ILLINOIS EASTERN COMMUNITY COLLEGES

BOARD OF TRUSTEES

IECC Board of Trustees Meeting

Tuesday, May 19, 2026

Location:

Lincoln Trail College, Statesmen Grill
11220 State Highway 1
Robinson, IL 62454

Dinner – 5:30 p.m.
Meeting – 6:15 p.m.

The mission of Illinois Eastern Community College District 529 is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.

Illinois Eastern Community Colleges
Board Agenda

Tuesday, May 19, 2026
6:15 p.m.
Lincoln Trail College, Statesmen Grill
11220 State Highway 1
Robinson, IL 62454

1.	Call to Order & Roll Call	Chairman Carter
2.	Welcome from the Chair	Chairman Carter
3.	Recognition of Visitors and Guests	President Ambrose
A.	Visitors and Guests	
B.	IECCEA Representative	
4.	Public Comments	
5.	Reports	
A.	Trustees	
i.	Recognition of Trustee Barbara Shimer	
ii.	Declaration of Board Vacancy	
B.	Chancellor	
C.	Facilities & Technology Survey Presentation	Mr. Brandon Weger
6.	Approval of Consent Agenda	Chancellor Gower

A.	Disposition of Minutes		6
B.	Policy 200.4 IT Remote Access		12
C.	Policy 500.46 Term Honors		14
D.	2026 IECC Facilities & Technology Survey Results		16
E.	Affiliation Agreements		19
i.	Alton Physical Therapy		20
ii.	InLine Physical Therapy		24
iii.	Union Hospital, Inc.		28
iv.	Crawford Memorial Hospital		40
7.	Action on Items Removed from Consent Agenda	Chancellor Gower	
8.	Policy First Reading (and Possible Approval)	Chancellor Gower	
A.	Policy 800.14 Guided Pathways		52
9.	Policy Second Reading	Chancellor Gower	
A.	Policy 100.44 Trustee Onboarding & Orientation		54
10.	Staff Recommendations for Approval		
A.	MOU Crawford Co. Development Association / IECC "618 Project"	Chancellor Gower	56

B.	IECC Athletic Standardization	Chancellor Gower	61
C.	Perkins FY2027 Grant	Chancellor Gower	65
D.	Bid Exception Under ILCS 805/3-27	Chancellor Gower	66
E.	Ellucian Contract Renewal	Chancellor Gower	69
F.	FY27 Non-Bargaining Unit VSIP	Chancellor Gower	76
11. Bid Committee Report		Chancellor Gower	
A.	None.		
12. District Finance		Mr. Hawkins	
A.	Financial Report		77
B.	Approval of Financial Obligations		
13. Executive Session		Chancellor Gower	
A.	2(c)(1) Employment/Appointment Matters		
B.	2(c)(2) Collective Negotiating Matters		
C.	2(c)(12) Litigation		
14. Approval of Executive Session Minutes		Chancellor Gower	
15. Approval of Personnel Report		Mrs. McDowell	86
16. Litigation		Chancellor Gower	

17. Adjournment

IECC Board of Trustees Meeting
Tuesday, April 21, 2026 6:15 PM Central

Frontier Community College, Bob Boyles Hall
2 Frontier Drive
Fairfield, IL 62837

1. Call to Order & Roll Call – Chairman Gary Carter called the meeting to order at 6:15 p.m. and directed Board Secretary Sonja Holtz to call the roll.

Susan Batchelor:	Present
Roger Browning:	Present
Gary Carter:	Present
Brenda Culver:	Present
John McLaughlin:	Present
Jan Ridgely:	Present
Barbara Shimer:	Present

Present: 7.

2. Welcome from the Chair – Chairman Carter welcomed all who were present for the meeting.

3. Recognition of Visitors and Guests

3.A. Visitors and Guests – Jerry Cox, Luke Carl, Mr. & Mrs. Coomer, Derek Dunn, Linda Monge, Nixie Hnetkovsky, Tyler Henry, and Cassandra Goldman.

3.B. IECCEA Representative – Nixie Hnetkovsky provided an IECCEA update.

4. Public Comments - None

5. Oath of Office and Seating of Student Trustee – The oath of office was administered to Ms. Samantha Coomer, a student at Frontier Community College.

"I do solemnly swear and affirm that I will support the Constitution and Laws of the United States and the Constitution and Laws of the State of Illinois, and that I will faithfully discharge the duties of the office of Student Member of the Board of Trustees of Illinois Eastern Community College District #529 according to the best of my ability."

6. Naming Rights & Resolution Honoring Jerry Cox
Motion to approve the resolution honoring Jerry Cox's longstanding support of IECC by naming the new Frontier Community College athletic facility the Jerry Cox Athletic Center and its competition floor the Jerry Cox Court, recognizing his significant donations and ongoing commitment to student success. ***Document Registry 26-04-01*** This motion, made by Samantha Coomer and seconded by Susan Batchelor, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7 , Nay: 0

7. Reports

7.A. Trustees

7.B. Chancellor

7.B.i. Divisional Operation Plan Update

8. Approval of Consent Agenda
Motion to approve the consent agenda as presented. This motion, made by Brenda Culver and seconded by Barbara Shimer, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

8.A. Disposition of Minutes – Open meeting minutes as prepared for the regular meeting held on March 24, 2026 and special meeting held on April 7, 2026.

8.B. Affiliation Agreements - None

8.C. Health Professions Program Fee Changes – Fee updates effective Fall 2026, including the elimination testing fee which will save students approximately $177, and redistributing a $50 lab fee in the Medical Assistant program evenly across two courses without changing total program cost.

8.D. Nursing Program Fee / ATI – A new three-year agreement with Assessment Technologies Institute (ATI) to continue providing nursing students with testing, remediation, and NCLEX preparation through a cost-recovery fee assessed to first-year RN students. ***Document Registry 26-04-02***

8.E. Policy 800.4 Assessment – Minor revisions that include the establishment of an annual report to the Board of Trustees summarizing assessment activities and outcomes. ***Document Registry 26-04-03***

9. Action on Items Removed from Consent Agenda

10. Policy First Reading (and Possible Approval)
Motion to waive a second reading and approve revisions to Tuition Waiver Policy 500.14, and first reading of Trustee Onboarding and Orientation Policy 100.44 as presented. ***Document Registry 26-04-04*** This motion, made by Brenda Culver and seconded by Roger Browning, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

10.A. Policy 500.14 Tuition Waivers – Updates to eliminate tuition waivers for specified counties and Indiana students in designated counties. ***Document Registry 26-04-05***

10.B. Policy & Procedure 100.44 Trustee Onboarding & Orientation – New policy, developed at the Board's direction, establishes a structured onboarding and orientation process for new Trustees. The policy will be considered for approval at next month's meeting. ***Document Registry 26-04-06***

11. Policy Second Reading - None

12. Staff Recommendations for Approval

12.A. Calendar Year 2025 Report 403(b) Plan
Motion to accept the 2025 IECC 403(b) Plan report, summarizing plan participation, investment options, and total assets of approximately $6.9 million, in fulfillment of fiduciary oversight responsibilities. This motion, made by John McLaughlin and seconded by Roger Browning, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

12.B. Authorization to Transfer Property
Motion to authorize the transfer of a donated, uninhabitable property at 402 E. Locust in Robinson to the City of Robinson to eliminate liability and avoid demolition and remediation costs. This motion, made by Susan Batchelor and seconded by Jan Ridgely, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

12.C. Authorization to Prepare Property for Sale / Garden Valley Apartments
Motion to authorize administration to proceed with the full disposition and potential sale of the Garden Valley Apartments property following the end of its temporary use and ongoing financial challenges. This motion, made by Samantha Coomer and seconded by Barbara Shimer, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

13. Bid Committee Report

13.A. None.

14. District Finance

14.A. Financial Report – Chief Financial Officer Ryan Hawkins presented the Financial Report.

14.B. Approval of Financial Obligations
Motion to approve payment of district obligations for April 2026 in the total amount of $2,118,583.85. This motion, made by Jan Ridgely and seconded by Roger Browning, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

15. Executive Session

Motion to enter Executive Session under 2(c)(1) Employment/Appointment Matters, 2(c)(2) Collective Negotiating Matters, 2(c)(3) Board Vacancy, 2(c)(12) Litigation at 7:19 p.m. This motion, made by Brenda Culver and seconded by Jan Ridgely, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0
Motion to Exit Executive Session at 8:14 p.m. This motion, made by Brenda Culver and seconded by John McLaughlin, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

16. Approval of Executive Session Minutes
Motion to approve the executive session minutes of the regular meeting held on March 24, 2026. This motion, made by Susan Batchelor and seconded by Barbara Shimer, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

17. Approval of Personnel Report

400.1 Employment of Personnel

1. Adam McIntire, TRIO Upward Bound Academic Counselor, LTC, Institutional Outreach effective June 1, 2026

2. Vanessa Stevens, Custodian, OCC effective April 27, 2026

400.2 Approval of Contracts for College Presidents/Vice Chancellors

Dr. Ryan Gower, Chancellor
Mrs. Tona Ambrose, LTC President/Vice Chancellor of Institutional Outreach
Mr. Chris Simpson, OCC President/Vice Chancellor of Business Operations
Dr. Sharmila Kakac, FCC President/Vice Chancellor of Business & Industry

400.3 Change in Status

1. Cassandra Goldman, Dean of Students to Dean of Students, Vice Chancellor of Student Affairs, and WVC President-Designate effective July 1, 2026

400.4 Special Assignments (Attachment)

400.5 Resignation Ratification(s)

1. Cody Gifford, Custodian, FCC, effective April 24, 2026

400.6 Retirement Ratification

1. Dr. Matthew Fowler, WVC President & Vice Chancellor of Student Affairs effective June 30, 2027

Motion to approve the personnel report as presented. This motion, made by John McLaughlin and seconded by Roger Browning, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

18. Litigation - None

19. Adjournment
Motion to adjourn at 8:21 p.m. This motion, made by Samantha Coomer and seconded by Barbara Shimer, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Samantha Coomer (Student Trustee): Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0

Approved: Chairman: _____

Secretary: _____

IECC Board of Trustees Meeting
Monday, May 11, 2026 12:00 PM Central

Colyer Coffee House
16 East Elm Street
Albion, IL 62806

1. Call to Order & Roll Call – Chairman Gary Carter called the meeting to order at 12:00 p.m. and directed Secretary Pro Tem Susie Batchelor to call the roll.

Susan Batchelor:	Present
Roger Browning:	Present
Gary Carter:	Present
Brenda Culver:	Present
John McLaughlin:	Present
Jan Ridgely:	Present
Barbara Shimer:	Present

Present: 7, Absent: 0.

2. Recognition of Visitors and Guests – Chairman Carter welcomed guests.
3. Public Comment - None
4. Strategic and Long-Term Planning – Discussion of personnel matters for the upcoming fiscal year.
5. Executive Session - None
   5.A. 2(c)(1) Employment/Appointment Matters
   5.B. 2(c)(2) Collective Negotiating Matters
   5.C. 2(c)(12) Litigation
6. Other Items - None
7. Adjournment

Motion to adjourn at 2:10 p.m. This motion, made by Roger Browning and seconded by Jan Ridgely, Carried.
Susan Batchelor: Yea, Roger Browning: Yea, Gary Carter: Yea, Brenda Culver: Yea, John McLaughlin: Yea, Jan Ridgely: Yea, Barbara Shimer: Yea
Yea: 7, Nay: 0, Absent: 0

Approved: Chairman: _____

Secretary: _____

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

RE: Information Technology (IT) Remote Access Policy (200.4)

This policy was identified for review through IECC's policy and procedure monitoring process based on its last revision date. The review confirmed that the policy remains accurate, with revisions made to further define its scope and clarify expectations.

The proposed revisions have been reviewed and approved by the Strategic Engagement Planning Council.

I respectfully request that the Board waive the second reading and approve Policy 200.4 as presented.

RG/pt

Attachment

Information Technology (IT) Remote Access Policy (200.4)

Effective date: June 18, 2013
Revised: TBD (Pending Board Approval)

This ~~Information Technology Remote Access~~ Policy establishes a secure and standardized process for granting, using, and monitoring remote access ~~the requirements for gaining off-campus access~~ to ~~the~~ Illinois Eastern Community Colleges (IECC) ~~network, computing resources, and data for all users of IECC~~ information systems and resources. The standards are designed to minimize the risk of exposure and protect IECC internal computer systems, networks, and data. Facutly, staff, and all other authorized users who require access to IECC systems from an off-campus location, whether temporary or long-term, ~~Anyone requiring remote access to IECC systems~~ must adhere to the Appropriate Use of Information Technology Policy (200.2) and the Information Technology Remote Access Procedure.

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

RE: Term Honors Policy (500.46)

The Term Honors Policy is a new policy that formalizes IECC's longstanding practice of recognizing student academic achievement during the fall and spring terms. It provides defined criteria and ensures consistency and transparency in the awarding of honors designations.

The policy has been reviewed and approved by the Strategic Engagement Planning Council.

I respectfully request that the Board waive the second reading and approve Policy 500.46 as presented.

RG/mf

Attachment

STUDENT - 500

Term Honors Policy (500.46)

Date Adopted: TBD (Pending Board Approval)

Illinois Eastern Community Colleges (IECC) recognizes student academic achievement for the fall and spring terms through the following honors designations:

- **Chancellor's Academic Honors**: Term GPA of 3.90 or higher.
- **President's Academic Honors**: Term GPA of 3.75–3.89.
- **Dean's Academic Honors**: Term GPA of 3.50–3.74.

To be eligible for term honors, students must:

- Be enrolled full-time and complete a minimum of twelve (12) credit hours of college-level coursework that apply toward the GPA calculation during the term;
- Earn a term GPA within the ranges specified above once grades are finalized for the term;

In determining eligibility:

- Developmental, audited, withdrawn, and pass/fail courses are excluded from the GPA calculations unless otherwise permitted by institutional policy.

Honors designations are based solely on coursework completed within a given academic term and are recorded on the student's academic record in accordance with institutional procedures.

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower, Chancellor
DATE: May 12, 2026
RE: Facilities & Technology Survey

This memorandum presents the results of the Spring 2026 IECC Facilities & Technology Survey and introduces KPI 3.4 — Ready to Deliver, the District's annual measure of infrastructure readiness to support instruction and operations. Spring 2026 establishes the baseline year for this KPI.

The survey was conducted March 23 through April 4, 2026, and generated 306 responses Districtwide, including 288 facilities responses and 284 technology responses.

Two readiness indices were developed:

- Critical Infrastructure Index (CII) — measures facilities readiness
- Technology Reliability & Access Index (TRAI) — measures technology readiness

Both indices use a 0–100 scale:

- Healthy: 75 and above
- Watch: 65–74.9
- Concern: 55–64.9
- Critical: Below 55

Districtwide Results:

Overall, IECC scored within the Healthy band on both indicators:

- Critical Infrastructure Index (Facilities): 77.5
- Technology Reliability & Access Index: 76.0

Campus Highlights

- Frontier Community College (FCC) recorded a Healthy facilities score of 82.5
- Lincoln Trail College (LTC) recorded a Healthy facilities score of 82.3
- Wabash Valley College (WVC) technology scored 78.7, placing it in the Healthy band
- The IECC District Office posted the highest technology score at 87.9
- District Safety & Access was the highest-rated facilities category at 86.6

Areas Requiring Continued Attention:

Two campuses fell within the Watch band for facilities readiness:

- Olney Central College (OCC): 73.0
- Wabash Valley College (WVC): 74.9

Additional findings included:

- OCC connectivity was the lowest campus technology domain at 67.4
- The LTC Student Union was the only building scoring in the Critical range on both indices:
    - Facilities: 52.1
    - Technology: 52.5

- Students rated facilities 13.6 points higher than employees, a gap that will continue to be monitored in future survey cycles

KPI 3.4 will serve as the District's annual readiness measure moving forward. The Spring 2026 survey establishes the baseline against which future results will be compared.

The KPI will be updated annually to allow the Board to:

- Monitor long-term trends in District readiness
- Identify campuses or buildings shifting between performance bands
- Track progress related to infrastructure and technology reliability over time

This memorandum is provided for the Board's information. The accompanying infographic and executive summary present the governance-level interpretation of the results. More detailed operational findings will remain within campus leadership and SEPC review processes unless an exception warrants Board attention.

RG/bw

Attachments: Board of Trustees District Infographic and Executive Summary; SEPC Facilities & Technology Survey Infographic

IECC SPRING 2026 FACILITIES & TECHNOLOGY SURVEY

Board of Trustees briefing - district strengths, priority issues, and stewardship signals

Board of Trustees

Facilities Score
77.5 Healthy
CII: Critical Infrastructure Index

Technology Score
76 Healthy
TRAI: Technology Reliability & Access Index

Facilities Gap
13.6
Student rating is 13.6 pts higher.

Responses Loaded
306
CII n=288 | TRAI n=284

Campus / site score comparison

Location	Facilities Score	Technology Score
Frontier (FCC)	82.5	79.3
Lincoln Trail (LTC)	82.3	74.4
Olney Central (OCC)	73	71.7
Wabash Valley (WVC)	74.9	78.7
IECC District Office	77.9	87.9
Terry L. Bruce West Richland Center	77.3	72.2

Top issues and themes

Temperature/HVAC	55
Restrooms	42
Cleanliness	30
Other	29
Accessibility / doors / ramps	20

District technology item to watch: Wi-Fi reliability 74.9

Top comment themes: restroom 37, other 33, HVAC/temperature 31

Board-level highlights

- District Facilities and Technology Scores are both in the Healthy band.
- Frontier leads the four campuses in Facilities Score at 82.5.
- District Office posts the highest Technology Score at 87.9.
- Lincoln Trail Student Union is the lowest reportable building hotspot.
- Top operating themes are HVAC, restrooms, and cleanliness.

Facilities domain heatmap

Location	Safety	Systems	Space	Support	Score
FCC	84.8	75	81.4	86	82.5
LTC	87.5	78.5	75	81.7	82.3
OCC	79	63.5	77.5	76.1	73
WVC	77.3	67.2	74	76.7	74.9
District Office	87.5	70.8	73.3	78.3	77.9
TLB West Richland Center	70.8	77.8	84.7	83.3	77.3

Technology domain heatmap

Location	Connect.	Access	Response	Score
FCC	79.9	75.6	82.1	79.3
LTC	74.8	69.9	79	74.4
OCC	67.4	75.6	77	71.7
WVC	79.6	76.4	79.6	78.7
District Office	89.2	88.3	85	87.9
TLB West Richland Center	66.7	83.3	68.8	72.2

Lowest reportable buildings by Facilities Score

1	LTC - Student Union (SU)	52.1	Critical	n=5
2	WVC - Applied Arts (AA)	66.5	Watch	n=6
3	WVC - Main Hall (MA)	67	Watch	n=20
4	WVC - Science Building (SB)	77.5	Healthy	n=31
5	LTC - Occupational Annex (OA)	81.3	Healthy	n=5

Lowest reportable buildings by Technology Score

1	LTC - Student Union (SU)	52.5	Critical	n=5
2	WVC - Science Building (SB)	74.4	Watch	n=30
3	LTC - Williams Hall (WH)	76	Healthy	n=33
4	WVC - Main Hall (MA)	79.5	Healthy	n=20
5	FCC - Mason Hall (RLM)	83.8	Healthy	n=9

How to read this: Facilities Score = Critical Infrastructure Index (CII). Technology Score = Technology Reliability & Access Index (TRAI). Healthy 75+, Watch 65-74.9, Concern 55-64.9, Critical below 55. Treat site/building rows with small n as directional context.

Source: IECC Facilities (CII) and Technology (TRAI) Scoring Dashboard, Spring 2026 survey window Mar 23 - Apr 4, 2026.

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

RE: Affiliation Agreements

An affiliation agreement is a formal contract between the educational institution and the facility or business where the student(s) will have the experience. It identifies the responsibilities and liabilities of the various parties covered by the contract. Students engaged in these placements are not paid and the experience is required for completion of the program.

IECC wishes to enter into a standard clinical affiliation agreement with the following organizations:

- Alton Physical Therapy
- InLine Physical Therapy

IECC wishes to enter into a non-standard clinical affiliation agreement with the following organization:

- Union Hospital, Inc.
- Crawford Memorial Hospital

IECC wishes to enter into a non-standard non-clinical affiliation agreement with the following organization:

- Crawford Memorial Hospital

I ask the Board's approval of this affiliation agreement.

RG/sc

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529
Frontier Community College | Lincoln Trail College | Olney Central College | Wabash Valley College
CLINICAL AFFILIATION AGREEMENT

THIS AGREEMENT is made and entered into as of the date of last signature by and between ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529, FRONTIER COMMUNITY COLLEGE, LINCOLN TRAIL COLLEGE, OLNEY CENTRAL COLLEGE and WABASH VALLEY COLLEGE, for its degree and certificate programs (hereinafter referred to as DISTRICT #529) and Alton Physical Therapy (hereinafter referred to as AGENCY): of Alton, (city) Illinois (state).

WITNESSETH THAT:

WHEREAS, DISTRICT #529 desires to make use of the AGENCY'S facilities for clinical laboratory practice by students of the DISTRICT, and

WHEREAS, the AGENCY has agreed to make its facilities available to the students and IECC Faculty of DISTRICT #529 for the desired purpose,

NOW THEREFORE, for consideration of the mutual covenants and acts to be kept and performed by the parties hereto, the parties do herewith agree as follows:

1. The AGENCY agrees to make its facilities available in all areas of patient care which are appropriate for educational experiences for observation and participation by the students and IECC Faculty and/or staff of the DISTRICT #529, subject to the conditions and limitations contained herein.

2. The arrangements for use of said facilities of the AGENCY will be made by the designated employee(s) on behalf of DISTRICT #529 and the Administrator, and the Director of Nursing Service or Department Supervisor on behalf of the AGENCY. The plan and program will be organized and agreed to by said persons prior to the commencement of the courses.

3. DISTRICT #529 will be responsible for the teaching and guidance of the students in the clinical laboratory experience and will be available to the students.

The specific assignment of learning experiences to specific students will be made and arranged by the IECC Faculty on behalf of DISTRICT #529, in consultation with the Head Nurse, Department Supervisor, or Coordinator on behalf of the AGENCY. IECC Faculty assumes full responsibility and supervision of the students during their laboratory experience in the AGENCY.

4. The use of AGENCY facilities will be consistent with, and in conformity with all applicable rules, regulations, and policies of the AGENCY; and the IECC Faculty on behalf of DISTRICT #529 will be responsible for maintaining proper standards of patient care and safeguard of patients assigned to students. The AGENCY professional personnel will retain full and final decisions for patient care assigned to students.

5. Supervision of the health of all students making use of any of the AGENCY'S facilities, as contemplated herein; will be the responsibility of DISTRICT #529 and will comply with the policies of the health AGENCY.

IECC Faculty and students assigned to or making use of any clinical area of the AGENCY under the contemplated program, will meet the health requirements of the AGENCY.

This agreement forbids discrimination against any student on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category.

Prior to the use of any AGENCY facilities, under the contemplated program, DISTRICT #529 will furnish the AGENCY, upon request, a medical record for each participating student showing that said student fully complies with the health requirements required by the AGENCY.

6. The IECC Faculty of DISTRICT #529 participating in the program will receive an orientation to the AGENCY by the appropriate AGENCY staff. DISTRICT #529 Faculty participating in the program may be included in demonstrations of new equipment and techniques. Each new IECC Faculty member of DISTRICT #529 participating in the program will arrange with the appropriate department director or supervisor, on behalf of the AGENCY, for an orientation prior to the assignment of the new IECC Faculty member to any clinical area.

7. DISTRICT #529 will provide orientation for the educational program for the AGENCY staff.

8. The AGENCY'S facilities may be available for DISTRICT #529 continuing educational program on a pre-planned project basis; the arrangements for such to be made with the department director, supervisor, or Director of Nursing Service on behalf of the AGENCY, and by the IECC Faculty, Department Head, and/or Dean, on behalf of DISTRICT #529.

9. The students and IECC Faculty will respect the confidential nature of all information which may come to them with regard to patients and AGENCY records.

10. Neither party hereto will be paid any monetary reimbursement as such by the other party heretofore for the contemplated program, or for use of either party's facilities by the other party. Neither party heretofore will have any responsibilities or liabilities to the other party, or its employees, or students, or anyone participating in the contemplated program.

11. IECC Faculty and students shall be covered by occurrence type professional liability insurance in the amount of one million ($1,000,000) per occurrence and five million ($5,000,000) annual aggregate prior to any assignment for practice at the AGENCY.

12. The AGENCY will supply dressing rooms and space for storage of clothing not in use while students are practicing at the AGENCY, and conference room facilities for use of IECC Faculty and students.

13. This agreement will remain in effect until July 1, 2028, at which time it will be reviewed for renewal. Either party hereto may terminate this AGREEMENT by at least one (1) school calendar year's written notice to the other party. All students enrolled in DISTRICT #529 and participating in the program contemplated herein at the time that notice to terminate this AGREEMENT is given by either party to the other, shall be permitted to complete their laboratory experience needed for graduation at the AGENCY.

IN WITNESS WHEREOF, the undersigned signatures have caused this instrument to be executed by its duly authorized officials as of the date of last signature.

AGENCY

Signature: Lauren M Hancock

Name: Lauren M Hancock

Title: PTA, SCCE, Assistant Clinical Director

Date: 3/23/26

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529

_____

Chair, IECC Board of Trustees

Date: _____

Illinois Eastern Community College District No. 529 does not discriminate on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category. Illinois Eastern Community Colleges adheres to the Federal Regulations of the Americans with Disabilities Act of 1990 and offers appropriate services or activities with reasonable accommodations to any qualified disabled individual upon requests.

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529
Frontier Community College | Lincoln Trail College | Olney Central College | Wabash Valley College
CLINICAL AFFILIATION AGREEMENT

THIS AGREEMENT is made and entered into as of the date of last signature by and between ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529, FRONTIER COMMUNITY COLLEGE, LINCOLN TRAIL COLLEGE, OLNEY CENTRAL COLLEGE and WABASH VALLEY COLLEGE, for its degree and certificate programs (hereinafter referred to as DISTRICT #529) and InLine Physical Therapy _____(hereinafter referred to as AGENCY): of Effingham IL (city) (state) _____.

WITNESSETH THAT:

WHEREAS, DISTRICT #529 desires to make use of the AGENCY'S facilities for clinical laboratory practice by students of the DISTRICT, and

WHEREAS, the AGENCY has agreed to make its facilities available to the students and IECC Faculty of DISTRICT #529 for the desired purpose,

NOW THEREFORE, for consideration of the mutual covenants and acts to be kept and performed by the parties hereto, the parties do herewith agree as follows:

1. The AGENCY agrees to make its facilities available in all areas of patient care which are appropriate for educational experiences for observation and participation by the students and IECC Faculty and/or staff of the DISTRICT #529, subject to the conditions and limitations contained herein.

2. The arrangements for use of said facilities of the AGENCY will be made by the designated employee(s) on behalf of DISTRICT #529 and the Administrator, and the Director of Nursing Service or Department Supervisor on behalf of the AGENCY. The plan and program will be organized and agreed to by said persons prior to the commencement of the courses.

3. DISTRICT #529 will be responsible for the teaching and guidance of the students in the clinical laboratory experience and will be available to the students.

The specific assignment of learning experiences to specific students will be made and arranged by the IECC Faculty on behalf of DISTRICT #529, in consultation with the Head Nurse, Department Supervisor, or Coordinator on behalf of the AGENCY. IECC Faculty assumes full responsibility and supervision of the students during their laboratory experience in the AGENCY.

4. The use of AGENCY facilities will be consistent with, and in conformity with all applicable rules, regulations, and policies of the AGENCY; and the IECC Faculty on behalf of DISTRICT #529 will be responsible for maintaining proper standards of patient care and safeguard of patients assigned to students. The AGENCY professional personnel will retain full and final decisions for patient care assigned to students.

5. Supervision of the health of all students making use of any of the AGENCY'S facilities, as contemplated herein; will be the responsibility of DISTRICT #529 and will comply with the policies of the health AGENCY.

IECC Faculty and students assigned to or making use of any clinical area of the AGENCY under the contemplated program, will meet the health requirements of the AGENCY.

This agreement forbids discrimination against any student on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category.

Prior to the use of any AGENCY facilities, under the contemplated program, DISTRICT #529 will furnish the AGENCY, upon request, a medical record for each participating student showing that said student fully complies with the health requirements required by the AGENCY.

6. The IECC Faculty of DISTRICT #529 participating in the program will receive an orientation to the AGENCY by the appropriate AGENCY staff. DISTRICT #529 Faculty participating in the program may be included in demonstrations of new equipment and techniques. Each new IECC Faculty member of DISTRICT #529 participating in the program will arrange with the appropriate department director or supervisor, on behalf of the AGENCY, for an orientation prior to the assignment of the new IECC Faculty member to any clinical area.

7. DISTRICT #529 will provide orientation for the educational program for the AGENCY staff.

8. The AGENCY'S facilities may be available for DISTRICT #529 continuing educational program on a pre-planned project basis; the arrangements for such to be made with the department director, supervisor, or Director of Nursing Service on behalf of the AGENCY, and by the IECC Faculty, Department Head, and/or Dean, on behalf of DISTRICT #529.

9. The students and IECC Faculty will respect the confidential nature of all information which may come to them with regard to patients and AGENCY records.

10. Neither party hereto will be paid any monetary reimbursement as such by the other party heretofore for the contemplated program, or for use of either party's facilities by the other party. Neither party heretofore will have any responsibilities or liabilities to the other party, or its employees, or students, or anyone participating in the contemplated program.

11. IECC Faculty and students shall be covered by occurrence type professional liability insurance in the amount of one million ($1,000,000) per occurrence and five million ($5,000,000) annual aggregate prior to any assignment for practice at the AGENCY.

12. The AGENCY will supply dressing rooms and space for storage of clothing not in use while students are practicing at the AGENCY, and conference room facilities for use of IECC Faculty and students.

13. This agreement will remain in effect until July 1, 2028, at which time it will be reviewed for renewal. Either party hereto may terminate this AGREEMENT by at least one (1) school calendar year's written notice to the other party. All students enrolled in DISTRICT #529 and participating in the program contemplated herein at the time that notice to terminate this AGREEMENT is given by either party to the other, shall be permitted to complete their laboratory experience needed for graduation at the AGENCY.

IN WITNESS WHEREOF, the undersigned signatures have caused this instrument to be executed by its duly authorized officials as of the date of last signature.

AGENCY

Signature: Christy Baker

Name: Christy Baker

Title: PT Owner

Date: 12/11/25

ILLINOIS EASTERN COMMUNITY COLLEGE DISTRICT #529

_____

Chair, IECC Board of Trustees

Date: _____

Illinois Eastern Community College District No. 529 does not discriminate on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category. Illinois Eastern Community Colleges adheres to the Federal Regulations of the Americans with Disabilities Act of 1990 and offers appropriate services or activities with reasonable accommodations to any qualified disabled individual upon requests.

SCHOOL AFFILIATION AGREEMENT

THIS AFFILIATION AGREEMENT (the "Agreement") is made as of this 2nd day of May, 2026, by and between Illinois Eastern Community College, District #529, Frontier Community College, Lincoln Trail College, Olney Central Community College, and Wabash Valley College (hereinafter referred to as "School") and Union Hospital, Inc. and Union Associated Physicians Clinic, LLC, (hereinafter referred to as "Health Care Providers").

W I T N E S S E T H:

WHEREAS, School offers to enrolled students in a Program in any Health Degree or Certificate Program at Frontier Community College, Lincoln Trail College, Olney Central Community College, and Wabash Valley College; and

WHEREAS, Health Care Providers operate comprehensive acute-care medical-surgical facilities and medical clinics; and

WHEREAS, School desires to provide to its students a clinical learning experience through the application of knowledge and skills in actual patient-centered situations in a health care facility; and

WHEREAS, Health Care Providers have agreed, subject to the specific terms and conditions of this Agreement, to make their facilities available to School for such purposes.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties hereby agree as follows:

1. **RESPONSIBILITIES OF SCHOOL.**

   A. **Clinical Program.** The scope and number of participants in any such Program at one (1) time must be approved in advance by Health Care Providers. Such responsibilities shall include, but not be limited to, the following:

      (i) Orientation of students to the clinical experience at Health Care Providers' facilities;

      (ii) Provision of classroom theory and practical instruction to students prior to their clinical assignments at Health Care Providers' facilities;

      (iii) Preparation of student/patient assignments and rotation plans for each student and coordination of same with Health Care Providers;

      (iv) Continuing oral and written communication with Health Care Providers regarding student performance and evaluation, absences and assignments of students, and other pertinent information;

      (v) Supervision of students and their performance at Health Care Providers' facilities;

      (vi) Participation, with the students, in Health Care Providers' Quality Assurance and related programs;

      (vii) Performance of such other duties as may from time to time be agreed to between School and Health Care Providers;

      (viii) Have a current Health Care Provider CPR course certification by the American Heart Association or American Red Cross.

(ix) Prior to any Program Participant beginning a Program, Health Care Providers will be provided with a listing of the names of all Program Participants.

All students, faculty, employees, agents and representatives of School participating in the Program at Health Care Providers' facilities (the "Program Participants") shall be accountable to the Health Care Providers' Administrator, or his designee.

B. **Student Statements.** Prior to any Program Participant beginning a Program at Health Care Providers' facilities, School shall require each Program Participant to sign a Statement of Responsibility, in the form attached hereto as Exhibit A, and a Statement of Confidentiality and Security, in the form attached hereto as Exhibit B. School shall deliver copies of such forms to Health Care Providers.

C. **Insurance.** School shall obtain and maintain, or shall require each individual Program Participant to obtain and maintain, occurrence-type general and professional liability insurance coverage in amounts not less than $1,000,000 per occurrence and $3,000,000 annual aggregate per Program Participant, with insurance carriers or self-insurance programs approved by Health Care Providers and covering the acts and omissions of Program Participants. If such coverage is provided on a claims-made basis, then such insurance shall continue throughout the term of this Agreement and upon the termination of this Agreement, or the expiration or cancellation of the insurance, School shall purchase, or shall require each individual Program Participant to purchase, tail coverage for a period of three (3) years after the termination of this Agreement or the expiration or cancellation of the claim-made coverage (said tail coverage shall be in amounts and type equivalent to the claims-made coverage). School shall further, at its expense, obtain and maintain workers' compensation insurance and unemployment insurance for School employees assigned to Health Care Providers. Health Care Providers will not be financially responsible for testing, diagnosing or treating any Program Participant sent to Health Care Providers. For all insurance required by this Paragraph 1(c), School shall require the insurance carrier notify Health Care Providers at least thirty (30) days in advance of any cancellation or modification of such insurance policy and shall provide to Health Care Providers certificates of insurance evidencing the above coverage at the commencement of this Agreement and annually thereafter so long as the Agreement remains in force and effect.

D. **Health of Program Participants and On-Site Faculty.** All Program Participants and on-site faculty shall pass a medical examination acceptable to Health Care Providers' facilities prior to their participation in the Program at Health Care Providers at least once a year or as otherwise required by Indiana law. School and/or the Program Participant shall be responsible for arranging for the Program Participant's medical care and/or treatment, if necessary, including transportation in case of illness or injury while participating in the Program at Health Care Providers' facilities. In no event shall Health Care Providers be financially or otherwise responsible for said medical care and treatment. The Instructor will provide the following information on the Certification Site utilized by Provider and all information must be uploaded by School (Participants will not be allowed to commence experiences until all records are provided to School):

(i) Proof of current 2-step within the last year with Tuberculin skin test within the past 12 months or documentation as a previous positive reactor; and

(ii) Vaccination documentation of proof of (1) rubella, (2) measles (Rubeola), 2 mumps(2MMR) or proof of positive blood titers for each and two (2) chickenpox vaccinations (Varicella Zoster and/or Varicella Zoster Titer and/or written documentation of disease by a health care provider).

(iii) Proof of flu vaccination by doctor's note, electronic visit summary, a pharmacist's note or copy of influenza vaccination consent showing vaccination against influenza by the first Thursday of December. (If a Medical or Religious Exemption is needed, this form can be provided to School by Union Hospital Volunteer Services Department). An exemption request must be submitted by the first Tuesday in September.

(iv) Proof of COVID19 vaccination or COVID Declination Form (Provided to Volunteer Services).

(v) **National Criminal Background Check.** School has verification of a national criminal background check on any Program Participants/on-site faculty prior to placement in any department within Health Care Providers' facilities. The signed certification must meet the following criteria:

a. Social Security Number Verification;

b. Limited Criminal History Search (7 years or up to 5 criminal searches);

c. Violent Sexual Offender and Predator Registry Search;

d. Fingerprinting for those students and on-site faculty who will be assigned to the Union Hospital Child Care Center;

e. HHS/OIG List of Excluded Individuals/Entities; http://exclusions.oig.hhs.gov/

f. GSA List of Parties Excluded from Federal Programs; https://www.sam.gov/portal/public/SAM/#1

g. US Treasury, Office of Foreign Assets Control (OFAC), List of Specially Designated Nationals (SDN); http://www.treasury.gov/resource-center/sanctions/SDN-List/Pages/default.aspx

h. Applicable State Exclusion List, if one;

School shall, in a timely manner at either School's expense or the Program Participant's expense, conduct (or have conducted) a background check on each and every student assigned to the Program and every member of the staff/faculty responsible for supervision and/or instruction. The check is to be completed initially for their intern/clinical/teaching affiliation with Health Care Providers. The check will be valid with continued consecutive progression toward degree/teaching completion. If there is withdraw from degree program or teaching assignment, the background check would then need to be repeated. Student/on-site faculty is required to self-report to School any violations in status from initial background check. School is then required to report those violations to Health Care Providers' Background Check Committee.

Any Program Participants/on-site faculty, who receives a positive criminal background, will not be approved for assignment at Health Care Providers' facilities unless reviewed and approved by Health Care Providers' Background Check Committee. Health Care Providers' Background Check Committee will provide a response to the School within ten (10) business days of the report being submitted.

All exceptions will be reported to Health Care Providers' Corporate Compliance Board Committee. School or student/on-site faculty may appeal a decision by Health Care Providers' Background Check Committee.

All such background checks shall additionally conform to Health Care Providers' policies pertaining to required certification for Program Participant and faculty, including submission of the required certification forms as set forth at our certification site.

The background check for staff/faculty, if licensed or certified caregivers, shall include all of the above and, in addition, shall include the following:

a. Education verification (highest level);

b. Professional License Verification;

c. Certification & Designations Check;

d. Professional Disciplinary Action Search.

(v) **Drug Screening.**

School must require a drug screen on each and every enrolled Program Participant/on-site faculty.

a. To ensure the accuracy and fairness of the testing program, all collection and testing will be conducted pursuant to guidelines established by the Medical Review Officers of the testing Facility, and if applicable, in accordance with Substance Abuse and Mental Health Services Administration (SAMHSA) guidelines; a confirmatory test; the opportunity for a split sample; review by an MRO, including the opportunity for students who test positive to provide a legitimate medical explanation, such as a physician's prescription, for the positive result; and a documented chain of custody.

b. Substance tested prior to placement at Health Care Providers' facilities must at a minimum be a 10 panel screen which includes the following: amphetamines, barbiturates, benzodiazepines, opiates, marijuana, cocaine, propoxyphene, phencyclidine, methadone, and methaqualone.

c. Program Participant/On-Site Faculty may be required to undergo drug and alcohol testing upon reasonable suspicion that the Program Participant/on-site faculty has violated the policy, or after any "on-the-job" accident, which involves injury requiring medical treatment or evaluation of the Program Participant/on-site faculty or another person, or property damage. In addition, Health Care Providers may remove Program Participant/on-site faculty from the assigned location.

Drug screening will be required for all Program Participants/on-site faculty. The screen is to be completed initially for their intern/clinical/teaching affiliation with Health Care Providers. The screen will be valid with continued consecutive progression toward degree/teaching completion. If there is withdraw from degree program or teaching assignment, the screen would then need to be repeated. Program Participant/On-Site Faculty are required to self-report to

university/college/training facility any violations in status from initial drug screen. University/College/Training facility is then required to report those violations to Health Care Providers' Background Check Committee which also has oversight for drug screenings.

E. **Certification**. Health Care Providers shall require all Program Participants/on-site faculty to complete prior to first day of assigned location the following:

(i) School will retain documentation of the Program Participant/on-site faculty requirements; and should be prepared to produce documents at the request of Health Care Providers.

(ii) Failure of the Certifying Facility to provide the requested documentation, or evidence of non-compliance with this policy is grounds for termination of the contract and/or agreement between the Certifying Facility and Health Care Providers.

(iii) Health Care Providers reserve the right to conduct random audits to assure the School's compliance with this policy.

(iv) Verification that all requirements have been met for the student/on-site faculty will be certified on our certification site.

(v) All Certifications must be received by Health Care Providers at least four (4) weeks prior to each School placement. The Certification link is received by the Volunteer Services Department at Union Hospital.

CERTIFICATION FOR ON-SITE FACULTY ONLY

On-site faculty must have the following:

(i) Certification & Designations Check
(ii) Professional License Verification
(iii) Education Verification
(iv) Professional Disciplinary Action Search

F. **Orientation**. During Certification process, Program Participant/On-Site Faculty will be required to complete the following mandatory Health Care Providers' assignments:

(i) Mandatory Orientation at Health Care Providers' facility.

(ii) Confidentiality/Drug Free Workplace Agreement, Health Assessment Form, Orientation Acknowledgment Form, Statement of Responsibility, and Protected Health Information, Confidentiality and Security Agreement.

(iii) Health Care Providers' ID Badge.

Health Care Providers request that on-site faculty with Program Participants will be responsible for the following:

(i) Prior to the Program Participants' first day of experience, the on-site faculty must communicate directly with Department Supervisor on expectations, numbers of students, assigned days, and student competencies. In addition, on-site faculty must have one-on-one orientation with Manager.

(ii) Schedule formalized meetings between on-site faculty and Department hosting student groups.

G. **Bloodborne Pathogens**. When a bloodborne pathogen exposure occurs to a Program Participant/on-site faculty, he/she will be treated at the Health Office from 7:00 a.m. to 4:00 p.m. at Union Hospital Terre Haute. If the exposure occurs after 4:00 p.m., Program Participant/on-site faculty is to notify the Administrative House Supervisor immediately. At Union Hospital Clinton contact Employee Health Representative, if available. If not available, Program Participant/on-site faculty is to notify the Administrative House Supervisor immediately.

School will be billed for the Program Participant/on-site faculty exposure for initial testing And treatment expenses, if needed. If follow-up treatment is required, Program Participant/on-site faculty will need to follow-up with a physician designated by School.

H. **Dress Code; Breaks**. School shall require students to dress in accordance with dress and personal appearance standards approved by School. Such standards shall be in accordance with Health Care Providers' standards regarding same. All Program Participants shall remain on the Health Care Providers' premises for breaks, including meals. Program Participants shall pay for their own meals at Health Care Providers' facilities.

I. **Performance.** All faculty provided by School shall be duly licensed, certified or otherwise qualified to participate in the Program at Health Care Providers' facilities. School shall have a specially designated staff for the performance of the services specified herein. School and all Program Participants shall perform their duties and services hereunder in accordance with all relevant local, state, and federal laws and shall comply with the standards and guidelines of all applicable accrediting bodies and the bylaws, rules and regulations of Health Care Providers and any rules and regulations of School as may be in effect from time to time. Neither School nor any Program Participant shall interfere with or adversely affect the operation of Health Care Providers or the performance of services therein.

J. **School Status**. School represents and warrants to Health Care Providers that the School and its Program Participants participating hereunder: (i) are not currently excluded, debarred, or otherwise ineligible to participate in the Federal health care programs as defined in 42 U.S.C. Section 1320a-7b(f) (the "Federal health care programs"); (ii) are not convicted of a criminal offense related to the provision of health care items or services but has not yet been excluded, debarred or otherwise declared ineligible to participate in the Federal health care programs, and (iii) are not under investigation or otherwise aware of any circumstances which may result in the School or a Program Participant being excluded from participation in the Federal health care programs. This shall be an ongoing representation and warranty during the term of this Agreement and the School shall immediately notify Health Care Providers of any change in status of the representation and warranty set forth in this section. Any breach of this Paragraph 1(J) shall give Health Care Providers the right to immediately terminate this Agreement for cause.

2. **RESPONSIBILITIES OF HEALTH CARE PROVIDERS**

A. Subject to Health Care Providers' space and resource requirements, Health Care Providers shall accept those Program Participants who have been assigned to the Program by School and accepted by Health Care Providers and reasonably cooperate in the orientation of all Program Participants to Health Care Providers. Health Care Providers shall provide reasonable opportunities for such Program Participants, who shall be supervised by School and Health Care Providers, to observe and assist in various aspects of patient care to the extent permitted by applicable law and without disruption of patient care or Health Care

Providers operations. Health Care Providers shall coordinate School's rotation and assignment schedule with its own schedule and those of other educational institutions. Health Care Providers shall, at all times, retain ultimate control of the Health Care Providers and responsibility for patient care.

B. Upon the request of School, Health Care Providers shall assist School in the evaluation of each Program Participant's performance in the Program. However, School shall, at all times, remain solely responsible for the evaluation and grading of Program Participants.

3. **MUTUAL RESPONSIBILITIES.** The parties shall cooperate to fulfill the following mutual responsibilities:

A. Program Participants shall be treated as trainees who have no expectation of receiving compensation or future employment from the Health Care Providers or the School.

B. Any courtesy appointments to faculty or staff by either the School or Health Care Providers shall be without entitlement of the individual to compensation or benefits for the appointed party.

4. **WITHDRAWAL OF PROGRAM PARTICIPANTS.**

Health Care Providers may request School to withdraw or dismiss a student or other Program Participant from the Program at Health Care Providers' facilities when his/her clinical performance is unsatisfactory to Health Care Providers or his/her behavior, in Health Care Providers' discretion, is disruptive or detrimental to Health Care Providers and/or their patients. In such event, said Program Participant's participation in the Program at Health Care Providers' facilities shall immediately cease. It is understood that only School can dismiss the Program Participant from the Program. Notwithstanding the above, the Health Care Providers may immediately remove a student from the Health Care Providers' facilities based on concerns of patient quality or safety.

5. **INDEPENDENT CONTRACTOR; NO OTHER BENEFICIARIES.**

The parties hereby acknowledge that they are independent contractors, and neither the School nor any of its agents, representatives, Program Participants, or employees shall be considered agents, representatives, or employees of Health Care Providers. In no event, shall this Agreement be construed as establishing a partnership or joint venture or similar relationship between the parties hereto. School shall be liable for its own debts, obligations, acts and omissions, including the payment of all required withholding, social security and other taxes or benefits. No Program Participant shall look to Health Care Providers for any salaries, insurance or other benefits. No Program Participant or other third person is entitled to, and shall not, receive any rights under this Agreement.

6. **NON-DISCRIMINATION.**

There shall be no discrimination, on the basis of race, national origin, religion, creed, sex, age, veteran status, or handicap in either the selection of students for participation in the Program, or as to any aspect of the clinical training; provided, however, that with respect to handicap, the handicap must not be such as would, even with reasonable accommodation, in and of itself preclude the Program Participant's effective participation in the Program.

7. **INDEMNIFICATION.**

To the extent permitted by applicable law and without waiving any defenses, School shall indemnify and hold harmless Health Care Providers and their officers, medical and nursing staff, representatives and employees from and against all liabilities, claims, damages and expenses, including reasonable attorneys' fees, relating to or arising out of any act or omission of the School or any of its faculty, Program Participants, agents, representatives and employees under this Agreement, including, but not limited to, claims for personal injury, professional liability, or with respect to the failure to make proper payment of required taxes, withholding, employee benefits or statutory or other entitlements.

8. **CONFIDENTIALITY.**

School and its agents, Program Participants, faculty, representatives and employees agree to keep strictly confidential and hold in trust all confidential information of Health Care Providers and/or their patients and not disclose or reveal any confidential information to any third party without the express prior written consent of Health Care Providers. School shall not disclose the terms of this Agreement to any person who is not a party to this Agreement, except as required by law or as authorized by Health Care Providers. Unauthorized disclosure of confidential information or of the terms of this Agreement shall be a material breach of this Agreement and shall provide Health Care Providers with the option of pursuing remedies for breach, or, notwithstanding any other provision of this Agreement, immediately terminating this Agreement upon written notice to School.

9. **TERM; TERMINATION.**

A. The initial term of this Agreement shall be for twelve (12) months, commencing on the 2nd day of May, 2026, and ending on the 1st day of May, 2027.

After the initial term, this Agreement will thereafter automatically renew for subsequent twelve (12) month periods (hereinafter "Renewal Term") under the same terms and provisions of the Agreement as then in force and effect, unless either party gives to the other party at least **thirty (30) days** prior written notice of that party's intention not to renew the Agreement.

B. Except as otherwise provided herein, either party may terminate this Agreement at any time without cause upon at least thirty (30) days prior written notice, provided all students currently enrolled in the Program at Health Care Providers at the time of notice of termination shall be given the opportunity to complete their clinical Program at Health Care Providers' facilities, such completion not to exceed six (6) months.

10. **ENTIRE AGREEMENT.**

This Agreement and its accompanying Exhibits set forth the entire agreement with respect to the subject matter hereof and supersedes all prior agreements, oral or written, and all other communications between the parties relating to such subject matter. This Agreement may not be amended or modified except by mutual written agreement. All continuing covenants, duties and obligations herein shall survive the expiration or earlier termination of this Agreement.

11. **SEVERABILITY.**

If any provision of this Agreement is held to be invalid or unenforceable for any reason, this Agreement shall remain in full force and effect in accordance with its terms disregarding such unenforceable or invalid provision.

12. **CAPTIONS.**

The captions contained herein are used solely for convenience and shall not be deemed to define or limit the provisions of this Agreement.

13. **NO WAIVER.**

Any failure of a party to enforce that party's right under any provision of this Agreement shall not be construed or act as a waiver of said party's subsequent right to enforce any of the provisions contained herein.

14. **GOVERNING LAW.**

This Agreement shall be governed and construed in accordance with the laws of the State of Indiana.

15. **ASSIGNMENT; BINDING EFFECT.**

School may not assign or transfer any of its rights, duties or obligations under this Agreement, in whole or in part, without the prior written consent of Health Care Providers. This Agreement shall inure to the benefit of, and be binding upon, the parties hereto and their respective successors and permitted assigns.

16. **Notices.**

All notices hereunder by either party to the other shall be in writing, delivered personally, by certified or registered mail, return receipt requested, or by overnight courier, and shall be deemed to have been duly given when delivered personally or when deposited in the United States mail, postage prepaid, addressed as follows:

If to Health Care Providers:	Union Hospital, Inc. 1606 North 7th Street Terre Haute, Indiana 47804 Attention: Chief Human Resources Officer
If to School:	Illinois Eastern Community College, District #529 233 E. Chestnut Street Olney, IL 62450 Attention: Dean of Health Professions

or to such other persons or places as either party may from time to time designate by written notice to the other.

17. **EXECUTION OF AGREEMENT.**

This Agreement shall not become effective or in force until all of the below named parties have fully executed this Agreement.

18. **HIPAA Requirements.**

The parties agree to comply with the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. Section 1320d ("HIPAA") and any current and future regulations promulgated thereunder, including, without limitation, the federal privacy regulations contained in 45 C.F.R. Parts 160 and 164 ("Federal Privacy Regulations"), the federal security standards contained in 45 C.F.R. Part 142 ("Federal Security Regulations"), and the federal standards for electronic transactions contained in 45 C.F.R. Parts 160 and 162, all collectively referred to herein as "HIPAA

Requirements". The parties agree not to use or further disclose any Protected Health Information (as defined in 45 C.F.R. Section 164.501) or Individually Identifiable Health Information (as defined in 42 U.S.C. Section 1320d) other than as permitted by the HIPAA Requirements and the terms of this Agreement. The parties agree to make their internal practices, books and records relating to the use and disclosure of Protected Health Information available to the Secretary of Health and Human Services to the extent required for determining compliance with the Federal Privacy Regulations. In addition, the parties agree to comply with any state laws and regulations that govern or pertain to the confidentiality, privacy, security of, and electronic and transaction code sets pertaining to, information related to patients.

School shall direct its Program Participants to comply with the policies and procedures of Health Care Providers, including those governing the use and disclosure of individually identifiable health information under federal law, specifically 45 CFR parts 160 and 164. Solely for the purpose of defining the Program Participants' role in relation to the use and disclosure of Health Care Providers' protected health information, the Program Participants are defined as members of the Health Care Providers' workforce, as that term is defined by 45 CFR 160.103, when engaged in activities pursuant to this Agreement. However, the Program Participants are not and shall not be considered to be employees of Health Care Providers.

19. **No Requirement to Refer.**

Nothing in this Agreement requires or obligates School to admit or cause the admittance of a patient to Health Care Providers' facilities or to use Health Care Providers' services. None of the benefits granted pursuant to this Agreement is conditioned on any requirement or expectation that the parties make referrals to, be in a position to make or influence referrals to, or otherwise generate business for the other party. Neither party is restricted from referring any services to, or otherwise generating any business for, any other entity of their choosing.

THE PARTIES HERETO have executed this Agreement as of the day and year first above written.

Illinois Eastern Community College, District #529

By:_____
Chairman, Board of Trustees
Illinois Eastern Community Colleges

Date:_____

Union Hospital, Inc. and Union Associated Physicians Clinic, LLC

By: Laura Starks
Laura M. Starks
Chief Human Resources Officer

Date: 4/17/26

EXHIBIT A

STATEMENT OF RESPONSIBILITY

For and in consideration of the benefit provided the undersigned in the form of experience in a clinical setting at Union Hospital, Inc. and UAP Clinic, LLC ("Health Care Providers"), the undersigned and his/her heirs, successors and/or assigns do hereby covenant and agree to assume all risks and be solely responsible for any injury or loss sustained by the undersigned while participating in the Program operated by _____ ("School") at Health Care Providers' facilities unless such injury or loss arises solely out of Health Care Providers' gross negligence or willful misconduct.

_____ _____

Signature of Program Participant/Print Name Date

_____ _____

Parent or Legal Guardian if Program Participant is under 18/Print Name Date

EXHIBIT B

PROTECTED HEALTH INFORMATION, CONFIDENTIALITY, AND SECURITY AGREEMENT

- Protected Health Information (PHI) includes patient information based on examination, test results, diagnoses, response to treatment, observation, or conversation with the patient. This information is protected and the patient has a right to the confidentiality of his or her patient care information whether this information is in written, electronic, or verbal format. PHI is individually-identifiable information that includes, but is not limited to, patient's name, account number, birthdate, admission and discharge dates, photographs, and health plan beneficiary number.
- Medical records, case histories, medical reports, images, raw test results, and medical dictations from healthcare facilities are used for student learning activities. Although patient identification is removed, all healthcare information must be protected and treated as confidential.
- Students enrolled in school programs or courses and responsible faculty are given access to patient information. Students are exposed to PHI during their clinical rotations in healthcare facilities.
- Students and responsible faculty may be issued computer identifications (IDs) and passwords to access PHI.

Initial each to accept the Policy

Initial	Policy
	1. It is the policy of the school/institution to keep PHI confidential and secure.
	2. Any or all PHI, regardless of medium (paper, verbal, electronic, image or any other), is not to be disclosed or discussed with anyone outside those supervising, sponsoring or directly related to the learning activity.
	3. Whether at the school or at a clinical site, students are not to discuss PHI, in general or in detail, in public areas under any circumstances, including hallways, cafeterias, elevators, or any other area where unauthorized people or those who do not have a need-to-know may overhear.
	4. Unauthorized removal of any part of original medical records is prohibited. Students and faculty may not release or display copies of PHI. Case presentation material will be used in accordance with healthcare facility policies.
	5. Students and faculty shall not access data on patients for whom they have no responsibilities or a "need-to-know" the content of PHI concerning those patients.

	6. A computer ID and password are assigned to individual students and faculty. Students and faculty are responsible and accountable for all work done under the associated access.
	7. Computer IDs or passwords may not be disclosed to anyone. Students and faculty are prohibited from attempting to learn or use another person's computer ID or password.
	8. Students and faculty agree to follow Health Care Providers' privacy policies.
	9. Breach of patient confidentiality by disregarding the policies governing PHI is grounds for dismissal from the Health Care Providers' facilities.

- I agree to abide by the above policies and other policies at the clinical site. I further agree to keep PHI confidential.
- I understand that failure to comply with these policies will result in disciplinary actions.
- I understand that Federal and State laws govern the confidentiality and security of PHI and that unauthorized disclosure of PHI is a violation of law and may result in civil and criminal penalties.

_____ _____

Signature of Program Participant/Print Name Date

_____ _____

Parent or Legal Guardian if Program Participant is under 18/Print Name Date

AFFILIATION AGREEMENT

This Education Affiliation Agreement ("Agreement"), effective on the date of the last signature below ("Effective Date"), is made between CRAWFORD MEMORIAL HOSPITAL located at 1000 North Allen, Robinson, IL 62454 (hereinafter referred to as the "HOSPITAL") and Illinois Eastern Community College District #529, Frontier Community College, Lincoln Trail College, Olney Central College, and Wabash Valley College, located at 233 E. Chestnut Street, Olney, IL 62450 (hereinafter referred to as "COLLEGE"), on behalf of its clinical certificate and degree programs.

I. FACULTY, STAFF AND APPOINTMENTS

The COLLEGE shall make necessary arrangements with HOSPITAL facilities to abide by the terms of this Agreement and act as supervisors of the clinical students. The HOSPITAL staff will closely monitor student activities at all times.

II. STUDENTS

The COLLEGE and the HOSPITAL recognize that all students of the COLLEGE shall be an integral part of the health care team, and, therefore, will be allowed to participate in the facility learning and assigned responsibilities under the close supervision of the PRECEPTOR. The PRECEPTOR will monitor student activities and will be responsible for notification of the students' progress to the COLLEGE.

The COLLEGE is required to obtain, maintain, and pay for liability insurance coverage with limits of coverage in the amount of $1,000,000 per occurrence and $3,000,000 in the aggregate covering students of the COLLEGE for claims involving bodily injury, or death on account of alleged malpractice, professional negligence, failure to provide care, claims for breach of contract, failure to obtain informed consent for an operation or treatment, or other claims.

The COLLEGE ensures validity and maintains the following documentation regarding students to be completed before clinical placement and shall provide HOSPITAL upon request, the following information within 24 hours:

A. Quantiferon Gold TB Blood test or 2-Step TB test
    1. Chest X-ray (PA view) if either above test is reactive/positive
B. Documentation of the following immunization records:
    1. 2 MMR vaccines administered at least 28 days apart, or documentation of positive Rubella IgG, Rubeola IgG and Mumps IgG blood tests
    2. 2 Varicella vaccines at least 1 month apart, or documentation of positive Varicella IgG blood test, or documented history of chickenpox by a practitioner
C. Influenza vaccine or decline (Oct - March)
D. Physical exam documentation (ability to perform job functions/duties)
E. Negative 10-panel (at minimum) drug screen
F. Clear Criminal Background Check
G. Active BLS Certification if applicable for position

The COLLEGE shall advise students of the confidential nature of information related to the HOSPITAL and its patients and require COLLEGE, COLLEGE faculty and students to maintain the confidentiality of all such information. "Confidential information" means any confidential information acquired by COLLEGE, COLLEGE faculty, and /or students during the course of this Agreement, including, but not limited to any strategic, financial, and business information related to HOSPITAL, or its affiliated entities, and any medical information regarding its patients and clients and their records. The COLLEGE, COLLEGE faculty and students shall not disclose or discuss confidential information outside the context of clinical instruction. The provisions of this section shall survive the termination of this Agreement.

III. NOTIFICATION OF COLLEGE STUDENTS

The COLLEGE and the HOSPITAL acknowledge and agree that the students referred to in this Agreement shall be working in an environment in which personal safety and well-being are of paramount importance. The COLLEGE shall therefore advise the students of the personal safety issues associated with working in the vicinity of diseases and ill persons, the use and care of medical supplies and equipment, and the management and reporting of inappropriate and/or unprofessional treatment in the workplace.

IV. INDEMNIFICATION

To the extent permitted by applicable law and without waiving any defenses, COLLEGE shall indemnify and hold harmless HOSPITAL and its officers, medical and nursing staff, representatives and employees from and against all liabilities, claims, damages and expenses, including reasonable attorneys' fees, relating to or arising out of any act or omission of the COLLEGE or any of its faculty, Program Participants, agents, representatives and employees under this Agreement, including, but not limited to, claims for personal injury, professional liability, or with respect to the failure to make proper payment of required taxes, withholding, employee benefits or statutory or other entitlements. HOSPITAL shall indemnify COLLEGE against liabilities, claims, damages and expenses, including reasonable attorneys' fees, incurred by COLLEGE in defending or compromising actions brought against COLLEGE arising out of or related to the HOSPITAL's performance of duties hereunder.

V. RESPONSIBILITIES

RESPONSIBILITIES of the COLLEGE. The COLLEGE will:

A. Appoint a qualified faculty member to be responsible for assignment and guidance, of all student clinical experiences and to act as liaison between the HOSPITAL and the COLLEGE.

B. Confer with HOSPITAL so that COLLEGE and HOSPITAL make a mutual determination with regard to the assignment of particular students to the HOSPITAL, the number of students to be assigned, and the inclusive dates of the students' assignments.

C. Require each student participating in the program to provide liability insurance coverage for professional malpractice with a limit of one million and no/100 ($1,000,000) dollars for injury or damage to any one person and a limit of three million and no/100 ($3,000,000) dollars for injury or damage arising from any one accident (in Indiana, $250,000/$750,000, according to the Patient Compensation Fund of Indiana).

D. Require COLLEGE faculty and students to abide by the terms of this Agreement, applicable federal, state and local laws, and standards of accrediting bodies as well as policies and regulations of the HOSPITAL, including dress code.

E. Comply with, and require student and other employees, agents and representatives to comply with all applicable federal and state laws and regulations concerning patient privacy and confidentiality of health information, including without limitation the Health Insurance Portability and Accountability Act of 1996 ("HIPAA").

F. Withdraw any student or faculty from HOSPITAL who has been determined, by HOSPITAL, to be unacceptable for any reason, at any time. The HOSPITAL shall have the right to suspend a student immediately from clinical duties pending their formal withdrawal from the clinical program. The HOSPITAL may restrict the student to an observer role, pending either further investigation or a request for withdrawal from the HOSPITAL. The HOSPITAL agrees to cooperate fully in the investigation and resolution of the student's status in the program, including the provision of written documentation of the student's unsatisfactory performance.

G. Withdraw any student from a rotation if there is a significant conflict between the student and HOSPITAL staff that would deter from the rotational experience.

H. Provide the HOSPITAL with appropriate evaluation forms and instructions for their completion if applicable.

I. Provide HIPAA / Confidentiality training to all students before clinical placement, and annually thereafter.

RESPONSIBILITIES of the HOSPITAL. The HOSPITAL shall:

A. Have in place an exposure plan to implement in case of an accidental exposure to disease. The HOSPITAL and the COLLEGE shall educate students and faculty about the exposure plan. The HOSPITAL and the COLLEGE will also be responsible for education of students and faculty about universal precaution procedures while treating a patient and provide the student with a safe and clean working environment, following all appropriate rules and regulations i.e.; OSHA, Accrediting Organization.

B. Provide an orientation for students to the Facility, including relevant policies and procedures.

C. Satisfy the requirements of all applicable laws, regulations and licensing or supervisory agencies and be responsible for informing staff of the student's capabilities and functions.

D. Understand that this Agreement is nonexclusive, and that both parties reserve the right to enter into similar agreements with other institutions.

E. Not provide money to the student in return for his/her participation at the HOSPITAL.

F. Understand that when applicable, patients/visitors shall be made aware that care is being provided by students. It is understood by all parties that patients have a right to refuse care rendered by students.

G. Provide Emergency care to students, at the student's expense, for illnesses and accidents, occurring while the student is in training at the HOSPITAL.

H. Upon reasonable notice, permit the inspection by the COLLEGE or its accreditation agencies of the HOSPITAL facilities and the services available for clinical experience.

I. Agrees to promptly inform the COLLEGE if significant problems of a personal or professional nature develop which require faculty attention, knowledge, or consultation.

RESPONSIBILITIES of the STUDENT. The STUDENT will:

A. Students will not receive fees or salaries either in cash or kind, while serving as students at the HOSPITAL.

B. Keep in force at all times during clinical assignment personal health insurance or be personally responsible for incurred costs.

C. Act professionally at all times when providing clinical services.

D. Dress in a professional or appropriate manner, including COLLEGE ID and/or comply with the HOSPITAL's dress code.

E. Always identify themselves as a student from the COLLEGE.

F. Provide the best care possible for all patients/visitors/staff; Demonstrate recognition of and respect for patient rights and safety.

G. Demonstrate awareness of professional limitations and will only perform activities assigned by and under the supervision of their PRECEPTOR.

H. Adhere to the regulations and policies of the College Student Handbook and the regulations and policies of the HOSPITAL.

I. Follow the rules and regulations of the clinic, hospital or other institutions in which he/she is placed.

J. Maintain and respect patient confidentiality at all times. Information identifying the patient must be deleted prior to handing in required H&P's, case studies and assignments.

K. Be punctual and notify the Program and PRECEPTOR of any absence.

VI. CONFIDENTIALITY OF PATIENT INFORMATION

The HOSPITAL shall have custody, control and ownership of all documents, books and records relating to HOSPITAL and HOSPITAL patients, including those generated by students. All patient records, films, referring physician correspondence, hospital charts, billing records, reports, insurance records, and any other document containing any patient information ("Patient Information") is confidential information utilized for purposes of providing treatment to patients. Students and the COLLEGE agree to keep all Patient Information confidential and to comply with applicable federal and state laws, rules and regulations regarding patient confidentiality including, but not limited to the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"). No Patient Information may be disclosed or used by the COLLEGE, COLLEGE faculty, or student other than in conjunction with this clinical education program and as authorized by the HOSPITAL. The provisions of this section shall survive the termination of this Agreement.

VII. MISCELLANEOUS

It is mutually agreed:

A. COLLEGE shall assume final responsibility for the education of the student.

B. While assigned to HOSPITAL, COLLEGE and students will not be considered employees of HOSPITAL and HOSPITAL will not be responsible for the payment of any wages, payroll taxes, Social Security, Workers' Compensation Insurance, malpractice insurance or other benefits to or on behalf of such students.

C. HOSPITAL shall have the privilege of recruiting COLLEGE faculty or students for employment.

D. No financial obligation will exist or result among the parties relative to this Agreement.

E. No party will discriminate against any student in the program on the basis of race, religion, sex, creed, national origin, veteran status, color, age or disability, in accordance with state and federal law.

F. This Agreement is binding upon, and the benefits inure to, the parties and their respective successors and assigns.

G. If any term of this Agreement is determined unenforceable, such term will not affect the enforceability of the other terms of this Agreement which can be given effect without the unenforceable provision.

H. This Agreement and the performance hereunder, and any and all litigation or proceedings hereunder, shall be construed in accordance with and pursuant to the laws of the State of Illinois.

VIII. TERM AND MODIFICATION OF THE AGREEMENT

A. This Agreement shall come into effect on the date first written above and shall remain in effect for a term of two (2) years. Any party shall have the right to terminate this Agreement with thirty (30)

days written notice of its intent to terminate. Students currently assigned to the HOSPITAL at the time of termination shall be allowed to complete the semester or quarter unless HOSPITAL requests the withdrawal of student under Article V RESPONSIBILITIES of the COLLEGE sub-paragraph G.

B. This Agreement may only be modified by mutual written agreement by the parties, signed by duly authorized representatives of each of the parties. This Agreement supersedes any and all prior or contemporaneous agreements of affiliation for clinical education between the COLLEGE and HOSPITAL.

Acknowledged and agreed to by the COLLEGE and HOSPITAL as indicated by the authorized signatures below. Signatories attest that they are authorized to execute this Agreement on behalf of their organization.

By _____ Date: _____
Doug Florkowski, CEO

Crawford Memorial Hospital
1000 North Allen
Robinson, IL 62454

By _____ Date: _____
COLLEGE

_____
Title

COLLEGE Contact Details of Department responsible for providing student document, upon request:

_____

_____

_____

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C. HOSPITAL shall have the privilege of recruiting COLLEGE faculty or students for employment.

D. No financial obligation will exist or result among the parties relative to this Agreement.

E. No party will discriminate against any student in the program on the basis of race, religion, sex, creed, national origin, veteran status, color, age or disability, in accordance with state and federal law.

F. This Agreement is binding upon, and the benefits inure to, the parties and their respective successors and assigns.

G. If any term of this Agreement is determined unenforceable, such term will not affect the enforceability of the other terms of this Agreement which can be given effect without the unenforceable provision.

H. This Agreement and the performance hereunder, and any and all litigation or proceedings hereunder, shall be construed in accordance with and pursuant to the laws of the State of Illinois.

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days written notice of its intent to terminate. Students currently assigned to the HOSPITAL at the time of termination shall be allowed to complete the semester or quarter unless HOSPITAL requests the withdrawal of student under Article V RESPONSIBILITIES of the COLLEGE sub-paragraph G.

B. This Agreement may only be modified by mutual written agreement by the parties, signed by duly authorized representatives of each of the parties. This Agreement supersedes any and all prior or contemporaneous agreements of affiliation for clinical education between the COLLEGE and HOSPITAL.

Acknowledged and agreed to by the COLLEGE and HOSPITAL as indicated by the authorized signatures below. Signatories attest that they are authorized to execute this Agreement on behalf of their organization.

By _____ Date: _____
Doug Florkowski, CEO

Crawford Memorial Hospital
1000 North Allen
Robinson, IL 62454

By _____ Date: _____
COLLEGE

_____
Title

COLLEGE Contact Details of Department responsible for providing student document, upon request:

_____

_____

_____

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

SUBJECT: Guided Pathways (Policy 800.14)

The Guided Pathways Policy is a new policy that establishes a formal framework for the delivery of academic programs through structured pathways at IECC. As the institution continues to implement guided pathways, this policy provides clear expectations regarding program structure, student progression, and the limited circumstances under which exceptions may be granted. It supports student success, timely completion, and alignment with transfer and workforce outcomes while promoting consistency, transparency, and academic integrity. The policy also establishes the foundation for corresponding procedures to ensure appropriate review, approval, and oversight of any exceptions.

The policy has been reviewed and approved by the Strategic Engagement Planning Council.

I respectfully request that the Board waive the second reading and approve Policy 800.14 as presented.

RG/cr

Attachment

Guided Pathways (800.14)

Date Adopted: TBD (Pending Board Approval)

Illinois Eastern Community Colleges delivers degrees and certificates through structured program pathways that promote student success, timely completion, and alignment with academic and workforce outcomes. Each academic pathway includes a defined sequence of courses and clearly articulated program learning outcomes to ensure coherence, academic rigor, and appropriate progression. These structured pathways are designed to support effective academic advising, reduce student costs and time to degree, and enhance student success in transfer and employment outcomes.

The prescribed curriculum within each pathway constitutes the standard for program/certificate completion. Students are expected to adhere to the curriculum as designed. Exceptions to the established curriculum are limited and require administration approval. Exceptions may be granted only under unusual and documented circumstances. Student preference alone is not sufficient justification for deviation from the outlined pathway curriculum. Limited flexibility may be approved to support transfer requirements or other institutional priorities; however, all core program requirements must be completed as established.

The administration is responsible for establishing, implementing, and enforcing procedures governing the review, approval, documentation, and oversight of any exceptions. These procedures are intended to ensure consistency, transparency, and alignment with institutional standards and accrediting expectations.

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower, Ph.D., Chancellor

DATE: May 19, 2026

RE: Board of Trustees Onboarding and Orientation (Policy 100.44)

This policy establishes the District's commitment to providing a structured onboarding experience for newly elected and appointed Trustees. It is designed to ensure that Trustees are well prepared to fulfill their legal, fiduciary, and ethical responsibilities, and that they have a clear understanding of IECC's mission, governance structure, and operational framework.

The policy was presented to the Board for first reading at the April meeting and has since been reviewed and approved by the Strategic Engagement Planning Council.

I respectfully request that the Board approve Policy 800.14 as presented.

RG

Attachment

Board of Trustees Onboarding and Orientation (100.44)

Date Adopted: TBD (Pending Board Approval)

Illinois Eastern Community Colleges is committed to supporting newly elected and appointed Trustees as they assume their legal, fiduciary, and ethical responsibilities. The District will provide a structured onboarding program that familiarizes Trustees with the mission of the College, the governance framework established by Illinois law, and the role of the Board in advancing student access, academic excellence, and community service. The onboarding program is intended to strengthen Trustee preparedness, support continuity of governance, and promote a shared understanding of the District's organization, operations, and expectations for responsible stewardship.

The Chancellor is responsible for developing and maintaining administrative procedures that outline the recommended onboarding activities, schedule, and resources. These procedures will be reviewed periodically to ensure they remain aligned with institutional needs and Board expectations. Participation in onboarding activities is expected for all newly elected or appointed Trustees, and may be extended to other Trustees as appropriate.

Memorandum

To: IECC Board of Trustees

From: Dr. Ryan Gower

RE: MOU IECC/LTC and Crawford County Development Association

Date: May 19, 2026

This Memorandum of Understanding is between IECC/LTC and the Crawford County Development Association (CCDA), with a start date of July 1, 2026. Currently, the CCDA Executive Director occupies an office, Monday - Friday, at Lincoln Trail College in Williams Hall. This partnership and allowing the CCDA to have space on our campus has proven to be significantly beneficial, and the collaboration between LTC and the CCDA has led to ties to the community that directly connect to our IECC Pillar 4 which consists of making a positive impact on our community.

This MOU outlines allowing the CCDA to move their office space to the Activity Annex on North Campus and to grow our community footprint through an initiative called "The 618 Project". *The 618* will serve as a business incubator hub for LTC students and community members alike. This will be a space where CTE advisory meetings can take place, our CEO classes can gather, the IECC SBDA will have regular, monthly office hours and workshops in *The 618,* while the CCDA resides in the building. Renovations for the space will be covered by a USDA Rural Business Development Grant, as well as a $50,000 contribution from the CCDA. Proposed plans for future sites like *The 618* are being made for our other IECC campuses.

Pending IECC Board of Trustees' approval, the CCDA would begin operating out of the Activity Annex on North Campus on July 1, 2026, under the guidelines of the MOU.

I recommend board approval of the MOU between IECC and the Crawford County Development Association in support of "The 618 Project."

RG/ta

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between:
Illinois Eastern Community Colleges / Lincoln Trail College
And
Crawford County Development Association

Effective Date: July 1, 2026

I. Purpose

This Memorandum of Understanding (MOU) establishes a partnership between Illinois Eastern Community Colleges (IECC) / Lincoln Trail College (LTC) and the Crawford County Development Association (CCDA), both of whom are also collectively known hereinafter as the "Parties" for the use and oversight of the 3,900 square feet of office space within the Activity Annex, on LTC's North campus, beginning July 1, 2026.

II. Facility Use

IECC/LTC agrees to provide CCDA with designated office space within the Activity Annex building located on the Lincoln Trail College campus at 11220 State Hwy 1, in Robinson, Illinois. Facility usage and access to the Activity Annex will be within normal business hours, Monday through Friday. Any expansion of access beyond normal business hours will require prior approval. The office space will be provided at no cost to the CCDA, unless otherwise amended in writing by IECC/LTC.

Use of the premises shall not jeopardize IECC's tax-exempt status under applicable law. CCDA activities must remain consistent with IECC's public and educational mission.

III. Revocable License Agreement

This is a revocable license agreement, not a lease, does not create a landlord-tenant relationship, does not grant exclusive possession, and does not convey any property interest.

IV. Proof of Insurance

The CCDA will provide proof of insurance with minimum coverage of $1,000,000 per occurrence and $2,000,000 aggregate, along with statutory workers' compensation coverage. Coverage shall name Illinois Eastern Community Colleges, its Board of

Trustees, officers, employees, and agents as additional insureds on a primary and non-contributory basis, with waiver of subrogation. Annual certificates of insurance and notice of cancellation will be required and will be kept on file at the IECC District Office at 233 East Chestnut, Olney, IL 62450.

V. Signage, Branding and Modifications

Any signage/branding is subject to prior IECC/LTC approval. Likewise, any improvements or alterations to the space must receive prior written approval. Improvements should be made at CCDA's expense and must comply with all applicable statutes governing work on community college property, including prevailing wage and procurement requirements. All such projects should be administered through IECC/LTC, with reimbursement from CCDA. Ownership of any improvements will vest in IECC/LTC upon installation.

VI. Responsibilities of CCDA

CCDA agrees to:

1. Oversee and manage daily operations within the Activity Annex associated with the 618 Project.

2. Coordinate economic development activities, business incubation efforts, and stakeholder engagement related to the USDA-funded initiative.

3. Maintain the office space in a professional and orderly condition.

4. Comply with all IECC/LTC campus policies, safety regulations, and facility use guidelines.

VII. Responsibilities of IECC/LTC

IECC/LTC agrees to:

1. Provide office space within the Activity Annex at no cost to CCDA.

2. Maintain building infrastructure, including utilities, maintenance, and custodial services consistent with campus standards.

3. Support collaboration efforts aligned with workforce development and entrepreneurship initiatives connected to the 618 Project.

4. Neither IECC/LTC or the CCDA may assign or transfer the responsibilities or agreement made herein without the prior written consent of the non-assigning party.

VIII. Term

This Memorandum of Understanding shall remain in effect for an initial term of three (3) years from the effective date of July 1, 2026, with automatic one-year renewals thereafter unless terminated by either party with 90 days written notice.

IX. Termination of Cause

IECC will be allowed to terminate with 30 days written notice for violation of IECC policies or the terms of the MOU.

X. Amendment

This MOU may be modified only through written agreement signed by authorized representatives of both Parties.

XI. Non-Binding Agreement

This MOU reflects the collaborative intentions and does not create a legal partnership or financial obligation beyond what is stated herein.

XII. Dispute Resolution

IECC/LTC and the CCDA agree that if any dispute arises through any aspect of this agreement, good faith discussion between the parties will be required, with the ability to terminate under the agreement if resolution cannot be reached.

XIII. Understanding

The MOU shall be signed by the IECC/LTC Representatives, Dr. Ryan Gower, IECC Chancellor, and Tona Ambrose, LTC President and IECC Vice Chancellor of Institutional Outreach, and the CCDA Representative, Resa Shaner, CCDA Executive Director, and Rick Catt, CCDA President, shall be effective as of the date first written above.

XIV. Independent Relationship/Non-Employee Status

The Parties acknowledge and agree that CCDA, its officers, employees, agents, and contractors are not employees, agents, or representatives of IECC for any purpose. The CCDA shall be solely responsible for the direction, compensation, supervision, and control of its personnel. Nothing in this MOU shall be construed to create an employment relationship, partnership, joint venture, or agency relationship between the Parties. CCDA shall not have authority to bind or obligate IECC in any manner.

XV. Indemnification

The CCDA shall indemnify, defend, and hold harmless IECC, its Board of Trustees, officers, employees, and agents from and against any and all claims, damages, liabilities, costs, and expenses arising out of or related to CCDA's use of the premises or activities conducted under this MOU.

Signatures:

Ryan Gower, Ph. D. Date
IECC Chancellor

Tona Ambrose Date
LTC President
IECC Vice Chancellor of Institutional Outreach

Resa Shaner Date
CCDA Executive Director

Rick Catt Date
CCDA President

MEMORANDUM

TO: Board of Trustees
FROM: Ryan Gower, Chancellor
DATE: May 19, 2026

RE: Equity in Athletics Initiative – Standardized Staffing Model

Over the past several years, IECC has continued transitioning from a decentralized four-college structure toward a more unified system operating across four campuses. As part of that transition, the District has been reviewing intercollegiate athletics to ensure programs are being operated consistently, equitably, and in a fiscally responsible manner across all locations.

Historically, each campus independently determined athletics staffing structures, roster expectations, assistant coach models, and operational support levels. While that approach aligned with IECC's former structure, it resulted in significant inconsistencies between campuses over time. Similar sports were often staffed differently despite having comparable roster sizes, scholarship limits, and operational expectations.

In response, IECC has begun implementing a districtwide "Equity in Athletics" initiative grounded in several guiding principles:

- Consistent staffing expectations for the same sport across all campuses
- Alignment between staffing levels and roster size/enrollment impact
- Financial sustainability and stewardship consistent with Board Policy 100.43
- System-level governance and accountability through the SEPC process

The first phase of this work established minimum roster expectations by sport. The second phase, and the focus of this memorandum, establishes standardized athletics staffing models districtwide. Under this approach, each sport now has a defined staffing expectation tied to the operational scale of the program.

Importantly, the District is implementing these changes through a phased transition approach rather than immediate restructuring. Existing staffing arrangements are generally being grandfathered until attrition occurs, at which point positions transition into the standardized district model. This approach allows IECC to improve long-term equity and sustainability while minimizing disruption to current employees and programs.

This initiative is not intended to diminish athletics. Rather, it reflects the institution's broader effort to ensure that athletics, like all other areas of IECC, operates with clear expectations, equitable resource allocation, fiscal discipline, and long-term sustainability. Athletics remains an important contributor to enrollment, student engagement, campus culture, and community connection across the District.

Additional financial modeling and supporting detail related to this initiative are included in the attached reference document previously provided to the Board.

I ask for the Board's acceptance of this intercollegiate athletics staffing model.

RG

MEMORANDUM

Illinois Eastern Community Colleges
Standardized Athletics Staffing Model

To: Strategic Engagement Planning Council (SEPC)
From: Ryan Gower, Chancellor
Date: May 2026
Subject: Approval of Standardized Athletics Staffing Arrangements by Sport

Purpose and Context

As Illinois Eastern Community Colleges has transitioned from a decentralized four-college structure to a unified system, intercollegiate athletics must reflect that same evolution. Historically, each college determined roster sizes, staffing models, compensation, and operational support for athletics programs independently. That approach is no longer well suited to a district in which athletics, enrollment strategy, and resource allocation are governed at the system level.

Consistent with Board Policy 100.43, the district has already taken the first major step in this work by establishing minimum roster expectations by sport and applying those expectations consistently across campuses. The next step is to align staffing models with those roster expectations. Staffing must reflect the scale and operational demands of each sport, and similar sports with similar roster expectations should be staffed in a consistent manner across the district.

This memorandum presents the proposed new athletics staffing model for IECC. It focuses only on staffing arrangements in the new model, not on broader economic projections. The proposal identifies the standard head coach and assistant coach arrangement for each sport, notes the appointment length and assistant pay structure, and establishes a transition process so the district can move to a consistent end-state model in a practical and orderly manner.

Implementation will occur through a grandfathering approach. Existing staffing arrangements will not be abruptly disrupted solely to force immediate compliance. Instead, current structures may remain in place during the transition period or until attrition creates a natural opportunity for alignment. Any temporary exceptions during Academic Year 2027 are identified below. By Academic Year 2028, the district's staffing model should be fully aligned except where a clearly approved exception has been authorized through the SEPC process.

Proposed Standard Staffing Arrangements by Sport

The table below presents the proposed IECC standard staffing arrangement for each sport. All salary figures shown for assistant coaches are the current baseline amounts reflected in the model and are included here so distinctions between sports and appointment structures are clear.

Sport	Current Sponsorship	Head Coach Arrangement	Assistant Coach Arrangement	AY27 Transition / Exceptions	AY28 End-State
Baseball	FCC, LTC, OCC, WVC	1 full-time, exempt head coach; 12-month; 100% athletics	1 part-time, exempt assistant; 12-month; $21,600 1 part-time, exempt	AY27 only, FCC and LTC may continue with two part-time, exempt 12-month assistant	AY28: all campuses align to one 12-month assistant and one 10-month

Sport	Current Sponsorship	Head Coach Arrangement	Assistant Coach Arrangement	AY27 Transition / Exceptions	AY28 End-State
			assistant; 10-month; $18,276	coaches. OCC and WVC transition in AY27 to one part-time, exempt 12-month assistant and one part-time, exempt 10-month assistant.	assistant.
Men's Basketball	FCC, LTC, OCC, WVC	1 full-time, exempt head coach; 12-month; 70% athletics / 30% institutional duties	1 part-time, exempt assistant; 12-month; $21,600	Frontier serves as the initial implementation site. Existing legacy arrangements at other campuses may remain until attrition.	End-state model applies to each men's basketball program districtwide in AY27 and beyond
Women's Basketball	FCC, LTC, OCC, WVC	1 full-time, exempt head coach; 12-month; 70% athletics / 30% institutional duties	1 part-time, exempt assistant; 12-month; $21,600	Frontier serves as the initial implementation site. Existing legacy arrangements at other campuses may remain until attrition.	End-state model applies to each women's basketball program districtwide in AY27 and beyond.
Softball	FCC, LTC, OCC, WVC	1 full-time, exempt head coach; 12-month; 70% athletics / 30% institutional duties	1 part-time, exempt assistant; 10-month; $18,276	Frontier and OCC remain under existing athletics-funded structures during transition. LTC and WVC are modeled with part-time head coach positions converted to full-time positions beginning AY27.	End-state model applies districtwide through attrition and vacancy-based alignment in AY27 and beyond.
Volleyball	FCC, LTC, WVC	1 full-time, exempt head coach; 12-month; 50% athletics / 50% institutional duties	1 part-time, exempt assistant; 10-month; $10,000	Volleyball already follows a distinct leaner assistant pay structure than baseball and softball. OCC does not sponsor volleyball.	End-state model remains one 50/50 head coach and one part-time, exempt 10-month assistant at $10,000 effective AY27 and beyond.
Men's Soccer	LTC now; OCC planned	At campuses sponsoring both men's and women's soccer, 1 full-time, exempt head coach oversees both programs; 12-month	Shared model across the combined men's and women's programs: 1 part-time exempt assistant; 12-month; $21,600 1 part-time exempt assistant; 10-month; $18,276	LTC is current sponsor. OCC is modeled as a future sponsor. Personnel in the combined model are shared across both soccer programs.	End-state for campuses sponsoring both programs is one combined head coach with one part-time, exempt 12-month assistant and one part-time, exempt 10-month assistant.
Women's Soccer	LTC, WVC, OCC planned	LTC: included in combined men's/women's soccer head coach model at campuses sponsoring both programs; 12-month. WVC: 1 head coach dedicated to women's soccer.	LTC combined model share: 1 part-time exempt assistant; 12-month; $21,600 1 part-time exempt assistant; 10-month; $18,276 WVC current model: 1 part-time, exempt assistant; 10-month;	WVC women's soccer is a current standalone sponsorship and must be recognized separately during transition. LTC uses the combined two-program model. OCC is a planned future startup.	End-state at campuses sponsoring both men's and women's soccer is the combined model. Standalone women's soccer arrangements may remain only if separately

Sport	Current Sponsorship	Head Coach Arrangement	Assistant Coach Arrangement	AY27 Transition / Exceptions	AY28 End-State
		OCC: planned future inclusion in combined model if both programs are launched.	$18,276		approved.
Golf	LTC	1 part-time, exempt head coach	1 part-time, exempt assistant; 10-month; $10,000	No districtwide transition issue at present because golf is sponsored only at LTC.	End-state remains a lean part-time model.

Grandfathering and Implementation

The district should implement this model through grandfathering rather than abrupt midstream restructuring. Existing employees should not have duties reduced or titles changed solely to force immediate conformity with the new framework. Instead, the approved staffing model should govern future hiring, vacancy replacement, and any newly created coaching assignments.

For baseball, the district will allow a limited Academic Year 2027 exception for Frontier and Lincoln Trail to maintain two 12-month assistant coaches. That exception ends after AY27. By Academic Year 2028, all baseball programs will align to the same structure of one 12-month assistant coach and one 10-month assistant coach.

For basketball, softball, volleyball, soccer, and golf, legacy differences may remain during the transition where incumbents are already in place, but the approved model should be treated as the district's standard expectation going forward. Any deviation from that standard should require affirmative review and approval through the SEPC process.

Requested Action

I recommend that SEPC approve this standardized athletics staffing model as the district's official framework for intercollegiate sports beginning with implementation in Academic Year 2027 and full alignment, subject to grandfathering and approved exceptions, by Academic Year 2028.

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

RE: Perkins Budget

The Perkins V Grant is to develop and improve the academic, technical and employability skills of students in career and technical (CTE) programs. Perkins funding is to develop the academic knowledge, technical skills and employability skills of students in CTE programs.

The Perkins Postsecondary Grant is administered through the Grant Accountability and Transparency Act (GATA) which is supported by the Illinois Community College Board (ICCB) in supporting CTE programs. ICCB has released the FY27 Postsecondary Perkins allocations for the grant period of July 1, 2026 to June 30, 2027 and IECC has been allocated $219,260.

The Program Director of Perkins is updating the IECC Perkins budget to meet the June 24, 2026 submission deadline to support the CTE programs across the District with a focus on welding for FY27.

I ask the Board's approval for submission of the Perkins budget to the Illinois Community College Board.

RG/cr

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

RE: Bid Exception Under ILCS 805/3-27.1(1)

Through the Postsecondary Perkins Basic Grants, the District has the opportunity to enhance the instructional curriculum for the Allied Health CTE programs. The approved budget includes the purchase of a unique Virtual Reality Simulation that allows the Allied Health students to experience real life scenarios in a practice environment.

The request is for $25,000 which covers 200 licenses ($125 per student) with an endless array of scenarios for students to practice in the VR Sim world. The system will expand opportunities for students to experience lifelike interactions.

Under ILCS 805/3-27.1(1), the Board may approve contracts for purchases of goods or services which are economically procurable from only one source. The Virtual Reality Simulation is only available through Oxford Medical Simulations. I ask the Board to approve the expenditure, which will be purchased from Oxford Medical Simulations for $25,000. The expenditure is 100% supported by the Postsecondary Perkins award passed through the Illinois Community College Board.

RG/akb
Attachment

QUOTE

Illinois Eastern Community Colleges
233 E Chestnut St
OLNEY IL 62450
USA

Date
Mar 16, 2026

Expiry
May 15, 2026

Quote Number
QU-0936

Reference
IECCEnt261Y

Oxford Medical Simulation Inc.
240 Elm Street
Floor 2 & 3
Somerville
MA 02144
finance@oxfordmedicalsimulation.com

Description	Quantity	Unit Price	Tax	Amount USD
OMS Enterprise Offer Year 1 of 1 (September 2026 - September 2027). Includes up to 200 Tier 3 licenses.	1.00	25,000.00	Tax Exempt	25,000.00
			Subtotal	25,000.00
			TOTAL TAX	0.00
			TOTAL USD	**25,000.00**

Terms

Reference the Agreement for Software and Services between Illinois Eastern Community College and Oxford Medical Simulation Inc, dated 25 April 2025.

Oxford Medical Simulation Inc.
240 Elm Street
2nd and 3rd Floor, Suite 226
Somerville
MA 02144

May 1, 2025

To whom it may concern,

This is to confirm that Oxford Medical Simulation is the sole manufacturer of:

Oxford Medical Simulation Virtual Reality Healthcare Training Platform

Further, Oxford Medical Simulation is the sole provider of installation, education, technical services and support for the aforementioned system.

If you need any additional information or assistance, please do not hesitate to contact the OMS team at (617) 812-6831 or visit our website at www.oxfordmedicalsimulation.com

Thank you for your interest in our product.

Sincerely,

Jack Pottle
Chief Medical Officer
Oxford Medical Simulation
jack@oxfordmedicalsimulation.com

© Oxford Medical Simulation, 240 Elm Street, 2nd and 3rd Floor, Suite 226, Somerville, MA 02144

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

RE: Ellucian Contract 2026

Since 1999, IECC has utilized Ellucian Banner as its ERP software. Most recently, IECC entered a five-year commitment with Ellucian in May 2021 that expired April 2026.

With the current contract expired, administration has been engaging in renewal discussions on a multi-year commitment to continue utilizing Banner for the next five years (2026 – 2031). However, as we assess the current economic environment, the five-year commitment represents an investment of nearly $2,700,000 (approximately $540,000 per year) that is not recommended currently.

Since 2021, IECC has fully implemented CRM Advise and Degree Works, both products adding cost to the overall suite of services available through Banner. For the 2026 renewal, Ellucian has removed Analytics – legacy reporting and data warehouse – and moved to Ellucian Insights – modern software as a service model – for data pool and storage solutions at a significant cost increase of approximately $115,000.

At the time of this memo, IECC has not yet received answers to renewal questions such as, what would the cost of a one-year contract be, is a discount or credit available for Insights due to IECC not having fully implemented the service and is an annual escalator of 3% available (linking with the prior renewal). Unfortunately, these answers are still pending but are anticipated before May 19, 2026.

Presently, it is recommended the Board of Trustees authorize a one-year renewal with Ellucian. It is expected this renewal cost will be approximately $465,000. That is $118,870 more than IECC spent on Banner last year due to the addition of Ellucian Insights. This will give administration time to further develop plans and work to negotiate a multi-year contract prior to May 2027.

RG/akb
Attachment

ORDER FORM

This Order Form (the "Order Form") is made by and between **ELLUCIAN COMPANY LLC** ("Ellucian") and Illinois Eastern Community Colleges System Office ("Client"). This Order Form is subject to the terms and conditions of the most recent underlying agreement between the parties related to licensing software, providing professional services and/or providing software support services or maintenance, as applicable (collectively, the "Agreement"). This Order Form will constitute a separate and independent contract between the parties hereto.

Term. The period commencing on the Beginning Date and continuing until the Expiration Date (each as specified in this Order Form) is the "Initial Term." Following the Initial Term, this Order Form will automatically renew for successive periods of twelve (12) months, at Ellucian's then-current rates unless either party provides written notice to the other party at least ninety (90) days prior to the commencement of the applicable renewal term. Ellucian shall provide Client with current rates in writing at least one hundred twenty (120) days prior to the commencement of the applicable renewal term. The Initial Term combined with any renewal Contract Year(s) is referred to herein as the "Term."

SOFTWARE SUPPORT SERVICES:

Client is obtaining Software Support Services for the following Software for the fees stated in the Software Support Services Table(s) and the note(s) thereto.

Services Limitations. All Software Support Services will be part of the applicable Baseline Software and will be subject to all of the terms and conditions of the Agreement. Ellucian's obligation to provide Client with Software Support Services for Baseline Software owned by parties other than Ellucian is limited to providing Client with the software support services that the applicable third party owner provides to Ellucian for that Baseline Software. In this regard, to the extent that an agreement authorizing Ellucian to resell or sublicense a third party's Baseline Software is terminated or expires prior to the Expiration Date, or prior to the expiration of any renewal term, for that Baseline Software, then Ellucian's obligation to provide Software Support Services to Client for that Baseline Software, and Client's obligation to pay Ellucian for same, shall automatically terminate simultaneously with the termination or expiration of the relevant agreement. Client must provide Ellucian with such facilities, equipment and support as are reasonably necessary for Ellucian to perform its obligations under the Agreement, including remote access to the Equipment.

Software Support Services - PAID IN ADVANCE				
Description [1]	Maintenance Standard	Beginning Date	Expiration Date	Fee
ApplicationXtender Web Services	Advantage	May 1, 2026	April 30, 2031	Included
ApplicationXtender Test Package	Advantage	May 1, 2026	April 30, 2031	Included
Relational Database System Standard Edition 2 ASFU (Inludes 2 processors)	Advantage Plus	May 1, 2026	April 30, 2031	Included
Relational Database System ASFU (Includes 2 processors)	Advantage Plus	May 1, 2026	April 30, 2031	Included
TOTAL (for Contract Year ending April 30, 2027)				**$32,307**
TOTAL (for Contract Year ending April 30, 2028)				**$34,568**
TOTAL (for Contract Year ending April 30, 2029)				**$36,988**

Software Support Services - PAID IN ADVANCE	
TOTAL (for Contract Year ending April 30, 2030)	**$39,577**
TOTAL (for Contract Year ending April 30, 2031)	**$42,348**

Software Support Services - PAID IN ARREARS				
Description [1]	Maintenance Standard	Beginning Date	Expiration Date	Fee
Relational Database System ASFU (Includes 2 processors)	Advantage	May 1, 2026	April 30, 2031	Included
Programmer (Includes 3 Named Users and 52 Concurrent Users)	Advantage	May 1, 2026	April 30, 2031	Included
ApplicationXtender Desktop	Advantage	May 1, 2026	April 30, 2031	Included
ApplicationXtender Web Access.NET	Advantage	May 1, 2026	April 30, 2031	Included
EDISmart	Advantage	May 1, 2026	April 30, 2031	Included
Workflow	Advantage	May 1, 2026	April 30, 2031	Included
Document Management Integration Component	Advantage	May 1, 2026	April 30, 2031	Included
Developer 2000 (Includes 3 Named Users and 52 Concurrent Users)	Advantage	May 1, 2026	April 30, 2031	Included
TOTAL (for Contract Year ending April 30, 2027)				**$47,813**
TOTAL (for Contract Year ending April 30, 2028)				**$51,160**
TOTAL (for Contract Year ending April 30, 2029)				**$54,741**
TOTAL (for Contract Year ending April 30, 2030)				**$58,573**
TOTAL (for Contract Year ending April 30, 2031)				**$62,673**

Payment Terms - Software Support Services Fee: For the software identified in the Software Support Services Table(s) above, Ellucian's obligation to provide Software Support Services and Client's obligation to make payment for such Software Support Services shall each commence on the Beginning Date and continue through the Expiration Date (as those terms are specified within the Table(s)). The annual fees payable for each Contract Year during the Term are listed in the Software Support Services Table(s) and will not increase except as set forth herein or in the Agreement. With respect to Software Support Services that are paid in advance, fees for each Contract Year will be specified by Ellucian in an annual invoice issued in advance of each such Contract Year (except that the invoice for the initial Contract Year will be issued on or after the Execution Date of this Order Form). With respect to Software Support Services that are paid in arrears, fees for each Contract Year will be specified by Ellucian in an annual invoice issued on the first day of the last month of the applicable Contract Year.

TERM SOFTWARE:

For the Software identified in the Term Software Table below, Ellucian grants Client a non-exclusive, non-transferable license to use the Software during the Term on the Equipment residing within the Territory for Client's internal use only and subject to all use restrictions and limitations set forth in the Agreement. This license with respect to Term Software will begin on the Beginning Date and will continue until the Expiration Date (as those terms are specified below).

Term Software				
Description [1]	Maintenance Standard	Beginning Date	Expiration Date	Fee
Banner • Banner Student (Includes Student Self-Service and Faculty and Advisor Self-Service)	Advantage Plus	May 1, 2026	April 30, 2031	Included [2]

Term Software				
• Ellucian Degree Works • Ellucian Degree Works Transfer Equivalency • Banner Financial Aid (Includes Financial Aid Self-Service and CSS Profile Interface) • Banner Finance (Includes Finance Self-Service) • Banner Human Resources (Includes Employee Self-Service)				

CLOUD SOFTWARE:

For the Cloud Software identified in the Cloud Software Table below, Ellucian grants Client a non-exclusive, non-transferable license to use the Cloud Software during the Term for Client's internal use only, on the terms and conditions of the Agreement. This license with respect to the Cloud Software will begin on the Beginning Date and will continue until the Expiration Date (as those terms are specified below).

Cloud Software			
Description [1]	Beginning Date	Expiration Date	Fee
CRM Recruit • Ellucian CRM Recruit Community College Edition (Banner) • Three (3) Additional Constituent Experience (cx) for CRM Recruit SaaS • Five (5) Ellucian Chats for CRM Recruit	May 1, 2026	April 30, 2027	Included [2]

Cloud Software			
Description [1]	Beginning Date	Expiration Date	Fee
SaaS Software • Ellucian Experience Premium • Intelligent Learning Platform for Blackboard • FM Needs Analysis • On Demand Training Named User License (10)	May 1, 2026	April 30, 2031	Included [2]

Cloud Software			
Description [1, 3]	Beginning Date	Expiration Date	Fee
Reporting • Ellucian Insights Premium • Ellucian Insights Enterprise Extensibility	May 1, 2026	April 30, 2031	Included [2]

PAYMENT SUMMARY FOR TERM SOFTWARE AND CLOUD SOFTWARE TABLE	
TOTAL for Term Software and Cloud Software for Contract Year ending April 30, 2027:	**$414,933**
TOTAL for Term Software and Cloud Software for Contract Year ending April 30, 2028:	**$344,970**
TOTAL for Term Software and Cloud Software for Contract Year ending April 30, 2029:	**$358,769**
TOTAL for Term Software and Cloud Software for Contract Year ending April 30, 2030:	**$373,120**
TOTAL for Term Software and Cloud Software for Contract Year ending April 30, 2031:	**$388,044**

Payment Terms - Term Software and Cloud Software: For the Term Software and Cloud Software licensed in this Order Form, annual subscription fees for each Contract Year will be specified by Ellucian in an annual invoice issued in advance of each such Contract Year (except that the invoice for the initial Contract Year will be issued on or after the Execution Date of this Order Form). The annual subscription fees payable for each Contract Year during the Term are listed in the Payment Summary for Term Software and Cloud Software Table above and will not increase except as set forth herein or in the Agreement. Payment of the annual subscription fees specified herein is in addition to any subscription fees due under the Agreement or any other software or subscription agreement(s) between the parties.

Notes:

[1] For product descriptions and service standards, see www.ellucian.com/contracts-and-documentation.

[2] See Payment Summary for Term Software and Cloud Software Table.

[3] For avoidance of doubt, this order form does not contain implementation services for Ellucian Insights Premium or Ellucian Insights Enterprise Extensibility

Contract Year. As applicable, the term "Contract Year" means each period of twelve (12) months commencing on May 1 during the Term. Depending upon the Execution Date and the parties' intent with respect to aligning payment cycle for the services under this Order Form, the initial Contract Year may be a partial one, in which event fees for that partial, initial Contract Year will be prorated.

Contracted FTE. The Contracted FTE to applicable Software is 3,499.

Invoicing. As applicable based upon the specific products identified in this Order Form, Ellucian will invoice Client in accordance with the Payment Terms section beneath the applicable Table(s) above.

Payment Terms - Generally. Unless a different payment obligation is specified in the Agreement, Client's payments under this Order Form are due within thirty (30) days of the date(s) of invoice(s) except that, with respect to the initial Contract Year only, Client's payment shall be due on the latter of (i) thirty (30) days from the date of Ellucian's invoice for same or (b) the Beginning Date identified within the table(s) above.

By the execution below, each party represents and warrants that it is bound by the signature of its respective signatory for this non-cancelable Order Form. Except as expressly amended by the Order Form, the terms of the Agreement remain unchanged and in full force and effect; any fees due under the Order Form are in addition to and not in lieu of fees already due or scheduled to come due under the Agreement. Client has not relied on the availability of either any future version of any software or any future software product or service.

Ellucian	**Client**
By:	**By:**
Authorized Signature	*Authorized Signature*
Name:	**Name:**
Printed	*Printed*
Title:	**Title:**
Date:	**Date:**

The later date of signature above is the "Execution Date" of this Order Form.

The pricing contained in this Order Form is valid only if the Execution Date occurs on or before April 29, 2026.

Client Accounts Payable Contact Information:
Name:
Address:
City, State, Zip:
Email Address:
PO# (if applicable)

Client Cloud Software Provisioning Contact Information:
Name:
Title:
Email:

MEMORANDUM

TO: IECC Board of Trustees
FROM: Ryan Gower, Chancellor
RE: FY27 Non-Bargaining Unit VSIP
DATE: May 19, 2026

As part of the next phase of the organizational restructuring and operational alignment efforts initiated by IECC in 2022, the administration is recommending implementation of a one-time FY2027 Voluntary Separation Incentive Program ("VSIP") for eligible full-time non-bargaining unit employees.

Since 2022, IECC has continued transitioning toward more coordinated system-wide operations rather than maintaining four largely independent operational structures. The proposed VSIP is intended to support that continuing work by allowing the College to thoughtfully review staffing structures, operational responsibilities, and position alignment as vacancies occur through voluntary participation.

The proposed program is also intended to assist IECC in aligning institutional resources with long-term operational and financial realities facing community colleges throughout Illinois and the nation. However, the administration views the VSIP primarily as an organizational alignment and transition initiative rather than simply a budget reduction measure.

The proposed VSIP would be available to eligible full-time non-bargaining unit employees with at least five years of continuous service to IECC. Members of the Strategic Engagement Planning Council ("SEPC") and Operations and Maintenance employees would be excluded from participation.

The proposed incentive structure would be based upon years of continuous IECC service and would include two separation windows: September 1, 2026 and December 31, 2026. Participation in the program would remain entirely voluntary and subject to administrative review and approval.

Additional details regarding the proposed program framework have been sent under separate cover.

The administration respectfully requests that the Board authorize administration to administer the FY2027 Non-Bargaining Unit Voluntary Separation Incentive Program.

ILLINOIS EASTERN COMMUNITY COLLEGES
DISTRICT #529
TREASURER'S REPORT
April 30, 2026

FUND	BALANCE
Educational	$ 8,271,838.93
Operations & Maintenance	960,118.93
Operations & Maintenance (Restricted)	1,722,390.30
Bond & Interest	484,336.65
Auxiliary	1,256,953.05
Restricted Purposes	390,607.89
Working Cash	796,227.52
Trust & Agency	731,392.46
Audit	21,251.14
Liability, Protection & Settlement	900,732.33
TOTAL ALL FUNDS	$ 15,535,849.20

Respectfully submitted,

Ryan Hawkins, Treasurer

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
April 30, 2026

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
ASSETS						
Cash	$ 8,298,139	$ 960,119	$ 1,722,390	$ 484,337	$ 1,277,453	$ 390,608
Investments	8,915,496	2,827,022	5,552,252	-	1,973,954	-
Accounts Receivable	2,092,217	244,585	-	-	328,443	-
Other Receivables	896,232	11,707	6,310	-	2,266	1,065
Restricted Cash	-	-	4,453,414	-	-	-
Inventory	-	-	-	-	485,671	-
Other Assets	1	-	27,691	-	-	500,833
Due From Other Funds	-	-	-	-	-	-
Total Assets	$ 20,202,085	$ 4,043,433	$ 11,762,057	$ 484,337	$ 4,067,787	$ 892,506
LIABILITIES						
Accounts Payable	$ 68,253	$ 6,610	$ 85,771	$ 243,931	$ 81,356	$ 6,978
Accrued Payroll Liabilities	18,177	-	-	-	-	-
Other Accrued Liabilities	2,568,704	177,895	21,997	-	42,901	-
Due to Other Funds	-	-	-	-	-	-
Total Liabilities	2,655,134	184,505	107,768	243,931	124,257	6,978
FUND BALANCES						
Non-Spendable	-	-	-	-	485,671	-
Restricted						
Board Designated	11,563,100	1,988,472	-	-	-	-
Other Purposes	-	1,558,824	4,757,276	240,406	-	-
Encumbered	4,032,299	311,632	6,897,013	-	673,432	338,465
Unassigned	1,951,552	-	-	-	2,784,427	547,063
Total Fund Balances	17,546,951	3,858,928	11,654,289	240,406	3,943,530	885,528
Total Liabilities and Fund Balances	$ 20,202,085	$ 4,043,433	$ 11,762,057	$ 484,337	$ 4,067,787	$ 892,506

Illinois Eastern Community Colleges
Balance Sheets - All Funds (Unaudited)
April 30, 2026

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
ASSETS					
Cash	$ 796,228	$ 731,392	$ 21,251	$ 900,732	$ 15,582,649
Investments	4,102,565	-	-	-	23,371,289
Accounts Receivable	-	-	-	-	2,665,245
Other Receivables	114,546	16,357	-	-	1,048,483
Restricted Cash	-	-	-	-	4,453,414
Inventory	-	-	-	-	485,671
Other Assets	-	-	-	-	528,525
Due From Other Funds	-	-	-	-	-
Total Assets	$ 5,013,339	$ 747,749	$ 21,251	$ 900,732	$ 48,135,276
LIABILITIES					
Accounts Payable	$ -	$ 1,147	$ -	$ (110)	$ 493,936
Accrued Payroll Liabilities	-	-	-	-	18,177
Other Accrued Liabilities	-	-	-	(12,379)	2,799,118
Due to Other Funds	-	-	-	-	-
Total Liabilities	-	1,147	-	(12,489)	3,311,231
FUND BALANCES					
Non-Spendable	4,815,000	-	-	-	5,300,671
Restricted					
Board Designated	-	-	-	-	13,551,572
Other Purposes	198,339	737,466	21,251	761,131	8,274,693
Encumbered	-	9,136	-	152,090	12,414,067
Unassigned	-	-	-	-	5,283,042
Total Fund Balances	5,013,339	746,602	21,251	913,221	44,824,045
Total Liabilities and Fund Balances	$ 5,013,339	$ 747,749	$ 21,251	$ 900,732	$ 48,135,276

Illinois Eastern Community Colleges
Statements of Revenues, Expenditures, and Changes in Fund Balance - All Funds (Unaudited)
For the Period Ended April 30, 2026

	Educational Fund	Operations & Maintenance Fund	Operations & Maintenance (Restricted) Fund	Bond & Interest Fund	Auxiliaries Fund	Restricted Purposes Fund
REVENUES						
Property Taxes	$ 5,076,865	$ 1,828,667	$ 200,201	$ 2,449,164	$ -	$ -
Replacement Taxes	-	607,827	-	-	-	-
ICCB Grants	11,290,335	-	56,200	-	-	1,134,555
Federal Grants	-	-	-	-	-	7,409,301
Tuition & Fees	11,512,006	851,790	-	-	234,835	-
Charges for Services	31,062	100,535	-	-	1,772,310	-
Interest	417,828	96,014	229,619	24,044	64,389	18,929
Other Revenues	210,247	11,192	1,274,750	-	279,634	76,014
Total Revenues	28,538,343	3,496,025	1,760,770	2,473,208	2,351,168	8,638,799
EXPENDITURES						
Payroll	13,380,551	1,080,710	-	-	1,826,624	1,501,250
Benefits	2,461,779	269,630	-	-	236,465	312,135
Contractual Services	1,423,643	405,318	542,995	-	455,089	205,357
Supplies	1,180,838	172,838	118,305	-	958,913	331,722
Travel	147,174	181	-	-	388,940	95,423
Fixed	34,228	75	143	2,752,613	246,222	(3,245)
Utilities	51,981	1,233,401	-	-	-	-
Capital Outlay	36,967	60,914	1,870,780	-	(3,665)	43,383
Other	167,482	431	-	-	107,321	1,629,114
Scholarships, Student Grants, & Waivers	4,596,715	-	-	-	712,585	4,526,538
Total Expenditures	23,481,358	3,223,498	2,532,223	2,752,613	4,928,494	8,641,677
Excess (Deficiency) of Revenues Over (Under) Expenditures	5,056,985	272,527	(771,453)	(279,405)	(2,577,326)	(2,878)
TRANSFERS						
Net Transfers	(2,400,449)	-	-	-	2,400,449	-
Total Transfers	(2,400,449)	-	-	-	2,400,449	-
Net Change in Fund Balance	2,656,536	272,527	(771,453)	(279,405)	(176,877)	(2,878)
Fund Balance - Beginning	14,890,415	3,586,401	12,425,742	519,811	4,120,407	888,406
Fund Balance - Ending	$ 17,546,951	$ 3,858,928	$ 11,654,289	$ 240,406	$ 3,943,530	$ 885,528

Illinois Eastern Community Colleges
Statements of Revenues, Expenditures, and Changes in Fund Balance - All Funds (Unaudited)
For the Period Ended April 30, 2026

	Working Cash Fund	Trust & Agency Fund	Audit Fund	Liability, Protection and Settlement Fund	Total Funds
REVENUES					
Property Taxes	$ -	$ -	$ 106,099	$ 1,503,538	$ 11,164,534
Replacement Taxes	-	-	-	-	607,827
ICCB Grants	-	-	-	-	12,481,090
Federal Grants	-	-	-	-	7,409,301
Tuition & Fees	-	-	-	-	12,598,631
Charges for Services	-	19,241	-	-	1,923,148
Interest	72,011	17,439	582	22,022	962,877
Other Revenues	-	513,512	-	31,628	2,396,977
Total Revenues	72,011	550,192	106,681	1,557,188	49,544,385
EXPENDITURES					
Payroll	-	-	-	-	17,789,135
Benefits	-	-	-	189,398	3,469,407
Contractual Services	-	4,748	82,187	55,240	3,174,577
Supplies	-	18,494	-	10,053	2,791,163
Travel	-	12,925	-	-	644,643
Fixed	-	-	-	579,683	3,609,719
Utilities	-	-	-	-	1,285,382
Capital Outlay	-	-	-	-	2,008,379
Other	-	(35,189)	-	3,021	1,872,180
Scholarships, Student Grants, & Waivers	-	436,291	-	-	- 10,272,129
Total Expenditures	-	437,269	82,187	837,395	46,916,714
Excess (Deficiency) of Revenues Over (Under) Expenditures	72,011	112,923	24,494	719,793	2,627,671
TRANSFERS					
Net Transfers	-	-	-	-	-
Total Transfers	-	-	-	-	-
Net Change in Fund Balance	72,011	112,923	24,494	719,793	2,627,671
Fund Balance - Beginning	4,941,328	633,679	(3,243)	193,428	42,196,374
Fund Balance - Ending	$ 5,013,339	$ 746,602	$ 21,251	$ 913,221	$ 44,824,045

ILLINOIS EASTERN COMMUNITY COLLEGES
Comparative Combined Balance Sheets - All Funds
April 30, 2026

Unaudited

	ALL FUNDS	
	Fiscal Year 2025	**Fiscal Year 2024**
ASSETS:		
CASH	$ 15,535,606	$ 15,000,718
IMPREST FUND	21,300	21,300
CHECK CLEARING	25,500	25,500
CDB PROJECT TRUST	4,453,414	4,502,657
PREPAID EXPENSES	-	57,508
INVESTMENTS	23,371,288	25,549,804
RECEIVABLES	3,570,590	3,817,960
ACCRUED REVENUE	143,138	74,714
INVENTORY	485,671	625,408
OTHER ASSETS	528,524	484,848
FIXED ASSETS (Net of Depr)	35,936,699	33,887,327
TOTAL ASSETS AND OTHER DEBITS:	$ 84,071,730	$ 85,547,744
LIABILITIES:		
PAYROLL DEDUCTIONS PAYABLE	$ 5,798	$ 277,346
ACCOUNTS PAYABLE	541,371	129,556
DEFERRED REVENUE	2,373,795	2,549,446
L-T DEBT GROUP (FUND 9)	12,791,509	7,343,497
OPEB (Prior Year Restated for GASB 75 Implementation)	5,983,109	6,280,647
INTERFUND PAYABLES	-	
OTHER LIABILITIES	390,268	1,900,631
TOTAL LIABILITIES:	22,085,850	18,481,123
FUND BALANCES:		
FUND BALANCE	32,409,732	38,480,510
INVESTMENT IN PLANT (Net of Depr)	35,936,699	33,887,327
OTHER FUND BALANCES RECOGNIZED AS A LIABILITY (FUND 9)	(18,774,618)	(13,624,144)
RESERVE FOR ENCUMBRANCES	12,414,067	8,322,928
TOTAL EQUITY AND OTHER CREDITS	61,985,880	67,066,621
TOTAL LIABILITIES, EQUITY, AND OTHER CREDITS	$ 84,071,730	$ 85,547,744

ILLINOIS EASTERN COMMUNITY COLLEGES
OPERATING FUNDS ONLY
COMPARISON TO BUDGET REPORT FOR FISCAL YEARS 2024-2026

		FISCAL YEAR 2024			FISCAL YEAR 2025			FISCAL YEAR 2026			
College	Category	Budget	Spent Thru April	% of Budget	Budget	Spent Thru April	% of Budget	Tentative Budget	Spent Thru April	% of Budget	% of Year
Frontier	Bills		$ 647,729			$ 680,163			$ 1,873,998		
	Payroll		1,922,234			1,963,929			7,904,215		
	Waivers		659,098			468,289			435,315		
	Totals	$ 3,936,161	3,229,061	82%	$ 4,523,243	3,112,381	69%	12,358,397	10,213,528	83%	83%
Lincoln Trail	Bills		$ 1,017,255			$ 958,846			$ 823,862		
	Payroll		1,954,405			2,106,045			1,035,712		
	Waivers		880,514			640,670			735,952		
	Totals	$ 4,542,114	3,852,174	85%	$ 4,760,106	3,705,561	78%	3,453,233	2,595,526	75%	83%
Olney Central	Bills		$ 1,716,611			$ 1,609,755			$ 768,852		
	Payroll		3,879,787			3,801,797			1,020,594		
	Waivers		686,998			527,291			429,487		
	Totals	$ 7,643,937	6,283,396	82%	$ 7,622,079	5,938,843	78%	3,482,828	2,218,933	64%	83%
Wabash Valley	Bills		$ 1,307,475			$ 1,164,884			$ 832,729		
	Payroll		2,601,729			2,544,008			929,470		
	Waivers		1,195,544			752,075			687,339		
	Totals	$ 5,915,330	5,104,748	86%	$ 5,816,006	4,460,967	77%	3,343,335	2,449,538	73%	83%
Workforce Educ.	Bills		$ 180,639			$ 192,518			$ 130,641		
	Payroll		638,219			613,054			525,644		
	Waivers		1,728,869			1,841,420			1,420,256		
	Totals	$ 2,619,370	2,547,727	97%	$ 2,740,542	2,646,992	97%	2,752,534	2,076,541	75%	83%
District Wide	Bills		$ 4,398,398			$ 3,786,000			$ 3,216,798		
	Payroll		2,835,110			3,059,208			3,045,626		
	Waivers		61,316			1,029,320			888,366		
	Totals	$ 9,824,759	$ 6,640,461	68%	$ 9,389,968	7,874,528	84%	7,916,139	7,150,790	90%	83%
GRAND TOTALS		$ 34,481,671	$ 27,657,567	80%	$ 34,851,944	$ 27,739,272	80%	$ 33,306,466	$ 26,704,856	80%	83%

ILLINOIS EASTERN COMMUNITY COLLEGES
Operating Funds Revenues & Expenditures Report
For the Period Ended April 30, 2026

Unaudited

REVENUES

	FY 2026		FY 2025		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	$	%
Property Taxes	$ 6,905,532	21.56%	$ 6,229,005	0.00%	$ 676,527	10.861%
Replacement Taxes	607,827	1.90%	538,352	0.00%	69,475	12.905%
ICCB Grants	11,290,335	35.24%	11,841,053	17.87%	(550,718)	-4.651%
Tuition & Fees	12,363,796	38.60%	13,018,455	81.10%	(654,659)	-5.029%
Charges for Services	132,598	0.41%	134,316	0.20%	(1,718)	-1.279%
Interest	513,842	1.60%	524,503	0.82%	(10,661)	-2.033%
Other Revenues	220,436	0.69%	460,621	0.02%	(240,185)	-52.144%
	$ 32,034,366	100.00%	$ 32,746,305	100.00%	$ (711,939)	-2.174%

EXPENDITURES

	FY 2026		FY 2025		Increase (Decrease)	
	Amount	% of Total	Amount	% of Total	$	%
Salaries	$ 14,461,261	54.15%	$ 14,088,041	21.43%	$ 373,220	2.649%
Employee Benefits	2,731,409	10.23%	2,559,241	4.56%	172,168	6.727%
Contractual Services	1,828,961	6.85%	2,206,821	5.00%	(377,860)	-17.122%
Materials	1,353,676	5.07%	1,624,173	5.96%	(270,497)	-16.654%
Travel & Staff Development	147,355	0.55%	184,959	0.14%	(37,604)	-20.331%
Fixed Charges	34,303	0.13%	44,690	0.15%	(10,387)	-23.242%
Utilities	1,285,382	4.81%	1,245,373	2.33%	40,009	3.213%
Capital Outlay	97,881	0.37%	397,942	1.44%	(300,061)	-75.403%
Other	4,764,628	17.84%	5,388,032	58.99%	(623,404)	-11.570%
	$ 26,704,856	100.00%	$ 27,739,272	100.00%	$ (1,034,416)	-3.729%

Locally Funded, CDB, & PHS Projects Projects Schedule											
	Funding Source	Estimated Budget									
Center for Technology - LTC	CDB	$11,160,000									
Applied Technology Center - OCC	CDB	$3,076,400									
FCC - Athletic Facility	Insurance/Bond Proceeds/Fundraising	$5,651,000									
Emergency Repairs - LTC	Insurance Proceeds	$458,162									
Wattleworth Hall 3rd Floor Remodel - OCC	Bond Proceeds	$1,345,000									
GRAND TOTAL		$21,690,562	Board Approval	Preliminary Design	Materials	Begin Construction	30% Completed	60% Completed	80% Completed	100% Completed	Fully Accepted

4/30/2026

MEMORANDUM

TO: Board of Trustees

FROM: Ryan Gower

DATE: May 19, 2026

RE: Personnel Report

Mr. Chairman, I recommend that the Board of Trustees approve the May Personnel Report. Additional information for items 400.1, 400.2, 400.3, 400.4, & 400.5 have been sent under separate confidential cover.

INDEX

400.1. Employment of Personnel
400.2. Change in Status
400.3. Reduction in Force
400.4. Resignation Ratification
400.5. Retirement Ratification

PERSONNEL REPORT

400.1 Employment of Personnel

1. English Composition/Literature Instructor, WVC, Academic Affairs effective August 12, 2026

2. Temporary, Non-Bargaining, Full-time Automotive Instructor, OCC, Academic Affairs effective August 12, 2026 – May 14, 2027

3. Welding Instructor, OCC, Academic Affairs effective August 12, 2026

4. Head Women's Volleyball Coach & Enrollment Management Coordinator, LTC, Institutional Outreach effective May 26, 2026

5. Groundskeeper/Custodian, FCC, effective May 26, 2026

6. Custodian, OCC, effective May 26, 2026

400.2 Change in Status

1. Administrative Assistant to the Dean to Interim Administrative Assistant to the President/Vice Chancellor of Institutional Outreach & Dean, LTC, Institutional Outreach effective May 26, 2026

2. Head Softball Coach & Bookstore Manager, WVC to Head Softball Coach & Enrollment Management Coordinator, WVC, Institutional Outreach effective July 6, 2026

3. TRIO Upward Bound Academic Counselor, LTC, Institutional Outreach to Director of Learning Commons, LTC, Student Affairs effective May 26, 2026

400.3 Reduction in Force

1. Taylor Newlin, Food Services Manager, LTC, effective May 15, 2026

400.4 Resignation Ratification(s)

1. Terrance McGee, Head Men's Basketball Coach, WVC, effective May 11, 2026

2. Quianna McGee, Coordinator of Marketing & Communications, WVC, Institutional Outreach effective May 15, 2026

3. Brock Plassman, TRIO Upward Bound Academic Counselor, WVC, Institutional Outreach effective May 9, 2026

4. Caleb Kamplain, TRIO Student Support Services Academic Advisor, LTC, Institutional Outreach effective June 5, 2026

400.5 Retirement Ratification

1. Jackie Shamhart, Administrative Assistant to the President/Vice Chancellor of Institutional Outreach, LTC, Institutional Outreach effective April 30, 2026

2. Joe Myers, MIT Instructor, Business & Industry effective July 1, 2026

3. Tracy Robinson, Coordinator of International Admissions & Compliance, WVC, Student Affairs effective June 30, 2026

4. Bobby Moyes, Information Systems Technician, WVC, effective August 31, 2026