



**Highland Community College Board of Trustees
Board Retreat
June 7, 2017 – 8:30 a.m.**

**Highland Community College
Student/Conference Center Room H-206
2998 West Pearl City Road, Freeport, Illinois**

I. CALL TO ORDER/ROLL CALL

II. PUBLIC COMMENTS

III. OPENING REMARKS

IV. ADMINISTRATIVE UPDATES

- A. Strategic Planning
- B. Higher Learning Commission
- C. Website

V. MAIN MOTIONS (ACTION)

- A. Appointment: Agriculture Instructor (Page 1)
- B. Appointment: Speech Communication Instructor (Page 2)
- C. Property and Liability Insurance Renewal (Page 3)
- D. Intercollegiate Athletic Insurance (Page 4)

VI. BOARD UPDATES

- A. Digital Signs at College Entrances
- B. Opportunities for Growth

VII. CLOSED SESSION

- A. Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees
- B. Collective Negotiating Matters Between the Public Body and its Employees or Their Representatives

VIII. ACTION, IF NECESSARY

- A. Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees
- B. Collective Negotiating Matters Between the Public Body and its Employees or Their Representatives

IX. OLD BUSINESS

- A. September Board Retreat Date

X. NEW BUSINESS

XI. ADJOURN

**AGENDA ITEM #V-A
JUNE 7, 2017
HIGHLAND COMMUNITY COLLEGE BOARD**

**APPOINTMENT
AGRICULTURE INSTRUCTOR**

RECOMMENDATION OF THE PRESIDENT: That the Board of Trustees approves the appointment of Ms. Monica Pierce as full-time Agriculture Instructor in the Business and Technology division beginning August 10, 2017, at a FY16 salary of \$60,963 (MS+0, 5 years' experience), plus appropriate fringe benefits. Since the FY18 faculty union contract has not yet been negotiated, this salary is based on the FY16 salary schedule. This is a full-time faculty position and is within the FY18 budget through a generous donation received by the Foundation.

BACKGROUND: Ms. Pierce has been employed at Freeport High School as an Agricultural Science Teacher for the last five years teaching classes such as Veterinary Animal Science, Food Science, Environmental Science, and Crop Science. During her tenure at Freeport High School, Ms. Pierce has successfully implemented a 20-member Community Supported Agriculture (CSA) student vegetable farm that serves as an outdoor educational facility, as well as a work training program for agriculture students, built a greenhouse for the agriculture program utilizing grant money that she was awarded, and, through fundraising, acquired the money necessary to purchase and plant fruit trees to serve as a food education and work training opportunity. Outside of the educational arena, Ms. Pierce was employed at Angelic Organics in Caledonia, Illinois, working as a Farm Educator in addition to planting, weeding, and harvesting organic produce for CSA customers.

Ms. Pierce served as a Teaching Assistant in the Agricultural Education Department at University of Illinois, Urbana-Champaign, while obtaining her Master of Science in Agricultural Leadership and Science Education. Ms. Pierce also obtained her Bachelor of Science in Elementary Education from the University of Illinois. Ms. Pierce has been offered this position with the understanding that continued employment is contingent upon her completing 18 credits of graduate level coursework (specific courses to be determined) prior to the time frame needed to grant tenure (three academic years from her start date with an extension of one additional year possible). Ms. Pierce's involvement in the agricultural community can be seen through various leadership roles, including serving as the current University of Illinois Extension Council President, Foundation Board Member for the Conservation and Agricultural Partners, and Stephenson County Board Member. These associations have benefited Ms. Pierce's students through programming, work and volunteer opportunities.

Ms. Pierce's passion for agricultural science education, connections with the community, and her desire to create and organize meaningful learning experiences for her students make her a wonderful addition to the Agriculture department at Highland.

BOARD ACTION: _____

AGENDA ITEM #V-B
JUNE 7, 2017
HIGHLAND COMMUNITY COLLEGE BOARD

APPOINTMENT
SPEECH COMMUNICATION INSTRUCTOR

RECOMMENDATION OF THE PRESIDENT: That the Board of Trustees approves the appointment of Mr. William Lucio as full-time Speech Communication Instructor in the Humanities, Social Sciences, and Fine Arts division beginning August 10, 2017, at a FY16 salary of \$54,228 (MS+0, 2 years' experience), plus appropriate fringe benefits. Since the FY18 faculty union contract has not yet been negotiated, this salary is based on the FY16 salary schedule. This is a full-time faculty position and is within the FY18 budget.

BACKGROUND: Mr. Lucio just completed an appointment as a temporary full-time Associate Lecturer in Communication Studies at the University of Wisconsin-La Crosse. In this position, Mr. Lucio taught five sections of Effective Communications as a hybrid course introducing students to the basic aspects of communication, including nonverbal, interpersonal, and group communication. Prior to the University of Wisconsin, Mr. Lucio held a Graduate Teaching Assistant position at Kansas State University while obtaining his Master of Arts degree in Communication Studies. In recognition of his excellent teaching ability, he was awarded the Nancy Goulden Outstanding Teaching Award by the Department of Communication Studies. At Kansas State University, Mr. Lucio also served as a Forensics Coaching Assistant where he helped coach a team of 10 undergraduate students, traveled to tournaments, judged competitors on their speaking ability for critical, persuasive, informative, and limited preparation speeches, as well as their acting/interpretation ability in delivering poetry, prose/short story and dramatic monologues, and assisted in planning speech tournaments.

Mr. Lucio obtained his Bachelor of Arts degree in English from Roosevelt University in Chicago and his Associate of Arts degree in English from Moraine Valley Community College (MVCC) in Palos Hills, Illinois. While attending MVCC, Mr. Lucio was a member of the Forensics team, serving as captain to the team that won the National Championship in 2010. Upon graduation, Mr. Lucio volunteered as a Forensics Coach at MVCC. Due to his dedication, the Director of Forensics named an award after him, which is now given annually to recognize a new alumnus who best represents the ideals and commitment that Mr. Lucio exemplified in influencing the team.

Mr. Lucio's creative and engaging teaching methods, experience as a forensics coach, and strong work ethic make him an excellent choice for the Speech Communication Instructor.

BOARD ACTION: _____

**AGENDA ITEM #V-C
JUNE 7, 2017
HIGHLAND COMMUNITY COLLEGE BOARD**

PROPERTY AND LIABILITY INSURANCE RENEWAL

RECOMMENDATION OF THE PRESIDENT: That the Highland Community College Board authorizes President Tim Hood to accept the proposal from the Illinois Counties Risk Management Trust (ICRMT) for an insurance program as follows: Property, Auto, General Liability, Educator's Legal Liability, and Umbrella at an annual premium not to exceed \$140,839.

BACKGROUND: With the College's insurance broker, Dimond Brothers, the College has reviewed its insurance program for the insurance products outlined above. The College joined the Illinois Counties Risk Management Trust in 2016 and has been satisfied with the services. The premium for the annual coverages, listed above, is slightly lower than for the previous fiscal year.

BOARD ACTION: _____

**AGENDA ITEM #V-D
JUNE 7, 2017
HIGHLAND COMMUNITY COLLEGE BOARD**

INTERCOLLEGIATE ATHLETIC INSURANCE

RECOMMENDATION OF THE PRESIDENT: That the Highland Community College Board authorizes President Tim Hood to accept the proposal from First Agency for an insurance program as follows: intercollegiate accident and intercollegiate catastrophic at an annual premium not to exceed \$47,128.

BACKGROUND: With the College's insurance broker, Dimond Brothers, the College has reviewed its insurance program for the insurance products outlined above. The College has partnered with First Agency for over 20 years for intercollegiate insurance coverage and has been pleased with their services. The premium for the annual coverages, listed above, is slightly lower than for the previous fiscal year.

BOARD ACTION: _____