

**College of Lake County
Community College District No. 532
Tuesday, September 22, 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, September 22, 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/jcRv7CJCh6g?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@clcollinois.edu by 3:00 p.m. on Tuesday, September 22, 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**
3. **Receipt of Notices, Communications, Hearings and Petitions**
4. **Reports**
 - 4.1. Chair's Report
 - 4.2. Student Trustee's Report
 - 4.3. President's Report
 - 4.3.1. 2027-2032 CLC Sustainability Plan 4
 - 4.3.2. LancerNEXT Student WorkDay Experience 13
5. **Consent Agenda (Action Items)**
 - 5.1. Approval of the Minutes
 - 5.1.1. Regular Meeting Minutes of August 25, 2026
 - 5.1.2. Closed Meeting Minutes of August 25, 2026
 - 5.2. Financial
 - 5.2.1. Approving Reimbursement of Business-Related Travel Expenses 31

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5.6.	Other	
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7.	New Business (Action Items)	
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- | | |
|--|----|
| 7.4. Acceptance of the Illinois Clean Jobs Workforce Network Program Grant
(Year 3) | 53 |
|
 | |
| 8. Executive Session (Closed) | |
| 9. Other Matters for Information or Discussion | |
| 10. Adjournment | |



2027-2032 CLC Sustainability Plan

Board of Trustees

September 22, 2026

4

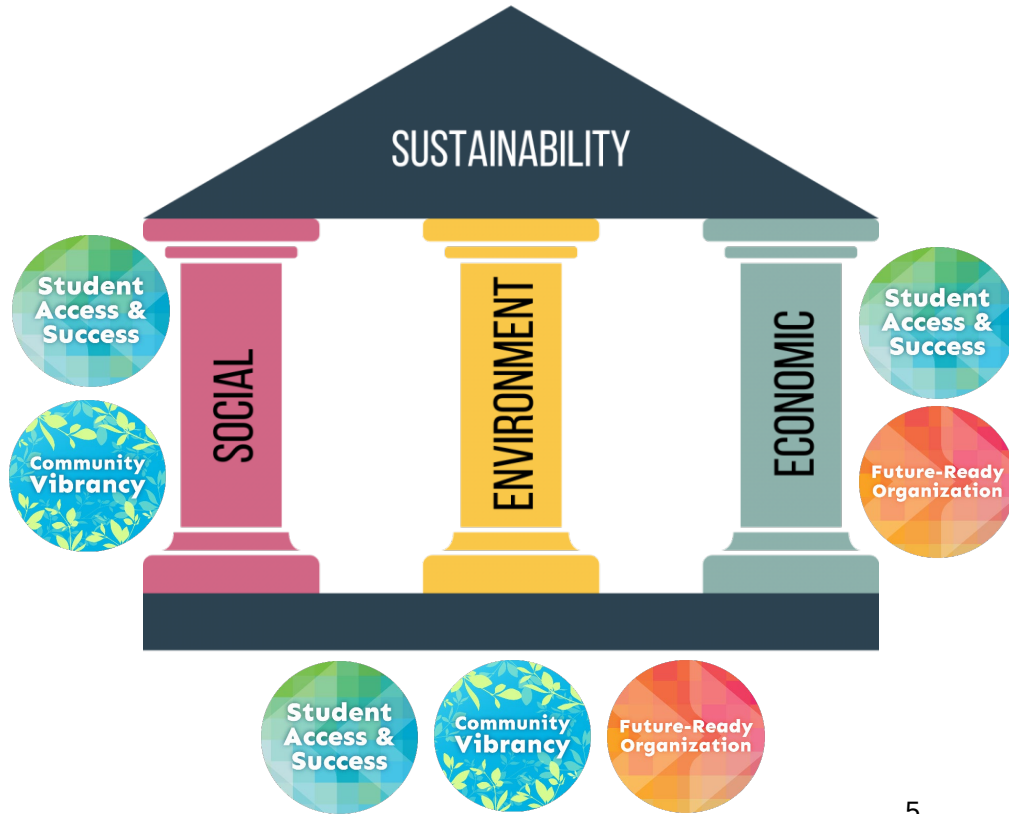


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Three Pillars of Sustainability



5

ALIGNMENT

2030 Strategic Plan

Student
Access &
Success

Community
Vibrancy

Future-Ready
Organization



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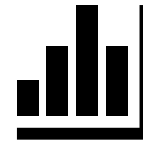
Data

Intent

Gain insight, report accurately, and provide transparency to College of Lake County stakeholders.

Goals

- Data Collection & Organization
- Maintaining Certifications and Reporting Commitments



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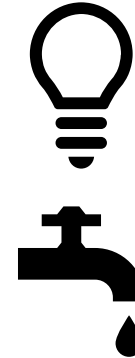
Utility Reduction

Intent

Establish a baseline for important commodities for the College, which will be used to make informed sustainability decisions and strategic planning.

Goals

- Investigate incorporation of EnergySense (Formerly SEDAC) Net Zero Plan
- Reduce Electricity Use
- Reduce Gas Use
- Reduce Water Use
- Reduce Waste Generated



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Transportation

Intent

Reduce reliance on fossil fuel for CLC owned equipment and provide charging resources for campus community.

Goals

- Electrification of Campus Fleet
- More Electric Vehicle Chargers
- Electric Lawncare equipment



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Financing & Procurement

Intent

Change CLC purchasing habits to locally based low carbon sources and facilitate use of campus assets.

Goals

- Actively seek out grants
- Update procurement policies



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Community Building

Intent

Increase access to low carbon food on CLC campuses and contribute to community vibrancy.

Goals

- Living Lab Opportunities
- Campus Food
- Sustainability Events & Resources



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Environment

Intent

Maintain green spaces on CLC campuses while providing educational opportunities for students.

Goals

- Prairie Management Planning
- Japanese Garden Revitalization
- Green Roof Maintenance
- Bioswale Maintenance
- Restart Apiary



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Questions?



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LancerNEXT Project Update: Student Workday Experience

Board of Trustees

September 22, 2026

Daniel Chapman, Erin Fowles, Jay Meyer



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What is LancerNEXT?

LancerNEXT is CLC’s transformation initiative to modernize the **ERP systems** and processes that support our students, faculty, and staff.

It is a once-in-a-generation opportunity to simplify how we work, improve access to information, and create a more seamless student experience.

PHASE 1

Workday Platform

LIVE • JANUARY 2025

Finance • Payroll • Human Resources • Technology

PHASE 2

Workday Student

PHASED DELIVERY • APRIL–AUGUST 2027

Admissions & Recruiting • Advising • Curriculum • Financial Aid • Student Records • Student Finance

More than a technology replacement

Working with our implementation partner, Alchemy, we are rethinking processes, reducing manual work, improving access to data, and creating a better experience across CLC.



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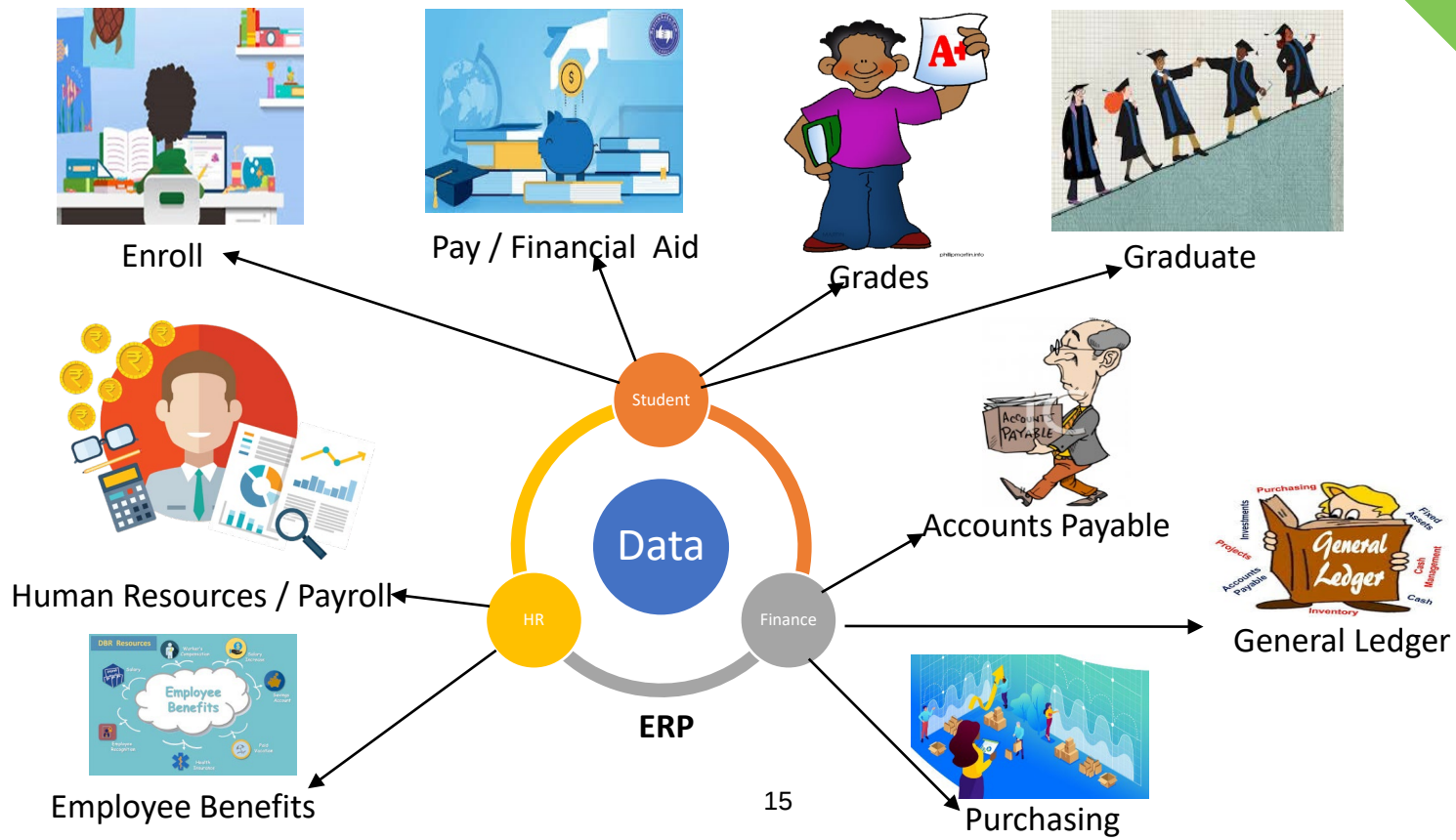
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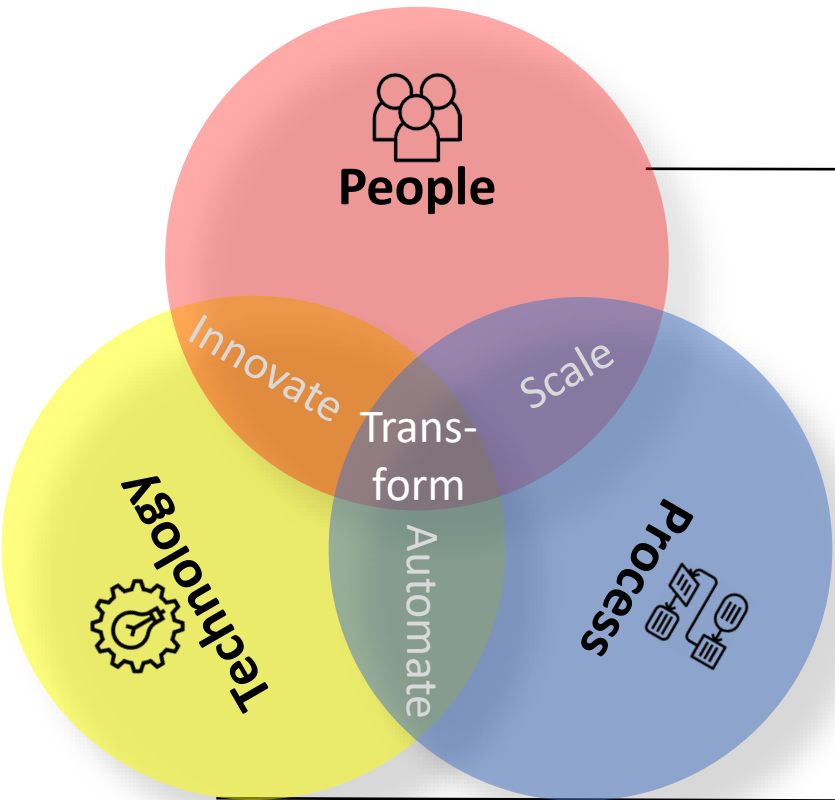
What is an ERP?



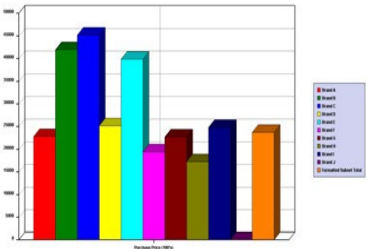
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Why replace CLC's ERP?



Transform lives of students, faculty, and staff



Support CLC Culture of Evidence and Inquiry



Opportunity to refresh the duties of CLC staff, methodologies, and technology



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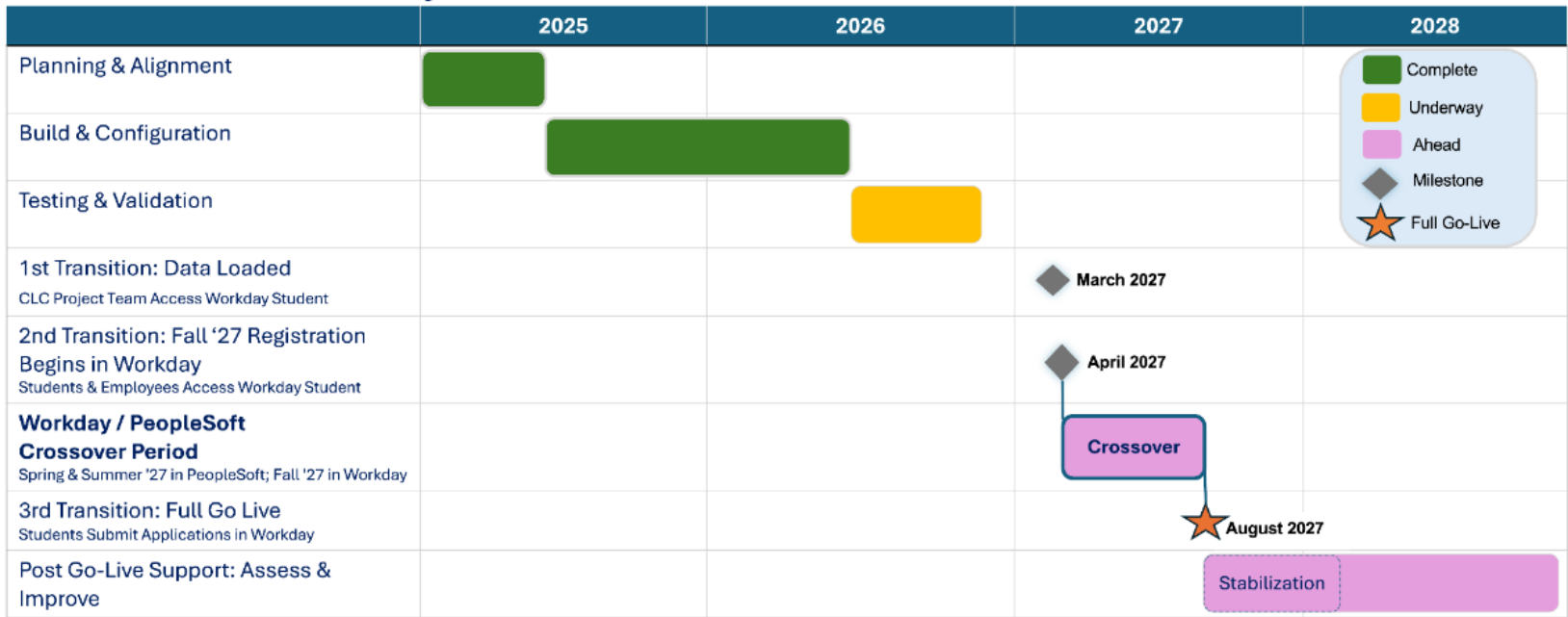


LancerNEXT: Workday Student Timeline & Transitions



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Complete

Underway

Ahead

Milestone

Full Go-Live

March 2027

Foundational information loaded into Workday including Academic Units & Levels, Program of Study, & Academic Calendars.

Most of campus will not see changes yet.

April 2027

Core functionality goes live in Workday including registration, class schedule, Financial Aid, and Student Financials.

Students, faculty & staff use Workday for Fall '27 registration & processes.

Workday / Peoplesoft Crossover Period

Workday and Peoplesoft operate side by side. PeopleSoft is used for Spring '27 and Summer '27 processes. Workday is used for Fall '27 processes.

Students, faculty & staff use both systems until transition is complete.

August 2027

Final functionality goes live in Workday including grading, graduation, and end-of-term processing. Student applications process in Workday.

Students, faculty & staff use Workday for all processes. PeopleSoft becomes background reference system.

Post Go-Live: Assess & Improve

Initial stabilization period focusing on support to students and employees in the new system. Improvements made to Workday with bi-annual feature releases, optimizations, and day-to-day use in mind.

Project Status & Spotlight Report



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Metric	Current Status	Trending Status	Comments	Return to Green Action Plan
Scope			Change order for additional reporting hours and integration changes is pending CLC review.	N/A
			Academic Level changes for Dev Ed are now configured and currently being tested.	
Schedule			Worked through timeline updates for Guided Previews and Mock Semester to better align with CLC needs.	N/A
Budget			No concerns in this area, project spend is tracking according to plan.	N/A
Overall Project Health			The project remains on track overall in a Green trending Green status, with some minor concerns around reporting and integrations.	N/A

Workday Wins

More Student Control

- Put more tasks in students' hands

More Clarity and Connection

- Help students know where they are and what comes next

Fewer Barriers and Faster Service

- Remove friction that can slow student progress

A More Personalized Experience

- Recognize students as individuals

A Smarter Way of Working

- Change the way work gets done at CLC



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More Student Control

- Update personal information and other profile details
- Complete onboarding tasks and initiate requests
- Register, swap courses, and utilize waitlists
- View billing and payment plan details in real time
- Submit financial aid documentation and prior academic records directly
- Grant designated access to authorized third parties
- Access key student services via a mobile-friendly experience



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Home


Personal


Student


Saved




All Items


Advanced Search


Student Consent to Electronic Business: Brock Lee (3000024)
- Educational Affairs/Undergraduate (CERT3)
- 01/01/2026 - Active


SAT / ACT Test Scores- official (for: Brock Lee (3000024))
Due: 07/23/2026


Official High School Transcript for Warren Township High School (for: Brock Lee (3000024))
Due: 07/23/2026


Official College Transcript for Illinois State University (for: Brock Lee (3000024))
Due: 07/23/2026

16 items

Search: All Items



Created: 07/21/2026 | Due: 07/23/2026

Complete Student Action Item

Overview

Name SAT / ACT Test Scores- official**Description** **SAT / ACT Test Scores (Optional but Helpful)**
Submitting your SAT or ACT scores may allow you to skip placement testing and register sooner.

Sharing your scores can help:

- Support math and English placement
- Save time during onboarding
- Reduce extra steps

How to send scores:

- SAT: <https://www.collegeboard.org>
- ACT: <https://www.act.org>

Search for College of Lake County and have it sent directly to us. Once we have received these scores this action item will be completed and removed from your inbox.

Status Requested**Action Type** Completed via Integration

More Clarity and Connection

- Centralized application and improved applicant routing
- Onboarding connects students to the actions they need to complete
- Students have clearer visibility into their registration and financial aid eligibility
- Targeted communications deliver relevant next steps
- Degree audit and transfer credit tools help students understand academic progress



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Beau Tox (3000017)

Student

Actions



Email

Summary

Personal

Contact

Academics

Student Financials

Athletics

History

Action Items and Holds

Overview

Current Classes

Plan

Academic History

Academic Progress

External Records

Business and Social Sciences Division/Undergraduate (Business Administration AAS)

Cumulative GPA Including Transfer 4.000

Unused Registrations 2

Business Administration AAS Requirements

Requirements Effective 2 Last Evaluated 09/17/2026 01:11:03 AM GMT-06:00 Central Time (Chicago)

Program Required Credit Hours 1 item



Credit Hours Defined	Credit Hours in Progress	Credit Hours Satisfying	Remaining	Status
61	16	15	Minimum 46 Credit Hour(s)	Not Satisfied

23 items



Requirement	Status	Remaining	Satisfied With			
			Registrations Used	Academic Period	Credit Hours	Grade
Cumulative 2.0 or better GPA	Satisfied					
CLC 120	Satisfied		CLC 120 - College Success Seminar	Fall 2026 (08/17/2026-12/11/2026)	2	A
22BN - ACC 121 or ACC 110	In Progress	23	ACC 121 - Financial Accounting (In Progress)	Spring 2027 (01/19/2027-05/14/2027)	4	

Fewer Barriers and Faster Service

- Automated workflows route items to the right person or queue
- Transfer credit rules reduce manual evaluation
- Improved waitlist and course swap processes
- Streamlined financial aid notifications of student's action items
- Billing and refund processes move faster with greater automation
- Timely information reduces the need for students to call or email for status updates



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Home



Personal



Student



Financials Overview

Past Due Is \$2,068.21



Due Now

The sum of past and current charges due before or within 30 days

\$2,068.21

This amount includes anticipated payments.

[Make a Payment >](#)



Recent Payments

A list of your most recently received student payments

Debit/Credit Card Payment VMD

08/03/2026

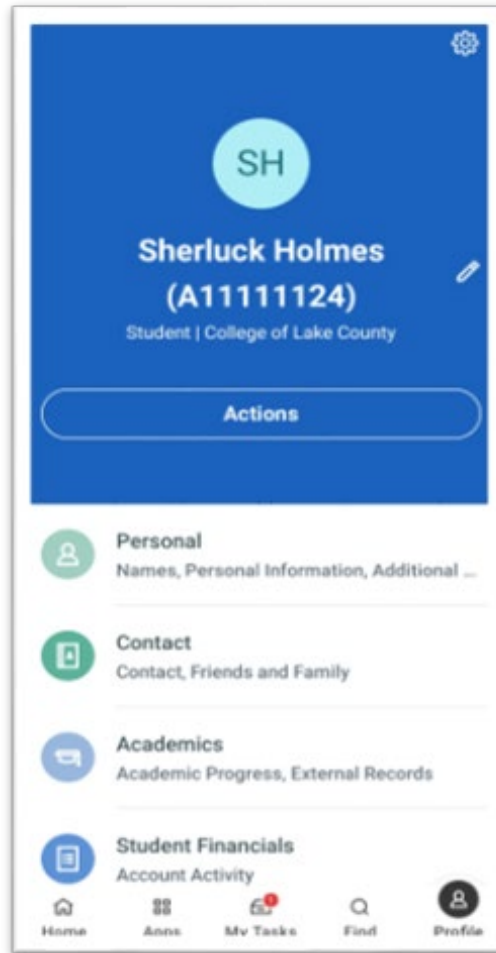
\$2,370.00

[View Account Activity >](#)

A More Personalized Student Experience

- Preferred names and name pronunciation
- Student-friendly program names and academic period labeling
- Targeted communications based on student attributes
- Support for student pursuit of multiple programs
- Student profile and questionnaire information routes students to appropriate processes and services
- Mobile access to tasks and notifications

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Behind the Scenes: A Smarter Way of Working



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Automate

- Business processes, routing, notifications and data updates reduce repetitive work



Standardize

- Rules, templates, and consistent processes create a more predictable experience across departments



Connect

- Shared data and integrated processes reduce handoffs and give staff better visibility

More capacity to focus on students

27

Student Involvement in LancerNEXT

Real Students.
Real Perspectives.
A Stronger LancerNEXT.



55
students

helped shape LancerNEXT to date



8

interns



23

members of
Student Government
Association



12

focus group
participants



12

student
ambassadors

Areas Covered



Student
pain points



Student
profile



Financial aid and
financial self-service



Transcript
redesign



Billing statement
redesign



Admission website
and form

A few words from Daniel Chapman, CLC Student Intern

Current Program of Study:

Associate in Applied Science in
Computer Information Technology

Completed Programs:

Ethical Hacking Certificate
Cybersecurity Certificate



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5. CONSENT AGENDA 2. FINANCIAL

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 \$18,087.48 for travel associated with Association of Community College Trustees (ACCT) Leadership Congress, Governance Leadership Institute and Illinois Community College Trustees Association (ICCTA) meetings, Executive Committee and Lobby Days.

PASSED this 22nd day of September 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. CONSENT AGENDA 2. FINANCIAL

5.2.2 RESOLUTION APPROVING AND RATIFYING BILLS, AND AUTHORIZING BUDGET TRANSFERS

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, this is the first quarter of the fiscal year, the full details of the monthly financial report are not contained in this document because the reversals of accruals and timing of property tax receipts data is premature; and

WHEREAS, budget transfers in the amount of \$167,034.68 are recommended to the Fiscal Year 2027 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 \$167,034.68.

PASSED this 22nd day of September 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.

5. CONSENT AGENDA 2. FINANCIAL

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

FY 27 BUDGET TRANSFERS

	<u>Ledger Account No.</u>	<u>Department</u>	<u>Spend Category</u>	<u>Increase Budget</u>	<u>Decrease Budget</u>	<u>Reason</u>
1)	5699	Campus Services	Lease/Purchase Payment Install	\$ 117,034.68		Alignining Budget for Upcoming Expenses
	5340	Campus Services	Computer Hardware Maintenance	\$ 15,000.00		
	5999	Campus Services	Other Expenditures		\$ 132,034.68	
2)	5400	Facilities Administration	Uniforms	\$ 35,000.00		Creating Unform Budget Line
	5999	Facilities Administration	Other Expenditures		\$ 35,000.00	
	TOTAL TRANSFERS - ALL FUNDS			<u>\$ 167,034.68</u>	<u>\$ 167,034.68</u>	

5. CONSENT AGENDA 3. PURCHASING

5.3.1. SNOW REMOVAL EQUIPMENT LEASE

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

Funding Source: FY27 budget

Funding Request: \$50,250.00

Vendor	Amount
Deness Leasing	\$50,250.00

Explanation of Purchase: This purchase is for leasing snow pushers, skid steers, and loaders used by the Grounds department for snow removal at all College campuses.

Recommendation: Approve five-month leasing contract from November 1, 2026, to March 31, 2027, with Deness Leasing of Frankfort, IL, in a not-to-exceed amount of \$50,250.00.

5. CONSENT AGENDA 3. PURCHASING

5.3.2. BLACKBAUD LICENSES RATIFICATION

Lead Staff: Ali O'Brien, Vice President of Community and Workforce Partnerships

Funding Source: FY27 budget

Funding Request: \$145,818.13

Vendor	Amount
Blackbaud, Inc.	\$145,818.13

Explanation of Purchase: This purchase is for fundraising and constituent relationship management software and associated services. The College of Lake County Foundation has used Raiser's Edge, a product of Blackbaud, since 2015 for all phases of the fundraising process.

Pursuant to 110 ILCS805/3-27. I (f), the renewal of technology licenses and maintenance and (I) contracts for goods and services, which are economically procurable only from one source, are exempt from the competitive bidding process.

Recommendation: Ratify a three-year contract from August 5, 2025, to August 4, 2028, with Blackbaud, Inc. of Charleston, SC in a not-to-exceed amount of \$145,818.13.

5. CONSENT AGENDA 3. PURCHASING

5.3.3. LAKESHORE CAMPUS ACCESS TO HEATING VENTILATION AND AIR CONDITIONING ENCLOSURE

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

Funding Source: FY27 budget

Funding Request: \$222,200.00

Bids	Amount
C. Aitelli Heating & Piping	\$202,000.00
FE Moran	\$218,700.00
Premier Mechanical, Inc	\$282,000.00
Helm Mechanical	\$536,990.00

Explanation of Purchase: This purchase is for a new roof-mounted cooling tower and modified steel framing support at 33 N Genessee Street, at Lakeshore Campus.

Recommendation: Approve a contract with C. Aitelli Heating & Piping of Villa Park, IL for \$202,000.00 with a ten percent contingency of \$20,200.00 in a not-to-exceed total amount of \$222,200.00.

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.1. NEW HIRES

	Employee Name	Proposed Job Family, Position Number, Title Department	Effective Date	Contract Dates
1	Seiler, Brian	Administrator Position Number 1112 Chief Information Officer, Information Technology Unit	11/16/2026	11/16/2026-6/30/2029
Recommendation: Approve the above full-time employment.				

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.2 PERSONNEL AND POSITION CHANGES – INFORMATION TECHNOLOGY

	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 modification and reassignment of an existing vacant position within the Application Development division of Information Technology unit to better align staff resources with divisional workload and operational needs. The proposed change is funded within the FY27 budget.								
1	Job Title, Job Grade	Vacant	Specialist – Union Position Number: 1136 Database Administrator, Application Development Division	Specialist – Union Position Number: 1136 Senior Software Developer, Application Development Division	Exempt	Exempt	9/23/2026	N/A
Recommendation: Approve the changes with the effective dates noted above.								

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.3 PERSONNEL AND POSITION CHANGES – STUDENT ACCOUNTS

	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 creation of a Student Accounts department to enhance student services, strengthen internal controls and regulatory compliance and clarify operational accountability for student financial operations. The proposed changes are funded within the FY27 budget.								
1	Department, Job Title, Job Grade, Promotion	Head, Lucrechia	Professional Position Number: 0191 Assistant Director, Financial Aid Department, Enrollment Services Division	Administrator Position Number: 0191 Director, Student Accounts Department, Enrollment Services Division	C52 Exempt	D61 Exempt	9/28/2026	9/28/2026- 6/30/2027
2	Department, Job Title, Transfer	Witrzek, Stacey	Specialist Position Number: 1035 Financial Aid Specialist, Financial Aid Operations Sub-Department, Enrollment Services Division	Specialist Position Number: 1035 Student Accounts Specialist, Student Accounts Department, Enrollment Services Division	B32 Non- exempt	B32 Non- exempt	9/28/2026	9/28/2026- 6/30/2027
Recommendation: Approve the changes with the effective dates noted above.								

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.4. PERSONNEL AND POSITION CHANGES – STUDENT DEVELOPMENT

	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 salary adjustments for staff in administrative positions in the Student Development unit who have assumed expanded operational oversight. The adjustments recognize permanent increases in scope, complexity, and leadership expectations. The proposed changes are funded within the FY27 budget.								
1	Department Name, Salary	Esser, Krysty	Administrator Position Number: 1179 Director, Student Records Department, Enrollment Services Division	Administrator Position Number: 1179 Director, Student Records and Registration Department, Enrollment Services Division	D61 Exempt	D61 Exempt	9/28/2026	9/28/2026-6/30/2027
2	Salary	Ransom, Miesha	Administrator Position Number: 0320 Director, Student Activities and Inclusion Department, Student Affairs Division	Administrator Position Number: 0320 Director, Student Activities and Inclusion Department, Student Affairs Division	D61 Exempt	D61 Exempt	9/28/2026	9/28/2026-6/30/2027
Recommendation: Approve the changes with the effective dates noted above.								

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.5. PROBATIONARY PERIOD COMPLETION

The following employee has successfully completed the appropriate probationary period and is recommended for continued employment in the following Board-approved position, 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	Mora Guarin, Alexandra	Specialist Position Number: 0434 Translation and Communications Coordinator, Communications and Engagement Division	8/14/2026	8/14/2026-6/30/2027

Recommendation: Approve the above full-time employment.

5. CONSENT AGENDA 3. HUMAN RESOURCES

5.4.5. PROBATIONARY PERIOD COMPLETION (CONTINUED)

The following employee has successfully completed the appropriate probationary period and is recommended for continued employment in the following Board-appointed position, in accordance with the collective bargaining agreement between the Board and the College of Lake County Staff Council, LCFT, Local 504.

	Employee Name	Job Family, Position Number, Title, Department	Probation Period Completion Date	Contract Dates
1	Harnden, Rob	Part-time Classified - Union Position Number: 1401 Office Assistant, Campus Services	8/28/2026	N/A

Recommendation: Approve the above full-time employment.

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.6. PROMOTIONS

The following employee applied for and was selected for promotion in the Board-approved position noted below.					
	Employee Name	Current Job Family, Position Number, Position Title, Department	Proposed Job Family, Position Number, Position Title, Department	Effective Date	Contract Dates
1	Pruitt, Daija	Specialist Position Number: 1031 Financial Aid Specialist, Financial Aid Operations	Specialist Position Number: 1180 Scholarship Coordinator, Financial Aid Department	9/28/2026	9/28/2026- 6/30/2027
Recommendation: Approve the above action.					

5. CONSENT AGENDA 4. HUMAN RESOURCES

5.4.7. RESIGNATIONS AND RETIREMENTS

	Reason	Employee Name	Current Job Classification, Position Number, Position Title, Department	Effective Date (Last Day Worked)
1	Resignation	Luster, Christopher	Specialist Position Number: 1869 Apprenticeship Program Specialist, Apprenticeship Department	9/4/2026
2	Resignation	Marchese, Lori	Specialist Position Number: 0140 Program Coordinator, Community and Workforce Education Services	9/8/2026
3	Resignation	Killins, Daniel	Specialist Position Number: 1204 African-American Student Outreach and Programs Coordinator, Student Activities and Inclusion Department	9/10/2026
4	Resignation	Kryzvon, Danny	Classified – Union Position Number: 0383 Custodian, Custodial Third Shift Team	9/18/2026
5	Resignation	Grob, David	Specialist – Union Position Number: 0227 Lead Database Administrator, Application Development Division	9/30/2026
Recommendation: Approve the above action.				

5. CONSENT AGENDA 6. OTHER

5.6.1. RATIFICATION OF EXEMPTION RESPONSIBLE BIDDER PROCEDURE REQUIREMENTS

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

Vendor: Cleaver-Brooks Sales and Service

Explanation of Basis for Exemption: On June 23, the College experienced a fire involving a Cleaver-Brooks boiler at the Lakeshore Campus. Returning the boiler to safe and reliable service requires specialized inspection, repair, and testing. The work includes evaluating fire-related damage, completing necessary repairs, and inspecting and testing applicable boiler safety devices, controls, and operating systems.

Cleaver-Brooks Sales and Service is an authorized service provider for Cleaver-Brooks equipment and possesses the manufacturer-specific knowledge and expertise necessary to evaluate the affected boiler, perform the required repairs, and verify its safe operation following the fire. Obtaining competitive alternatives was determined to be impractical because the work requires specialized knowledge of the equipment, manufacturer specifications, controls, and safety systems. Engaging a contractor without comparable expertise could increase the risk of improper repairs, additional equipment damage, or failure to identify safety-related conditions.

The boiler is essential to Lakeshore Campus operations, and the repairs must be completed before winter to ensure adequate heating capacity. Accordingly, both the specialized nature of the equipment and the need to restore the boiler safely and timely support the use of an exemption from RBP requirements. Based on the circumstances of the fire, the manufacturer-specific expertise required, and the operational importance of the boiler, an exemption from RBP requirements was warranted.

Recommendation: Approve ratification of exemption of RBP requirements, as described.

6. PRESENTMENT OF POLICIES AND OBJECTIVES

6.1. POLICY 978 – STAFF PERFORMANCE EVALUATION – NEW – FIRST READING

Board approval is requested for the new Staff Performance Evaluation policy. The adoption and implementation of this new policy replaces three existing employee group-specific evaluation policies with a single, comprehensive framework that provides greater consistency and clarity regarding staff performance evaluations and supports the College's 2030 Strategic Plan.

The policy has been reviewed by the College's legal counsel and vetted through CLC's shared governance system, which includes representation from all impacted staff.

The Policy is presented as the First Reading. No action is requested at this time.

6. PRESENTMENT OF POLICIES AND OBJECTIVES

978 STAFF PERFORMANCE EVALUATION

The College of Lake County is committed to recruiting, retaining, recognizing, and developing a qualified workforce to serve our students and community. Performance evaluation and feedback are essential tools for acknowledging achievements, supporting employee development, encouraging meaningful dialogue, fostering accountability and continuous improvement and aligning individual contributions with the College's mission, vision, values, and strategic priorities.

Annual Staff Performance Evaluations and Mid-Year Reviews provide eligible staff and their leaders with structured and documented opportunities to discuss performance, accomplishments, goals, and professional learning, provide two-way feedback, and ensure ongoing alignment between employee performance and institutional goals.

- An Annual Performance Evaluation is a formal and comprehensive assessment of an employee's work performance during the established evaluation period and a discussion of goals and aspirations for the upcoming year. It is completed once each fiscal year.
- A Mid-Year Review is a formal opportunity to discuss progress toward current-year goals, learning and development activities, and other professional aspirations. It is completed once each fiscal year.

This policy applies to all Board-appointed, regular, non-bargaining full-time and part-time staff. Performance evaluation requirements for employees covered by collective bargaining agreements shall be governed by the provisions of their respective agreements.

Adopted: XX/XX/XXXX

6. PRESENTMENT OF POLICIES AND OBJECTIVES

6.3. POLICY 511 – CLASSIFIED STAFF EVALUATION – FIRST READING – DELETION

Policy 511 – Classified Staff Evaluation is presented as a First Reading for deletion. Revised language of this policy has been incorporated into proposed new Policy 978 – Staff Performance Evaluation.

The policy deletion has been reviewed by the College’s legal counsel and vetted through CLC’s shared governance system, which includes representation from all impacted staff. Recommended deletions are highlighted in **red** reflect changes presented as the First Reading. No action is requested at this time.

~~511—CLASSIFIED STAFF EVALUATION~~

~~Each supervisor is required to annually evaluate the work performed of all Board established full and part-time employees under his/her supervision in accordance with the established classified evaluation procedures. The evaluation must be discussed with the employee.~~

~~Adopted 03/25/69~~

~~Amended 01/23/73~~

~~Amended 03/21/78~~

~~Amended 10/27/81~~

~~Deleted XX/XX/XXXX~~

6. PRESENTMENT OF POLICIES AND OBJECTIVES

6.4. POLICY 610 – PERFORMANCE EVALUATION – DELETION – FIRST READING

Policy 610 – Performance Evaluation is presented as a First Reading for deletion. Revised language of this policy has been incorporated into proposed new Policy 978 – Staff Performance Evaluation.

The policy deletion has been reviewed by the College’s legal counsel and vetted through CLC’s shared governance system, which includes representation from all impacted staff. Recommended deletions are highlighted in red reflect changes presented as the First Reading. No action is requested at this time.

~~610—PERFORMANCE EVALUATION~~

~~Each supervisor is responsible for conducting at least one (1) formal evaluation each year of the work performed by all regular Specialist Staff under his/her supervision. This annual evaluation shall be conducted in accordance with written procedures, which shall be distributed to specialist staff and supervisors.~~

~~Adopted 04/21/78~~

~~Amended 07/25/78~~

~~Amended 06/24/80~~

~~Amended 06/23/81~~

~~Amended 01/17/89~~

~~Deleted XX/XX/XXXX~~

7. NEW BUSINESS

7.1. RESOLUTION AUTHORIZING THE ADOPTION OF THE COLLEGE OF LAKE COUNTY 2027-2032 SUSTAINABILITY PLAN

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

WHEREAS the College of Lake County signed the American College and University President's Climate Commitment in 2009 that includes a goal for climate neutrality by 2042; and

WHEREAS the first iteration of the Sustainability Plan was developed in 2012 and the most recent plan was presented and supported by the Board of Trustees in 2022; and

WHEREAS the purpose of the 2027-2032 Sustainability Plan ("The Plan") is to set the agenda for CLC to be a leader in sustainability in higher education and in the community; and

WHEREAS The Plan was developed in concert with the Sustainability Council, shared with the College's shared governance groups and supported by the College Leadership Team; and

WHEREAS The Plan has six domains--categorized as Data, Utility Reduction, Transportation, Financing & Procurement, Community Building, Environment—that align with the College's strategic pillars and include annual goals, strategies and performance metrics; and

WHEREAS the College is responsible for annual performance tracking and reporting that includes tracking benchmarks among other institutions and requires ongoing College and Board support; and

WHEREAS Administration requests adoption of the 2027-2032 Sustainability Plan; and

NOW BE IT RESOLVED that the Trustees adopt the 2027-2032 Sustainability Plan.

PASSED this 22nd day of September 2026 by the Board of Trustees, College of Lake County, Community College District No. 532, Grayslake, Illinois.

Recommendation: Authorize the adoption of the College of Lake County 2027-2032 Sustainability Plan.

7. NEW BUSINESS

7.2. TENURE EMPLOYMENT STATUS OF FACULTY FOR 2026-2027

The following individuals are eligible for initial placement on tenure status effective in the Spring 2027 semester pursuant to Article 35 of the collective bargaining agreement with the College of Lake County Federation of Teachers.

Division	Faculty
Biological and Health Sciences	Day, Ashley Neel, Amanda
Engineering, Math and Physical Sciences	Foellmer, Joseph
Recommendation: Approve tenure status for the individuals named above, effective January 11, 2027.	

7. NEW BUSINESS

7.3. ACCEPTANCE OF THE ILLINOIS COMMUNITY COLLEGE BOARD FY2027 FEDERAL POSTSECONDARY PERKINS GRANT

Grantor: Illinois Community College Board

Amount: \$823,368.00

Period: July 1, 2026 – June 30, 2027

Type: Non-Competitive

Matching Funds: None

Lead Staff: Jennifer Davidson, Acting Vice President of Education

Purpose: The Federal Postsecondary Perkins Grant, through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V), will continue to support career and technical education (CTE) programs and students, including special population students. The grant funds will be used to advance student academic knowledge, technical skill development and attainment, and employability skills. The Perkins Grant will contribute to student degree and certificate completion, increased student employment placement and retention, and the increased enrollment and retention of students who are traditionally underrepresented in career areas.

Recommendation: Approve the acceptance of the Illinois Community College Board FY2027 Federal Postsecondary Perkins Basic Grant – Career and Technical Education award in the amount of \$823,368.00.

7. NEW BUSINESS

7.4. ACCEPTANCE OF THE ILLINOIS CLEAN JOBS WORKFORCE NETWORK PROGRAM GRANT (YEAR 3)

Grantor: Illinois Department of Commerce and Economic Opportunity

Amount: \$2,416,855.00

Period: July 1, 2026 – June 30, 2027

Type: Competitive

Matching Funds: None

Lead Staff: Ali O'Brien, Vice President of Community and Workforce Partnerships

Purpose: The Illinois Clean Jobs Workforce Network Program is a statewide initiative of the Department of Commerce and Economic Opportunity (DCEO) established through the Illinois Climate and Equitable Jobs Act (CEJA), PA 102-662. The Clean Jobs Workforce Network Program facilitates the creation of Illinois Clean Job Program delivery hub sites, or "Workforce Hubs," throughout Illinois. College of Lake County, in partnership with Lake County Workforce Development, will continue a Workforce Hub in Waukegan, which was identified by the DCEO as one of the hub locations. Through this partnership and the grant funds, CLC and Lake County Workforce Development will provide recruitment, case management, barrier reduction, participant stipends, and training and educational programming leading to credentials and employment in clean energy jobs.

This acceptance represents funding for Year 3 of the CEJA grant.

Recommendation: Accept Year 3 of the Department of Commerce and Economic Opportunity "Illinois Clean Jobs Workforce Network Program" grant in the amount of \$2,416,855.00.