding Request:** $98,000.00

| Vendor | Amount |
|---|---|
| Fox Valley Fire & Safety Co., Inc. | $98,000.00 |

**Explanation of Purchase**: This purchase is for the required annual inspection, testing, maintenance and related service of all fire systems and related components protecting College properties.

Pursuant to 110 ILCS 805/3-27.1 (e), contracts for the maintenance or servicing of, or provision of repair parts for, equipment which are made with the manufacturer or authorized service agent of that equipment where the provision of parts, maintenance or servicing can best be performed by the manufacturer or authorized service agent are exempt from the competitive bidding process.

**Recommendation:** Approve a one-year contract with Fox Valley Fire and Safety Co., Inc. of Elgin, IL from July 1, 2026, through June 30, 2027, in a not-to-exceed amount of $98,000.00.

**5.3.9. BOOKSTORE GENERAL MERCHANDISE**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Services and Finance

**Funding Source:** FY27 budget

**Funding Request:** $130,000.00

| Vendor | Amount |
|---|---|
| Various (see below) | $130,000.00 |

| Bookstore General Merchandise Vendors | City, State |
|---|---|
| D&H Distributing Co/Electronics | Bolingbrook, IL |
| Sam's Club/Snacks | Gurnee, IL |
| Vistar/Snacks | Bolingbrook, IL |
| Walmart/Snacks | Gurnee, IL |

**Explanation of Purchase**: This purchase is for non-textbook general merchandise from various vendors for resale online and in all campus bookstore locations.

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

**Recommendation:** Approve of purchases with the vendors identified in the cumulative not-to-exceed amount of $130,000.00.

**5.3.10. PROFESSIONAL DEVELOPMENT**

**Lead Staff:** Kristen Jones, Interim President

**Funding Source:** Schreiber Philanthropy, CLC Foundation

**Funding Request:** $138,000.00

| Vendor | Amount |
|---|---|
| ESCALA Educational Services Inc. | $138,000.00 |

**Explanation of Purchase**: This purchase will provide a series of professional development training sessions for faculty and staff to support students.

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

**Recommendation:** Approve a purchase agreement with ESCALA Educational Services, Inc., of Sante Fe, NM from July 1, 2026, through June 30, 2027, in a not-to-exceed amount of $138,000.00.

**5.3.12. ELECTRICAL ENGINEERING TECHNOLOGY SYSTEM**

**Lead Staff:** Miguel Mireles, Dean, Engineering, Math and Physical Sciences

**Funding Source:** FY27 budget

**Funding Request:** $148,159.00

| Vendor | Amount |
|---|---|
| Advanced Technologies Consultants | $148,159.00 |

**Explanation of Purchase**: This purchase is for two trainers (equipment) in the Electrical Engineering Technology department that provide technical training curriculum, equipment, software and furniture.

Pursuant to 110 ILCS 805/3-27.1 (l) contracts for goods or services which are economically procurable from only one source, such as for the purchase of magazines, books, periodicals, pamphlets and reports, and for utility services such as water, light, heat, telephone or telegraph; are exempt from the competitive bidding process.

**Recommendation:** Approve a purchase from Advanced Technologies Consultants of Plymouth, MI in a not-to-exceed amount of $148,159.00.

### 5.3.12. HOTSPOTS AND BROADBAND INTERNET SERVICES

**Lead Staff:** Scott Rial, Dean, Learning, Innovation and Teaching Excellence

**Funding Source:** FY27 budget

**Funding Request:** $160,000.00

| Vendor | Amount |
|---|---|
| T-Mobile USA, Inc. | $160,000.00 |

**Explanation of Purchase:** This purchase is for unlimited broadband internet access to support student learning. Hotspots are returned to the College inventory at the end of the semester and redistributed to others as needed.

This cooperative purchase is pursuant to 30 ILCS 525/ Governmental Joint Purchasing Act and the College's Procurement Policy 712 and was competitively bid under the General Services Administration Agreement (#GS35F0503M) for General Purpose Commercial Information Equipment, Software and Services. This consortium purchase allows for discounted pricing for public sector customers.

**Recommendation:** Approve a purchase from T-Mobile USA, Inc. of Washington D.C. in a not-to-exceed amount of $160,000.00.

**5.3.13. COMMUNITY TRAINING PROGRAMS**

**Lead Staff:** Jim Connell, Executive Director, Community Programs

**Funding Source:** FY27 budget

**Funding Request:** $225,000.00

| Vendor | Amount |
|---|---|
| Various (see below) | $225,000.00 |

**Explanation of Purchase**: This purchase is to deliver training and coaching programs to be used by Community Programs.

| Community Training Programs | |
|---|---|
| **Instructional Vendors** | **City and State** |
| Henjo Corporation d/b/a Dynamic Developments | Mundelein, IL |
| Institute for Leadership Excellence & Development, Inc. | Lake Zurich, IL |
| Imprimus Forensic Services, LLC | Arlington Heights, IL |

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

**Recommendation:** Approve contracts with the vendors identified from July 1, 2026, through June 30, 2027, in the total not-to-exceed amount of $225,000.00.

### 5.3.14. GRAYSLAKE CAMPUS STUDENT FURNITURE

**Lead Staff:** Angela Frazier, Vice President, Student Development

**Funding Source:** FY26 budget

**Funding Request:** $35,000.00

| Vendor | Amount |
|---|---|
| Fibrenew Palatine | $35,000.00 |

**Explanation of Purchase:** This purchase is for manufacturer direct fabrics and the reupholstery work to refurbish existing student furniture at the Grayslake Campus.

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

**Recommendation:** Approve a purchase from Fibrenew Palatine of Camp Algonquin, IL in a not-to-exceed amount of $35,000.00.

**5.3.15. AUTHORIZATION FOR ADDITIONAL FUNDS FOR FY26 LEGAL SERVICES**

**Lead Staff:** Kristen Jones, Interim President

**Funding Source:** FY26 budget

**Funding Request**: $50,000.00

| Vendor | Amount |
|---|---|
| Robbins Schwartz | $50,000.00 |

**Explanation of Purchase**: In June 2025, the Board approved a one-year contract for legal services with Robbins Schwartz in a not-to-exceed amount of $450,000. Due to recent substantive matters requiring legal counsel, expenses will surpass the amount previously approved.

**Recommendation:** Approve an additional spend of up to $50,000.00 to Robbins Schwartz of Chicago, IL for FY26 legal expenses.

**5.3.16. ARCHITECTURAL PROFESSIONAL SERVICES**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** FY27 budget

**Funding Request:** $38,500.00

| Vendor | Amount |
|---|---|
| Demonica Kemper Architects | $38,500.00 |

**Explanation of Purchase**: This purchase is for architectural professional services to support the evaluation, analysis, and planning activities associated with an ongoing facilities project. Services may include review of existing conditions, project assessment, feasibility analysis, conceptual planning, and related professional consultation as needed to support institutional decision-making.

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

**Recommendation:** Authorize the administration to engage Demonica Kemper Architects professional services in a not-to-exceed amount of $38,500.00.

### 5.4.1. NEW HIRES

| | Employee Name | Proposed Job Family,<br>Position Number, Title Department | Effective Date | Contract Dates |
|---|---|---|---|---|
| 1 | Swambar, Becky | Full-time Faculty<br>Position Number: 0999<br>Instructor, Nursing<br>Biological and Health Sciences Division | 8/10/2026 | 8/10/2026 –<br>5/15/2027 |
| 2 | Kurdi, Nour | Full-time Faculty<br>Position Number: 0567<br>Instructor, Business Administration<br>Business and Social Sciences Division | 8/10/2026 | 8/10/2026 –<br>5/15/2027 |
| 3 | Chambers, Patricia | Full-time Faculty<br>Position Number: 0480<br>Instructor, English<br>Communication Arts, Humanities and<br>Fine Arts Division | 8/10/2026 | 8/10/2026 –<br>5/15/2027 |
| 4 | Nendze, Tim | Full-time Faculty<br>Position Number: 0541<br>Instructor, Heating and Air Conditioning<br>Engineering Technology<br>Engineering, Mathematics and<br>Physical Sciences Division | 8/10/2026 | 8/10/2026 –<br>5/15/2027 |
| **Recommendation:** Approve the above full-time employment. | | | | |

## 5.4.2. AUTHORIZATION TO HIRE

Administration is requesting authorization to make offers of full-time employment and set the start date prior to the August 25, 2026, Board meeting. The proposed approvals are as follows:

| | Proposed Job Family, Position Number, Position Title, Department | Effective Date | Contract Dates |
|---|---|---|---|
| 1 | Administrator<br>Position Number: 1882<br>Assistant Vice President Student Success Strategy and IEPR, Strategic Advancement | TBD | TBD |
| 2 | Administrator<br>Position Number: 1473<br>Dean Enrollment Services Division, Student Development | TBD | TBD |
| 3 | Professional<br>Position Number: 0135<br>Academic Operations Manager, Communication Arts, Humanities and Fine Arts Division | TBD | TBD |
| 4 | Professional<br>Position Number: TBD<br>Production Manager, Lancer Farms, Urban Farm Department | TBD | TBD |

**Recommendation:** Approve authorization to make offers of full-time employment for the above positions, subject to Board approval of the employment contracts at the August 25, 2026, Board meeting.

### 5.4.3. PERSONNEL AND POSITION CHANGES

| | Reason | Employee Name | Current Job Classification, Position Number, Position Title, Department | Proposed Job Classification, Position Number, Position Title, Department | Current Job Grade, FLSA | Proposed Job Grade, FLSA | Effective Date | Contract Dates |
|---|---|---|---|---|---|---|---|---|
| Administration recommends the following changes for the Communication and Engagement division in Strategic Advancement as a result of new responsibilities assigned in communications, project management and planning/budget coordination. The proposed changes are funded within the FY27 budget. | | | | | | | | |
| 1 | Job Grade, FLSA, Job Title, Promotion | Juarez, Amy | Specialist<br>Position Number: 0312<br>Events and Engagement Specialist, Communications and Engagement Division | Specialist<br>Position Number: 0312<br>Engagement and Communications Coordinator, Communications and Engagement Division | B23<br>Non-exempt | B32<br>Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |
| **Recommendation:** Approve the changes with the effective dates noted above. | | | | | | | | |

**5.4.4. PROBATIONARY PERIOD COMPLETION**

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

| | Employee Name | Job Family, Position Number, Title, Department | Probation Period Completion Date | Contract Dates |
|---|---|---|---|---|
| 1 | Liu, An | Specialist<br>Position Number: 0239<br>Research Analyst,<br>Institutional Effectiveness, Planning and Resources | 5/8/2026 | 5/8/2026-6/30/2026 |
| 2 | Sainte-Marie, Monette | Specialist<br>Position Number: 1706<br>IT Finance Coordinator,<br>Information Technology | 5/8/2026 | 5/8/2026-6/30/2026 |

**Recommendation:** Approve the above full-time employment.

**5.4.5. RESIGNATIONS AND RETIREMENTS**

| | Reason | Employee Name | Current Job Classification, Position Number, Position Title, Department | Effective Date (Last Day Worked) |
|---|---|---|---|---|
| 1 | Resignation | Hilliard, Tara | Classified<br>Position Number: 1851<br>Senior Administrative Assistant,<br>Advanced Technology Center | 5/27/2026 |
| 2 | Resignation | Amador, Stephany | Classified – Union<br>Position Number: 0119<br>Community Service Officer,<br>Police and Public Safety | 6/3/2026 |
| 3 | Resignation | Valderrama, Nicolle | Classified<br>Position Number: 0980<br>Office Associate, Community Education | 6/5/2026 |
| 4 | Resignation | Montes, Miriam | Professional<br>Position Number: 0135<br>Academice Operations Manager, Communication Arts, Humanities | 6/11/2026 |
| 5 | Resignation | McLaren, Lyekka | Classified – Part-time<br>Position Number: 0129<br>Retail Assistant, Bookstore | 6/16/2026 |
| 6 | Resignation | Granillo, Amy | Specialist<br>Position Number: 1336<br>Academic Success Advisor,<br>Advising and Retention | 6/25/2026 |
| 7 | Resignation | La Scola, Mary Kate | Professional<br>Position Number: 0066<br>Assistant Director, Student Records | 6/25/2026 |

**5.4.5. RESIGNATIONS AND RETIREMENTS (CONTINUED)**

| | Reason | Employee Name | Current Job Classification, Position Number, Position Title, Department | Effective Date (Last Day Worked) |
|---|---|---|---|---|
| 8 | Resignation | Porterfield-Woods, Allison | Administrator<br>Position Number: 1112<br>Chief Information Officer,<br>Information Technology | 7/16/2026 |
| 9 | Resignation | Cordova Mariscal, Jennifer | Specialist<br>Position Number: 1872<br>Early Childhood Education Program Coordinator,<br>Early Childhood Education | 7/31/2026 |
| 10 | Retirement | O'Connell, Anne | Administrator<br>Position Number: 0038<br>Director, Public Relations and Marketing | 9/30/2026 |
| 11 | Retirement | Kaplan, Cindy | Specialist<br>Position Number: 0156<br>Transfer Information Coordinator,<br>Advising and Retention | 6/1/2027<br>Eligible for Benefits<br>Policy 925 and 930 |
| 12 | Retirement | Kula, Joanne | Classified<br>Position Number: 0894<br>Registration Services Representative,<br>Registration Services | 1/4/2028<br>Eligible for Benefits<br>Policy 925 and 930 |
| 13 | Retirement - Revised Date | Kellogg, Charles | Specialist<br>Position Number: 1100<br>Academic Success Advisor,<br>Advising and Retention | 6/1/2027<br>Eligible for Benefits<br>Policy 925 and 930 |
| **Recommendation:** Approve the above action. | | | | |

**5.5.1. ACCEPTANCE OF ENERGY BENCHMARKING AND EFFICIENCY AT COMMUNITY COLLEGES (EBECC) ILLINOIS ENVIRONMENTAL PROTECTION AGENCY GRANT**

**Grantor:** Illinois Green Economy Network

**Amount:** $106,000.00 **Period:** March 4, 2026 – March 31, 2028

**Type:** Competitive **Matching Funds:** N/A

**Lead Staff:** James Beckom, Vice President of Business and Finance Services/CFO

**Purpose**: Grant funds will be utilized to install submeters, energy benchmarking initiatives across campuses and building levels, and collaborative development of comprehensive energy reduction plans.

**Recommendation**: Accept the Illinois Green Economy Network's Energy Benchmarking and Efficiency at Community College's Illinois Environmental Protection Agency grant in the amount of $106,000.00.

### 5.5.2. LAKE COUNTY AREA VOCATIONAL SYSTEM BOARD OF CONTROL RENTAL AGREEMENT

**Lead Staff:** Jennifer Davidson, Interim Vice President of Education, Educational Affairs

**Funding Source:** FY27 budget

**Purpose:** This rental agreement with Lake County Area Vocational System Board of Control is for the use of spaces to deliver programming at the Lake County Tech Campus (LCTC).

| Cost Type | FY27 | FY28 | FY29 |
|---|---|---|---|
| Specialty Lab Rental | $69.22 per hour | $71.29 per hour | $73.43 per hour |
| Site Coordinator | $26.25 per hour | $26.25 per hour | $26.25 per hour |

**Recommendation:** Authorize Administration to enter a three-year rental agreement renewal with the Lake County Area Vocational System Board of Control from June 30, 2026, through June 30, 2029.

## 6.1. POLICY 423 INCOMPLETES – REVISED – FIRST READING

Policy 423 – Incompletes, is presented for a first reading. The policy revision includes input obtained through the shared governance system and has been reviewed by the College's legal counsel.

Recommended changes are highlighted in red and reflect changes presented as the First Reading. No action will be taken at this time.

### 423 INCOMPLETES

An "I" (Incomplete) grade is granted when unforeseen circumstances (e.g. illness, family emergencies, military deployment, etc.) impede the completion of required coursework by the end of the term, allowing the remaining work to be finished after the class concludes. ~~may be given to a student who finds it impossible to complete the work by the end of the semester because of a justifiable reason such as illness. If an "I" grade is assigned, the instructor shall notify the student and the Dean. The specific "I" grade procedure will be set forth in the appropriate section of the College Catalog.~~

To be eligible for an Incomplete grade, the student must:

- Request the Incomplete before the end of the term.
- Be able to achieve a grade of "D" or higher after submitting the remaining coursework.

A student receiving an Incomplete ~~"I" grade~~ has ~~120~~ 90 calendar days from the last day of the academic term to submit their remaining ~~complete~~ coursework and receive a final grade. If remaining coursework is not submitted within 90 calendar days, the grade will change from an "I" ~~becomes~~ to an "F" ~~on the 121st calendar day after the end of the term~~ unless the instructor submits a grade change form~~. if no grade change is signed by the instructor.~~ Exceptions to the 90-day completion deadline may be granted by an instructor. ~~only in unusual circumstances and with the approval of the appropriate Dean.~~ The procedure regarding the necessary steps a student must take to request an Incomplete appears in the appropriate section of the College Catalog.

The final grade shall be "A," "B," "C," "D," or "F."

Veterans, ~~and~~ military personnel and their spouses may request an Incomplete when they are ~~who are deployed (including training at U.S. or overseas locations) or~~ called to active military service (including both domestic and international combat or non-combat deployment purposes). ~~duty and receive an "I" Incomplete grade~~ They will be given up to one (1) year after the end of the academic term~~, or before the date of graduation (whichever comes first)~~ to complete the course requirements. A final grade will be recorded within 365 calendar days after the end of the term. ~~The final grade shall be~~

**6.1. POLICY 423 INCOMPLETES – REVISED – FIRST READING (CONTINUED)**

~~"A," "B," "C," "D," or "F."~~ If remaining coursework is not submitted within 365 calendar days after the end of the term, the grade will change from an "I" ~~becomes~~ to an "F" unless the instructor submits a grade change form. ~~on the 366th calendar day after the end of the term if no grade change is signed by the instructor. This procedure also applies to the spouses of veterans and military personnel.~~ Exceptions to the 365-day completion deadline may be granted by an instructor ~~under special circumstances and with the approval of the appropriate Dean.~~

Adopted 01/22/1998
Amended 01/25/2000
Amended 06/22/2010
Amended 04/17/2012
Amended

7. NEW BUSINESS

## 7.1. RESOLUTION ADOPTING FISCAL YEAR 2027 BUDGET

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

**Background:** Administration proposed the FY27 tentative budget for the College of Lake County to the Board on May 19, 2026. Notice of the public hearing was published in the *Daily Herald* on May 22, 2026. The tentative annual budget has been on public display since May 22, 2026. The public hearing was held earlier this evening (Section III. Receipt of Notices, Communications, Hearings and Petitions). The Resolution Adopting FY27 Budget is included in this report.

**Recommendation:** Approve the Resolution Adopting Fiscal Year 2027 Budget.

7. NEW BUSINESS

**RESOLUTION ADOPTING FISCAL YEAR 2027 BUDGET**

WHEREAS, the Board of Trustees of Community College District No. 532, Lake County, State of Illinois, caused to be prepared, in tentative form, a budget, and the Secretary of this Board has made the same conveniently available for public inspection for at least thirty days prior to the final action thereon; and

WHEREAS, a public hearing was held as to such budget on the 23rd day of June 2026, notice of said hearing having been given at least thirty days prior thereto as required by law, and all other legal requirements having been complied with;

NOW, THEREFORE BE IT RESOLVED by the Board of Trustees of Community College District No. 532, Lake County, Illinois as follows:

Section 1. That the fiscal year of said District hereby is fixed and declared to begin July 1, 2026, and end June 30, 2027.

Section 2. That the final budget in the form attached hereto which contains an estimate of the receipts and expenditures from each fund separately, and which the Board deems necessary to defray all necessary expenses and liabilities of the District for the fiscal year, be hereby adopted as the budget of said District for said fiscal year.

ADOPTED AND APPROVED this 23rd day of June 2026.

AYES:_____

NAYS:_____

ABSENT:_____

BY: _____
Chair, Board of Trustees

ATTEST: _____
Secretary, Board of Trustees

## 7.2. RESOLUTION AUTHORIZING TRANSFER OF FUNDS TO THE OPERATIONS AND MAINTENANCE FUND (RESTRICTED) FOR FISCAL YEAR 2027 PROJECT PRIORITIES

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

**Background:** The following resolution authorizes the transfer of up to $15,714,000 to the Operations and Maintenance Fund (Restricted) as proposed in the FY2027 budget to address strategic priorities. The planned strategic investments for FY2027 from the resources previously outlined, total $15,714,000, and include the following:

| | |
|---|---|
| Outdoor Sports Complex | $7,500,000 |
| LancerNext Implementation | $4,200,000 |
| Urban Farm Center | $2,550,000 |
| Technology Refresh: Servers | $670,000 |
| Technology Refresh: Firewalls | $350,000 |
| Technology Refresh: Laptops Replacement | $250,000 |
| Student Employees retention measures | $120,520 |
| Adjunct Faculty (including online teaching requirements) | $60,980 |
| Mandatory Accreditation Site Visit | $12,500 |
| Total Planned Surplus Allocation | $15,714,000 |

Administration requests Board approval to transfer available funds totaling up to $15,714,000 to the Operations and Maintenance Fund (Restricted). Administration will seek approval prior to the use of these funds in accordance with Board Policy.

**SUMMARY**

| | |
|---|---|
| **Recommended Sources of Funds:** | |
| Estimated FY2026 Surplus | $5,000,000 |
| Estimated FY2027 Surplus | $10,714,000 |

**Recommendation:** Adopt the resolution authorizing the transfer of funds to the Operations and Maintenance Fund (restricted) for Fiscal Year 2027 project priorities.

**RESOLUTION AUTHORIZING TRANSFER OF FUNDS TO THE OPERATIONS AND MAINTENANCE FUND (RESTRICTED) AND APPROVE PROJECT PRIORITIES**

WHEREAS, there is a need to allocate resources to support the advancement of strategic priorities within the FY2027 budget; and

WHEREAS, the Operations Fund's estimated FY2026 year-end surplus of $5,000,000; and

WHEREAS, the Operations Fund's estimated FY2027 year-end surplus of $10,714,000; and

WHEREAS, the Board of Trustees deems that it is in the interest of the College's long-range financial plans that the Operations and Maintenance Fund (Restricted) receive up to $15,714,000 from the funds listed above.

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

Section 1. That the statements in the preamble of this resolution are hereby found to be true and correct.

Section 2. That this Board of Trustees does hereby authorize the permanent transfer of up to $15,714,000 to the Operations and Maintenance Fund (Restricted).

Section 3. That the Treasurer of the college district is hereby authorized and directed to take all steps necessary to record appropriate entries on the College's ledgers to complete the transfer of funds as directed.

Section 4. That the Board of Trustees does hereby authorize the funding of these strategic one-time priorities totaling $15,714,000.

Section 5. That the Secretary is directed to file a certified copy of this resolution with the Treasurer.

Trustee _____ moved that the foregoing resolution be adopted, and

Trustee _____ seconded the motion.

Upon the roll being called, the members voted as follows:

AYE:_____

NAY:_____

The Chair declared the resolution duly adopted on June 23, 2026.

**7.4.. GRAYSLAKE CAMPUS SPORTS COMPLEX AND ROUNDABOUT DELEGATION OF AUTHORITY AND APPROVAL OF CONTRACT – UPDATE**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** 2021 bond

**Funding Request:** $76,235.50

| Vendor | Amount |
|---|---|
| Pepper Construction | $76,235.50 |

**Explanation of Purchase**: Approve the transfer of contracts for the new, and updated trade packages required to build the Sports Complex and Roundabout at Grayslake Campus with an estimated completion during Winter 2026. The total project cost is $16,263,397.50. For additional detail reference January 27, 2026, Board Approval Section 7.16.

Lines with no changes have been omitted, and variances are shown.

| Trade | Contractor | Contractor Location | Base Bid BEP % | Total | Contingency |
|---|---|---|---|---|---|
| Asphalt Paving | Abbey Construction | Aurora, IL | 12% | $69,305.00 | $6,930.50 |
| Glazing Rebid | All Pro Glazing Solutions | Lombard, IL | 100% | No Change | No Change |
| | | | | $69,305.00 | $6,930.50 |

**Recommendation:** Approve the additional award release to Pepper Construction of the lowest responsive and responsible bidders for the updated trade packages and Pepper's associated cost for a total add not to exceed $76,235.50.

**7.5. GRAYSLAKE SPORTS COMPLEX AND ROUNDABOUT- ASPHALT PAVING (UPDATE)**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** 2021 Bond, FY22 surplus, FY24 surplus, one time reserve

**Funding Request:** $543,812.00

| **Vendor** | **Amount** |
|---|---|
| Abbey Construction Co., Inc. | $543,812.00 |

| ASPHALT PAVING | BEP% | ALTERNATE VALUE | BASE BID VALUE |
|---|---|---|---|
| Payne & Dolan Inc | 0% | $0.00 | Withdrew |
| Abbey Paving | 12% | $0.00 | $494,375.00 |
| Maneval Construction | 90% | $0.00 | $500,661.00 |
| Troch | 0% | $0.00 | $514,340.00 |
| Peter Baker & Sons | 13.80% | $0.00 | $549,500.00 |
| Chadwick Contracting | 0% | $0.00 | $588,000.00 |

**Explanation of Purchase:** This contract is for the asphalt paving package for the construction of the Grayslake Sports Complex and Roundabout which was publicly bid on December 11, 2025. The lowest bidder, Payne & Dolan Inc., subsequently withdrew from the project; therefore, the contract is awarded to the next lowest responsive and responsible bidder.

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

**Recommendation:** Approve a contract with Abbey Construction Co., Inc. of Aurora IL with a 10% contingency in a not-to-exceed amount of $543,812.00.

**7.6. GRAYSLAKE CAMPUS SPORTS COMPLEX AND ROUNDABOUT- GLAZING**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** 2021 Bond

**Funding Request:** $143,962.00

| Vendor | Amount |
|---|---|
| All Pro Glazing Systems LLC | $130,875.00 |

| GLAZING | BEP% | ALTERNATE VALUE | BASE BID VALUE |
|---|---|---|---|
| All Pro Glazing Systems LLC | 100% | $0.00 | $130,875.00 |
| Northern Glass | 30% | $0.00 | $158,047.00 |
| SG Metal & Glass | 11% | $0.00 | $137,000.00 |
| IG Commercial | 100% | $0.00 | $136,200.00 |

**Explanation of Purchase:** This contract is for the glazing package for the construction of the Grayslake Sports Complex and Roundabout which was publicly bid on April 22, 2026.

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

**Recommendation:** Approve a contract with All Pro Glazing Systems, LLC of Lombard IL with a 10% contingency in a not-to-exceed amount of $143,962.00.

**7.7. MAINTENANCE, REPAIR, AND OPERATIONAL SUPPLIES**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Services and Finance

**Funding Source:** FY27 budget

**Funding Request:** $290,000.00

| Vendor | Amount |
|---|---|
| W.W. Grainger, Inc. | $290,000.00 |

**Explanation of Purchase**: This purchase is for tools, cleaning supplies, equipment repair parts, air filters, personal protective gear and instructional supplies to be used by various departments throughout the College.

This cooperative purchase is pursuant to the Illinois Compiled Statutes, 30 ILCS 525/ Governmental Joint Purchasing Act and the College's Procurement Policy 712 and was competitively bid under the Educational & Institutional (E&I) Cooperative contract (#CNR01496).

**Recommendation:** Approve purchases from W.W. Grainger, Inc. of Lake Forest, IL in a not-to-exceed amount of $290,000.00.

**7.8. SIGN LANGUAGE INTERPRETATION SERVICES**

**Lead Staff:** Greg Singleton, Dean of Student Affairs

**Funding Source:** FY27 budget

**Funding Request:** $305,000.00

| Vendor | Amount |
|---|---|
| Various (see below) | $305,000.00 |

| Sign Language Interpretation Vendors | City and State |
|---|---|
| Kristen Goebeler | Libertyville, IL |
| Randi Ralph | Vernon Hills, IL |
| Melinda Nelson | North Barrington, IL |
| Carol Palmer | Mount Prospect, IL |
| Dwayne A. Harris | Lindenhurst, IL |
| Bothel Signature Service LLC (Michael Bothel) | Wauconda, IL |
| Susanne McLaughlin | Lake Villa, IL |
| 5 Star Interpreting Chicago, LLC | Tinley Park, IL |
| HRI-Cart, LLC | Pinellas Park, FL |

**Explanation of Purchase**: This purchase is for sign language interpreting and communication access real-time translation (CART) services for deaf/hard-of-hearing students.

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

**Recommendation:** Approve contracts with the identified vendors in a total not-to-exceed amount of $305,000.00.

**7.9. JUDICIAL SERVICES PROGRAMS**

**Lead Staff:** Jim Connell, Executive Director, Community Programs

**Funding Source:** FY27 budget

**Funding Request:** $315,000.00

| **Vendors:** | **Amount** |
|---|---|
| Various (see below) | $315,000.00 |

| Staffing Services | City, State |
|---|---|
| National Safety Council | Itasca, IL |
| Alliance Against Intoxicated Motorists | Schaumburg, IL |
| W.C. Dorsey and Associates | Gurnee, IL |
| Children First Foundation | Belleville, IL |

**Explanation of Purchase**: This purchase is for the Circuit Court of Lake County Driver Safety and Family Parenting programs to be used by the Judicial Services department to carry out training and educational services for the court.

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

**Recommendation:** Approve contracts with the identified vendors from July 1, 2026, through June 30, 2027, in total not-to-exceed amount of $315,000.00.

## 7.10. SPECIALTY FOOD SUPPLIES FOR HOSPITALITY AND CULINARY MANAGEMENT PROGRAM

**Lead Staff:** Jeff Stomper, Dean, Business and Social Sciences

**Funding Source:** FY27 budget

**Funding Request:** $350,000.00

| Vendors | Amount |
|---|---|
| Various (see below) | $350,000.00 |

| SPECIALTY FOOD DISTRIBUTION VENDORS | |
|---|---|
| Fortune Fish | Turano Baking Co. |
| Albert Uster Imports, Inc. | Bella Brew Coffee & Beverage Co. |
| Premier Produce, Inc. | Louis Glunz Wine, Inc. |
| Midwest Foods | Kloss Distributor Co. |
| Whittingham Meats | Isola Imports, Inc. |
| Midwest Imports, Inc. | Trimark Marlinn |
| PepsiCo | Hansa Coffee |
| Performance Food Group | Breakthru Beverage |
| Get Fresh Produce | |

**Explanation of Purchase**: This purchase is for food supplies from specialty food distribution vendors to be used in the College's Hospitality and Culinary Management Program courses.

Pursuant to 110 ILCS 805/3-27.1 (n) contracts for the purchase of perishable foods and perishable beverages are exempt from the competitive bidding process.

**Recommendation:** Approve of purchases with the identified vendors in a total not-to-exceed amount of $350,000.00.

**7.11. TEMPORARY STAFFING SERVICES**

**Lead Staff:** Sue Fay, Chief Human Resources Officer

**Funding Source:** FY27 budget, FY26 surplus

**Funding Request:** $350,000.00

| **Vendors:** | **Amount** |
|---|---|
| Various (see below) | $350,000.00 |

| Staffing Services | City, State |
|---|---|
| Express Employment Professionals | Waukegan, Illinois |
| Manpower | Milwaukee, Wisconsin |
| Robert Half | Menlo Park, California |
| The Salem Group | Buffalo Grove, Illinois |

**Explanation of Purchase**: This purchase is for temporary employment services to be used and funded by multiple departments throughout the College.

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

**Recommendation:** Approve purchases with the identified vendors from July 1, 2026, through June 30, 2027, in a total not-to-exceed amount of $350,000.00.

**7. 12. PROJECT MANAGEMENT SERVICES**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source**: FY24 surplus, FY22 surplus

**Funding Request:** $360,000.00

| Vendor | Amount |
|---|---|
| Consertus (Cotter Consulting LLC) | $360,000.00 |

**Explanation of Purchase**: This purchase is for project management services for the Facilities and Capital department to successfully execute projects for FY27.

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

**Recommendation:** Approve of a contract from July 1, 2026, through June 30, 2027, to Consertus (Cotter Consulting, LLC) of Chicago, IL in a not-to-exceed amount of $360,000.00.

**7.13. BUILDING AUTOMATION SYSTEM PREVENTATIVE MAINTENANCE SERVICES**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** FY27 budget

**Funding Request:** $373,900.00

| Vendor | Amount |
|---|---|
| Delta Controls Chicago, Inc. | $373,900.00 |

**Explanation of Purchase**: This purchase is for service and preventive maintenance used to control and automate mechanical equipment across the College.

Pursuant to 110 ILCS 805/3-27.1 (e), contracts for the maintenance or servicing of, or provision of repair parts for, equipment which are made with the manufacturer or authorized service agent of that equipment where the provision of parts, maintenance or servicing can best be performed by the manufacturer or authorized service agent, are exempt from the competitive bidding process.

**Recommendation:** Approve of a contract from July 1, 2026, through June 30, 2029, with Delta Controls Chicago, Inc. of Lombard, IL in a not-to-exceed amount of $373,900.00.

**7.14. ANNUAL POSTAGE**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** FY27 budget

**Funding Request:** $380,000.00

| Vendor | Amount |
|---|---|
| United States Postal Service (USPS) | $380,000.00 |

**Explanation of Purchase**: This purchase is for annual postage from USPS. The College's mail machine and post office permit accounts are pre-funded and are used to expedite mail processing for operations, marketing and recruiting campaigns for the College.

Pursuant to 110 ILCS 805/3-27.1 (k) contracts for goods or services procured from another governmental agency are exempt from the competitive bidding process.

**Recommendation:** Approve purchase from the United States Postal Service of Washington DC in a not-to-exceed amount of $380,000.00.

## 7.15. APPOINT LEGAL COUNSEL AND AUTHORIZATION TO APPROVE LEGAL SERVICES AGREEMENT

**Lead Staff**: Kristen Jones, Interim President

**Funding Source:** FY27 budget

**Background:** Pursuant to Board Policy 115, the Board shall annually, by July 1, appoint legal counsel who, by the direction of the Board, will act as its counsel on legal and related matters. Since 1974, the Board has retained the legal counsel and related legal services of Robbins Schwartz.

Legal counsel and related legal services include the following:

- Provide legal counsel, advice and representation to the Board of Trustees, the President and the College Leadership Team (CLT);
- Coordinate and review legal representation of the College's other private legal counsel (i.e. insurance defense counsel);
- Representing the College on various legal matters and litigation;
- Direct litigation activities and transactional matters, overseeing attorneys engaged in legal areas of litigation, employment/personnel, labor, transactional and legislative matters;
- Provide procurement and contract review (i.e., competitive bid, request for proposals, bid disputes, construction, professional services and facility use agreements) and assist with negotiations, as necessary;
- Provide advice and representation in matters relating to real estate, labor and employee relations, employment including FMLA/ADA/Workers Compensation related issues, collective bargaining, Title IX, Title 504, personal injury defense, board policies, board protocols, administrative procedures and intellectual property matters;
- Provide ongoing guidance for compliance with the Open Meetings Act (OMA) and responses to Freedom of Information Act (FOIA) requests;
- Work with College risk management on matters of litigation to identify and analyze loss exposures and maintain appropriate financial reserves to ensure adequate funding of acknowledged liabilities;
- Provide legal counsel, guidance and policy analysis to ensure that the College decisions and actions comply with federal, state and local law; and
- Robbins Schwartz also offers many complimentary resources throughout the year, including virtual conferences, webinars, and publications.

**Recommendation:** Appoint Robbins Schwartz, Ltd. as legal counsel and approve a one-year, non-exclusive legal services contract with Robbins Schwartz, Ltd. of Chicago, IL in a not-to-exceed amount of $450,000.00.

**7.16. FOOD SERVICE MANAGEMENT**

**Lead Staff:** Mahsa Karamy, Executive Director, Business Operations

**Funding Source:** FY27 budget

**Funding Request:** $500,000.00

| Vendor | Amount |
|---|---|
| Elior North America | $500,000.00 |

**Explanation of Purchase:** This purchase is for internal and FY27 catering purchases and costs is as stipulated in the food service management contract for FY26 purchases.

Pursuant to 110 ILCS 805/3-27.1 (n), contracts for the purchase of perishable foods and perishable beverages; are exempt from the competitive bidding process.

**Recommendation:** Approve a spend from July 1, 2026, through June 30, 2027, with Elior North American of Charlotte, North Carolina in a not-to-exceed amount of $500,000.00.

## 7.17. LIBRARY DATABASE FEES, RESEARCH MATERIALS AND HOSTING FEES

**Lead Staff:** Scott Rial, Dean, Learning Innovation and Teaching Excellence

**Funding Source:** FY27 budget

**Funding Request:** $618,500.00

| Vendors | Amount |
|---|---|
| Various (see below) | $618,500.00 |

| LIBRARY EXPENDITURES | | | |
|---|---|---|---|
| **Vendor** | **Description** | **Type** | **Amount** |
| Amazon | Purchase of e-books and research materials for the library collection | Books and Research Materials | $25,000.00 |
| Gale | Purchase of e-books and research materials for the library collection | Books and Research Materials | $36,000.00 |
| Overdrive, Inc | Purchase of e-books for the library collection | Books and Research Materials | $26,000.00 |
| YBP Library Services | Purchase of books and research materials for the library collection | Books and Research Materials | $75,000.00 |
| EBSCO | Online periodical access for research | College Use Licenses | $46,000.00 |
| U of IL/CARLI | Access to academic databases and I-Share System | College Use Licenses | $162,000.00 |
| Illinois Heartland Library System | Access to bibliographic records database and Inter-library loan program | College Use Licenses | $33,000.00 |
| NILRC | Consortium membership for databases and alternative instructional tools | College Use Licenses | $90,000.00 |
| ProQuest | Access academic database and eBooks | College Use Licenses | $100,000.00 |
| West Payment | Access to academic database | College Use Licenses | $25,500.00 |
| **Total** | | | $618,500.00 |

**Explanation of Purchase**: This purchase is for library database licensing agreements, fees for software-hosting platforms, and the purchase of research material.

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

Pursuant to 110 ILCS 805/3-27.1 (l) contracts for goods or services which are economically procurable from only one source, such as for the purchase of magazines, books, periodicals,

**7.X. LIBRARY DATABASE FEES, RESEARCH MATERIALS AND HOSTING FEES (CONTINUED)**

pamphlets and reports, and for utility services such as water, light, heat, telephone or telegraph are exempt from the competitive bidding process.

**Recommendation:** Approve purchases from the identified vendors in a total not-to-exceed amount of $618,500.00.

**7.18. CLIMATE EQUITABLE JOBS ACT PROGRAM**

**Lead Staff:** Richard Ammon, Executive Director of Workforce Initiatives

**Funding Source:** FY27 CEJA grant budget

**Funding Request:** $672,840.00

| Vendor | Amount |
|---|---|
| Various (see below) | $ 672,840.00 |

| CEJA Program Vendors | City, State |
|---|---|
| Sibi Media, LLC | Waukegan IL |
| Solutions for Energy Efficient Logistics | Detroit, MI |
| Basic Infra Training Service (BITS), LLC | Wadsworth, IL |
| Chicagoland Home Inspectors, Inc. | Chicago, IL |
| Waukegan Technical School | Waukegan, IL |
| Safety Trainers | Grayslake, IL |
| JRS Associates | La Grange Park, IL |

**Explanation of Purchase**: These purchases are for services that allow the College to carry out training and education for the Climate and Equitable Jobs Act (CEJA) program, including clean energy instructional training and photography/videography services.

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

**Recommendation:** Approve contracts with the identified vendors in a not-to-exceed total amount of $672,840.00.

**7.19. SOFTWARE, LICENSING, MAINTENANCE AND SUBSCRIPTION AGREEMENTS**

**Lead Staff:** Allison Porterfield- Woods, Chief Information Officer, Information Technology

**Funding Source:** FY27 budget

**Funding Request:** $2,441,713.00

| Vendors | Amount |
|---|---|
| Various (see below) | $2,441,713.00 |

**Explanation of Purchase**: This purchase is for software, licensing, maintenance and subscription agreements. Each of these products is reviewed on an annual basis to address and determine usage and need. The actual value of the purchases from individual vendors may vary based on material availability and market price.

| Vendor/Product Name | Description |
|---|---|
| American Eagle Hosting | Student Portal Hosting |
| Apporto | Virtual Application Platform |
| Appsian PS Firewall | Security management software |
| BGTM (MOSS) | Amatrol library for Technical training |
| Blackboard Mosaic | Mobile App |
| CIDI LABS INC | Canvas Add-ons |
| DC Group | Hardware Support |
| Jabber Licenses | Extend Office Phones to Home Devices |
| JAMS Software | Computer scheduling software |
| KnowBe4 | PhishER;Studper-phishing IR tool renewal |
| Logicalis | Hardware Support |
| MarksNelson | Website and Student Portal Support |
| Nelnet | Credit card Processing Software |
| Net Backup | Data backup Software |
| Netskope | Laptop client access security broker |
| Nintex | Task management software |
| Oracle/PeopleSoft | ERP Systems (Campus Solutions, Finance, HR, etc.) |
| Otter.ai | Automated Note taking software |
| Palo Alto HIP | Protect VPN access to safe devices |
| Panopto | Video platform for recording/distribution of academic videos |
| Parkplace Server | Hardware support services |
| Phire | Peoplesoft Migration Tool |
| Sentinel | Security Operation Center |
| SmartNet | Cisco Support |
| Splunk | Log Aggregation |
| Target X | Higher Education Customer Relationship Mgmt Software |

7. NEW BUSINESS

| Vendor/Product Name | Description |
|---|---|
| TurnitIn Similarity | Replacement for SafeAssign |
| Umbrella Insights | Umbrella Insights |
| Wireless Concepts | DAS maintenance |

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

**Recommendation:** Approve purchases from the identified vendors in the cumulative not-to-exceed amount of $2,441,713.00

## 7.20. IT HARDWARE AND SOFTWARE VENDOR STRATEGIC PARTNERSHIP

**Lead Staff**: Allison Porterfield-Woods, Chief Information Officer

**Funding Source**: FY27 budget

**Funding Request:** $11,287,100.00

| Vendor | Amount |
|---|---|
| CDW Government, LLC | $11,287,100.00 |

**Explanation of Purchase**: This purchase is for the strategic partnership with CDW-G to maximize the value of the College's technology investments. Performance will be reviewed quarterly.

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

**Recommendation:** Approve a three-year agreement from July 1, 2026, through June 30, 2029, with CDW Government, LLC of Vernon Hills, IL, in a not-to-exceed amount of $11,287,100.00.

7. NEW BUSINESS

## 7.21. TENURE PROBATIONARY PERIOD EXTENSION 2027-2028

Administration requests a one-year tenure probationary period extension as requested by the full-time faculty member noted below which is also supported by the College of Lake County Federation of Teachers Local No. 2394 AFT.

| Faculty Name, Title | Academic Division | Original Tenure Probationary Period Final Year | Revised Tenure Probationary Period Final Year |
|---|---|---|---|
| Beth Kempton-Patterson, Instructor English | Communication Arts, Humanities and Fine Arts Division | 2026-2027 | 2027-2028 |

**Recommendation:** Approve a one-year tenure probationary period extension for the individual named above, effective June 24, 2026.

## 7.22. PERSONNEL AND POSITION CHANGES – REORGANIZATION

| | Reason | Employee Name | Current Job Classification, Position Number, Position Title, Department | Proposed Job Classification, Position Number, Position Title, Department | Current Job Grade, FLSA | Proposed Job Grade, FLSA | Effective Date | Contract Dates |
|---|---|---|---|---|---|---|---|---|
| As presented to the Board in May 2026, Administration proposes the following staffing changes including the creation of new positions, revisions/realignment of existing positions and employee roles and the elimination of selected positions within the FY27 budget. | | | | | | | | |
| 1 | New Position | TBD | N/A | Professional<br>Position Number: TBD<br>Program Manager,<br>Lancer Farms,<br>Urban Farm Department | N/A | C43<br>Exempt | 7/1/2026 | TBD |
| 2 | New Position | TBD | N/A | Professional<br>Position Number: TBD<br>Operations Manager,<br>Lancer Farms,<br>Urban Farm Department | N/A | C43<br>Exempt | 7/1/2026 | TBD |
| 3 | New Position | TBD | N/A | Professional<br>Position Number: TBD<br>Production Manager,<br>Urban Farm Center,<br>Urban Farm Department | N/A | C43<br>Exempt | 7/1/2026 | TBD |
| 4 | New Position | TBD | N/A | Specialist<br>Position Number: TBD<br>Laboratory Coordinator,<br>Urban Farm Center,<br>Urban Farm Department | N/A | B24<br>Non-exempt | 7/1/2026 | TBD |

## 7.22. PERSONNEL AND POSITION CHANGES – REORGANIZATION (CONTINUED)

| | Reason | Employee Name | Current Job Classification, Position Number, Position Title, Department | Proposed Job Classification, Position Number, Position Title, Department | Current Job Grade, FLSA | Proposed Job Grade, FLSA | Effective Date | Contract Dates |
|---|---|---|---|---|---|---|---|---|
| 5 | Job Family, Job Grade, Job Title Promotion | Fournier, Eliza | Professional Position Number: 1816 Director Urban Farm, Community Programs Division | Administrator Position Number: 1816 Director Lancer Farms, Community Program Division | C52 Exempt | D61 Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |
| 6 | New Position | TBD | N/A | Professional Position Number: TBD Human Resources Business Partner, Human Resources | N/A | C45 Exempt | 7/1/2026 | TBD |
| 7 | Funding | Cordova Mariscal, Jennifer | Specialist Position Number: 1872 Early Childhood Education Program Coordinator, Business and Social Science Division | Specialist Position Number: 1872 Program Coordinator Early Childhood Education, Business and Social Sciences Division | B32 Exempt | B32 Exempt | 7/1/2026 | 7/1/2026-7/31/2026 |
| 8 | Job Family, Job Grade, Job Title, Promotion | Asbury, Laura | Professional Position Number: 0051 Manager Community Education, Community Program Division | Administrator Position Number: 1897 Director Community and Workforce Education, Community Program Division | C43 Exempt | D61 Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |

## 7.22. PERSONNEL AND POSITION CHANGES – REORGANIZATION (CONTINUED)

| | Reason | Employee Name | Current Job Classification, Position Number, Position Title, Department | Proposed Job Classification, Position Number, Position Title, Department | Current Job Grade, FLSA | Proposed Job Grade, FLSA | Effective Date | Contract Dates |
|---|---|---|---|---|---|---|---|---|
| 9 | Job Family, Job Grade, Job Title, Promotion | Cunny Kara | Specialist<br>Position Number: 0151<br>Senior Program Coordinator, Community Education Department | Professional<br>Position Number: 0051<br>Manager Community and Workforce Education, Community Program Division | B32<br>Exempt | C43<br>Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |
| 10 | Elimination | Vacant | Specialist<br>Position Number: 0151<br>Senior Program Coordinator, Community Education Department | N/A | B32<br>Exempt | N/A | 7/1/2026 | N/A |
| 11 | Job Title, Division, Unit | Gahagan, Karima | Administrator<br>Position Number: 1455<br>Director P-20 Educational Partnerships, Community Education Department | Administrator<br>Position Number: 1455<br>Director Early College Opportunity, Enrollment Services Division | D61<br>Exempt | D61<br>Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |
| 12 | Job Title, Division | Mireles, Tammy | Administrator<br>Position Number: 1410<br>Director Student Development, Student Development Unit | Administrator<br>Position Number: 1410<br>Director Student Development Operations, Student Operations Division | D61<br>Exempt | D61<br>Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |

## 7.22. PERSONNEL AND POSITION CHANGES – REORGANIZATION (CONTINUED)

| | Reason | Employee Name | Current Job Classification, Position Number, Position Title, Department | Proposed Job Classification, Position Number, Position Title, Department | Current Job Grade, FLSA | Proposed Job Grade, FLSA | Effective Date | Contract Dates |
|---|---|---|---|---|---|---|---|---|
| 13 | Division | Sarna, Jason | Professional<br>Position Number: 0042<br>Assistant Director Outreach and On-Campus Experience, Student Recruitment and Onboarding Division | Professional<br>Position Number: 0042<br>Assistant Director Outreach and On-Campus Experience, Student Development Operations Division | C52<br>Exempt | C52<br>Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |
| 14 | Division | Conley, Carlotta | Administrator<br>Position Number: 0319<br>Director Childrens' Learning Center, Student Affairs Division | Administrator<br>Position Number: 0319<br>Director Childrens' Learning Center, Student Support and Retention Division | D61<br>Exempt | D61<br>Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |
| 15 | Division | Wloch, Voytek | Administrator<br>Position Number: 1222<br>Director Global Engagement, Enrollment Services Division | Administrator<br>Position Number: 1222<br>Director Global Engagement, Student Support and Retention Division | D61<br>Exempt | D61<br>Exempt | 7/1/2026 | 7/1/2026-6/30/2027 |
| **Recommendation:** Approve the changes with the effective dates noted above. | | | | | | | | |

## 7.23. APPROVAL OF 2026-2027 MEMORANDUM OF AGREEMENT WITH THE COLLEGE OF LAKE COUNTY STAFF COUNCIL, LAKE COUNTY FEDERATION OF TEACHERS LOCAL 504, IFT-AFT/AFL-CIO

Administration reached a tentative agreement on a Memorandum of Agreement (MOA) for a one-year rollover of the Collective Bargaining Agreement 2022-2026 on June 17, 2026 which was ratified by union membership.

The MOA is for a one-year period effective from July 1, 2026 through June 30, 2027.

**Recommendation:** Approve the proposed 2026-2027 Memorandum of Agreement between the Board of Trustees and the facilities operations union (that is the College of Lake County Staff Council, Lake County Federation of Teachers Local 504, IFT-AFT/AFL-CIO) and authorize the execution of the Agreement.