



BOARD OF TRUSTEES OF SOUTH SUBURBAN COLLEGE

15800 S. STATE STREET, SOUTH HOLLAND, ILLINOIS

BOARD ROOM (ROOM 2248)

REGULAR BOARD MEETING AGENDA

THURSDAY, FEBRUARY 14, 2019

8:00 PM

I. CALL TO ORDER/ROLL CALL

II. PLEDGE OF ALLEGIANCE

III. PUBLIC PARTICIPATION

IV. PRESENTATIONS/REPORTS

Recognition of the SSC Board of Trustees by the *School of Police Staff and Command* (Tim Kristen, Chief of Police, City of Oak Forest)

V. APPROVAL OF MINUTES OF PREVIOUS MEETINGS

- A. Regular Board Meeting held January 10, 2019
- B. Closed Session Meeting held January 10, 2019

VI. NEW BUSINESS

- A. Monthly Financial Report (T. Pollert)
- B. Approval of the payment of bills for February, 2019 (T. Pollert)
- C. Approval to accept the bid of Midwest Mechanical for the base bid, alternate E-1 and alternate E-2 in the amount of \$2,333,050.00 for the HVAC/Temperature Control/Direct Digital Controls Conversion and Related Work Project, utilizing bond funds (A. DeFilippo)
- D. Approval to accept the bid of Flooring Resources Corporation in the amount of \$42,531.00 for the purchase of carpet and carpeting supplies, utilizing bond funds (A. DeFilippo)

VII. PERSONNEL RECOMMENDATIONS

- A. Retirements/Resignations/Terminations
- B. Appointments
- C. Reappointment of Administrative staff for fiscal year 2020
- D. Reappointment of Technical Professional Exempt staff for fiscal year 2020
- E. Reappointment of Grant-funded staff for fiscal year 2020
- F. Approval of the Memorandum of Understanding between South Suburban College and the Cook County Teachers Union, AFT Local 1600, to amend Appendix A, Membership Application and Payroll Dues Deduction Authorization in the Faculty, Adjunct Faculty, and Support Staff Union Contracts

VIII. CLOSED SESSION

The Board to consider meeting in Closed Session for the discussion of the hiring, discipline, performance, and compensation of certain personnel, matters of collective bargaining, acquisition of real property, and matters of pending, probable, or imminent litigation.

IX. MISCELLANEOUS

X. ADJOURNMENT

BOARD OF TRUSTEES OF SOUTH SUBURBAN COLLEGE

15800 SOUTH STATE STREET, SOUTH HOLLAND, ILLINOIS

REGULAR BOARD MEETING MINUTES

THURSDAY, JANUARY 10, 2019

I. CALL TO ORDER & ROLL CALL:

At 8:27 p.m. the Regular Meeting of the Board of Trustees of South Suburban College, Illinois Community College District No. 510 was called to order by Chairman Frank M. Zuccarelli. The meeting was held in the Board Room of the College, Room 2248.

Present: Chairman Frank M. Zuccarelli, Trustees John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington

Absent: Trustee Anthony DeFilippo

Also present: Lynette D. Stokes, President; Tasha Williams, Vice President of Academic Services; Songie Adebiyi, Vice President of Student Development; and College Attorney Sarie Keller

On a motion made by Trustee Wells and seconded by Trustee Whittington, Christin T. Miller was appointed as Secretary to the Board Pro Tempore for the January 10, 2019 Board of Trustees Meeting.

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chairman Frank M. Zuccarelli.

III. PUBLIC PARTICIPATION:

There was none.

IV. REPORTS/PRESENTATIONS

Executive Director of the ICCTA Michael Monaghan presented an Award to Chairman Frank M. Zuccarelli to commemorate his 40 years of service on the South Suburban College Board of Trustees

V. PREVIOUS MEETING MINUTES

A. Finance Committee meeting held December 13, 2018

Trustee Rogers moved and Trustee Whittington seconded to approve the minutes of the Finance Committee meeting held December 13, 2018. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington voted aye. Frank M. Zuccarelli passed. Nays: None. Motion carried.

B. Regular Board meeting held December 13, 2018

Trustee Whittington moved and Trustee Payne seconded to approve the minutes of the Regular Board meeting held December 13, 2018. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

C. Closed Session meeting held December 13, 2018

Trustee Rogers moved and Trustee Wells seconded to approve the minutes of the Closed Session meeting held December 13, 2018. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

VI. NEW BUSINESS

A. Monthly Financial Report

Trustee Payne moved and Trustee Wells seconded to accept the Monthly Financial Report as presented by Treasurer Tim Pollert. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

B. Bills Payable for January 2019

Trustee Rogers moved and Trustee Wells seconded to authorize the Treasurer to pay the list of bills payable for January, 2019, in the amount of \$2,884,922.56. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

C. Approval to release closed session minutes and dispose of closed session audio tapes in accordance with the Open Meetings Act. The written minutes of September 13, 2018 are authorized to be released. The written minutes of December 13, 2018 shall remain closed. The audio recordings of January 14, 2016 and February 11, 2016 are eligible to be destroyed.

Trustee Whittington moved and Trustee Rogers seconded to release closed session minutes and dispose of closed session audio tapes in accordance with the Open Meetings Act. The written minutes of September 13, 2018 are authorized to be released. The written minutes of December 13, 2018 shall remain closed. The audio recordings of January 14, 2016 and February 11, 2016 are eligible to be destroyed. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

VIII. PERSONNEL RECOMMENDATIONS

A. Retirements/Resignations/Terminations

Trustee Daly moved and Trustee Wells seconded to approve the following retirements:

1. Approve the retirement of Mark Hecimovich, full-time Network Specialist in the Network Systems department, effective April 30, 2019, and grant permission to advertise to fill the vacated position, as needed.

2. Approve the retirement of Eric Svenningsen, full-time Microcomputer Lab Coordinator in the Academic Computing and Telecommunications Department, effective April 30, 2019, and grant permission to advertise to fill the vacated position, as needed.

On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

B. Appointments

Trustee Daly moved and Trustee Payne seconded to approve the following appointments:

1. Approve the appointment of Shauntrese Porch as a full-time Nursing Instructor in the Nursing Program, effective January 11, 2019, pending successful completion of a criminal background investigation.

2. Approve the appointment of Naomi West as a full-time Nursing Instructor in the Nursing Program, effective January 11, 2019, pending successful completion of a criminal background investigation.

3. Approve the appointment of Bridgette Alexander as a full-time, grant funded Academic Assistant for the HPOG Step-up grant in the Allied Health and Careers Department, effective January 14, 2019, pending successful completion of a criminal background investigation.

On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

C. Approval of the Memorandum of Understanding between the South Suburban College Support Staff Association and Community College District No. 510 regarding the Nursing Lab Supervisor Position

Trustee Daly moved and Trustee Rogers seconded to approve the Memorandum of Understanding between the South Suburban College Faculty Association and Community College District No. 510 regarding the Nursing Lab Supervisor Position. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

VII. Closed Session:

At 8:51 p.m., the Board entered into Closed Session for the discussion of the hiring, discipline, performance, and compensation of certain personnel, matters of collective bargaining, acquisition of real property, and matters of pending, probable, or imminent litigation on a motion made by Trustee Daly and seconded by Trustee Payne. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

The Board resumed open session at 9:29 p.m. on a motion made by Trustee Payne and seconded by Trustee Wells. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

ADJOURNMENT

At 9:30 p.m., Trustee Whittington moved and Trustee Wells seconded that the Board Meeting be adjourned. On roll call, John Daly, Vivian Payne, Janet Rogers, Terry Wells, Joseph Whittington and Frank M. Zuccarelli voted aye. Nays: None. Motion carried.

Janet Rogers, Secretary of the Board

Frank M. Zuccarelli, Chairman



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST Agenda Item FY19-VI.A

For Board Information in February, 2019.

For Board Action in February, 2019.

Board Committee:

- Policy
- Finance
- Architectural
- Other

Funding:

- College Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

[Empty box for Proposal Summary]

ESTIMATED COST OR BENEFIT

[Empty box for Estimated Cost or Benefit]

JUSTIFICATION OF ACTION

Please refer to the attached Investment Report and Financial Summary enclosed in your Board packet for the period ending December 31, 2018. This action supports Vision Statement Strategic Direction 2, SSC.2.17 to continue to provide an efficient, transparent, and financially secure institution.

MOTION

Move to accept the Financial Report as presented.

- *Are funds available in the budget? _____
- *Is this related to any previous Board action? _____
- *Specify above if matching funds are required.
- *Is this part of a large project requiring additional funds? (Explain) _____
- *Attach supplemental information as necessary

Approvals

Tim Pollert 2/8/19
Controller/Treasurer

Maria Garcia 2/11/19
Vice-President

[Signature] 2/11/19
President

SOUTH SUBURBAN COLLEGE
South Holland, Illinois

To: Board of Trustees
 From: Tim Pollert
 Date: January 14, 2019
 Subject: Financial Report For The Period Ending December 31, 2018

Following is a Financial Summary Sheet and a set of Investment Reports for the above mentioned period. The first page is a Consolidated Statement of Revenues, Expenditures and Fund Balances for all funds. In the Operating Funds, a combination of the Educational and the Operations and Maintenance Funds, the following occurred:

<u>Monthly Revenue</u>	<u>Year to Date Revenue</u>
\$1,485,058.25	\$14,349,280.33
<u>Monthly Expenditures</u>	<u>Year to Date Expenditures</u>
\$2,162,376.26	\$16,342,649.93

Activity for the month and year to date totals in all funds are as follows:

<u>Monthly Revenue</u>	<u>Year to Date Revenue</u>
\$5,151,745.48	\$25,572,030.34
<u>Monthly Expenditures</u>	<u>Year to Date Expenditures</u>
\$5,358,654.64	\$27,767,963.11
<u>Net Monthly Position</u>	<u>Year to Date Net Position</u>
(\$206,909.16)	(\$2,195,932.77)

On page eight of the Investment Report you will see our investments for the period:

<u>Total Investments</u>	<u>Average Rate of Return</u>	<u>Basis Point Change from Last Month</u>
\$9,380,459.41	2.38%	10

SOUTH SUBURBAN COLLEGE
South Holland, Illinois

	Revenue Educational	Revenue O&M	Monthly Total
July	\$3,009,518.50	\$51,098.15	\$3,060,616.65
August	\$2,501,285.50	\$107,156.55	\$2,608,442.05
September	\$2,651,187.45	\$103,841.58	\$2,755,029.03
October	\$1,377,830.55	\$799,368.33	\$2,177,198.88
November	\$2,161,040.00	\$101,895.47	\$2,262,935.47
December	\$1,185,183.00	\$299,875.25	\$1,485,058.25
January			\$0.00
February			\$0.00
March			\$0.00
April			\$0.00
May			\$0.00
June			\$0.00
YTD	\$12,886,045.00	\$1,463,235.33	\$14,349,280.33

	Expenditures Educational	Expenditures O&M	Monthly Total
July	\$2,771,838.69	\$304,078.48	\$3,075,917.17
August	\$3,111,498.05	\$427,163.11	\$3,538,661.16
September	\$2,924,118.66	\$345,221.12	\$3,269,339.78
October	\$1,942,574.47	\$294,157.06	\$2,236,731.53
November	\$1,737,377.65	\$322,246.38	\$2,059,624.03
December	\$1,820,442.96	\$341,933.30	\$2,162,376.26
January			\$0.00
February			\$0.00
March			\$0.00
April			\$0.00
May			\$0.00
June			\$0.00
YTD	\$14,307,850.48	\$2,034,799.45	\$16,342,649.93

SOUTH SUBURBAN COLLEGE
South Holland, Illinois

	Revenues All Funds	Expenditures All Funds	Monthly Total
July	\$3,635,851.73	\$3,801,528.11	(\$165,676.38)
August	\$5,952,185.50	\$6,965,503.22	(\$1,013,317.72)
September	\$4,100,853.78	\$4,343,545.47	(\$242,691.69)
October	\$3,131,489.07	\$3,685,083.36	(\$553,594.29)
November	\$3,599,904.78	\$3,613,648.31	(\$13,743.53)
December	\$5,151,745.48	\$5,358,654.64	(\$206,909.16)
January			\$0.00
February			\$0.00
March			\$0.00
April			\$0.00
May			\$0.00
June			\$0.00
YTD	\$25,572,030.34	\$27,767,963.11	(\$2,195,932.77)

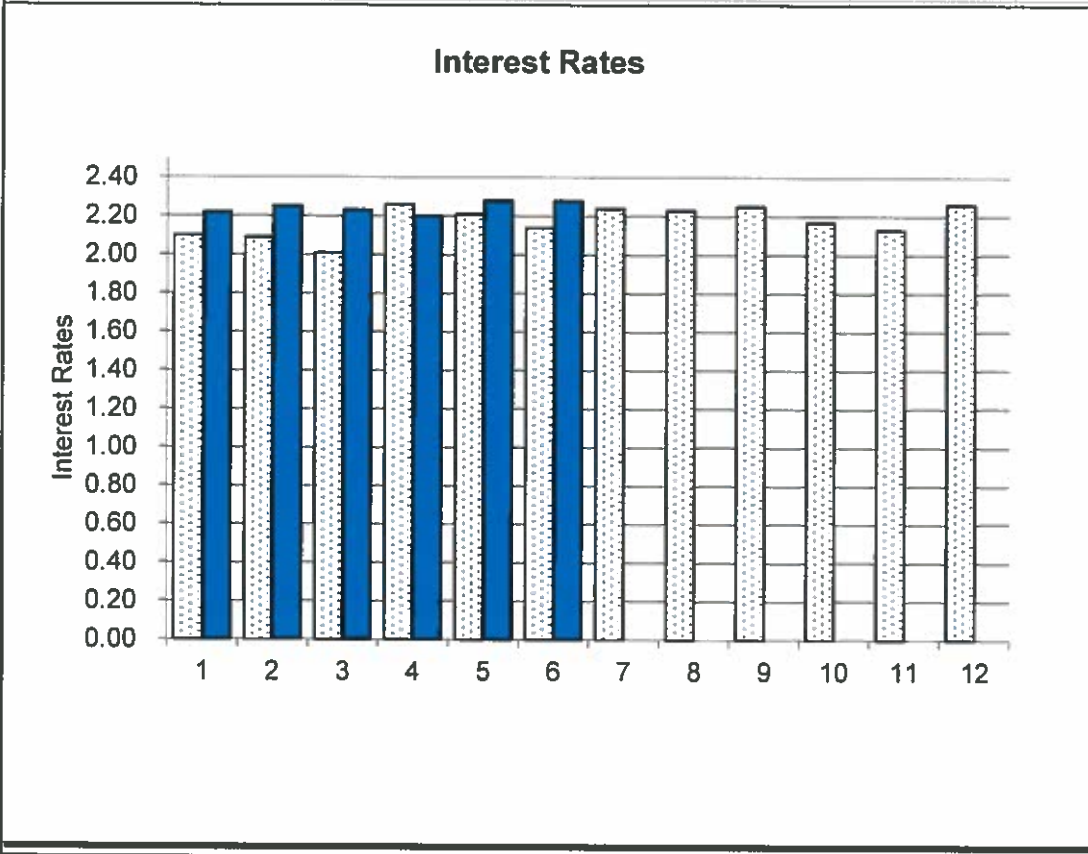
	Investment Total	Average Rate of Return	Basis Point Change from Last Month
July	\$12,559,976.45	2.22%	(4)
August	\$14,471,281.70	2.25%	3
September	\$13,723,095.36	2.23%	(2)
October	\$12,616,989.71	2.20%	(3)
November	\$9,460,593.67	2.28%	8
December	\$9,380,459.41	2.38%	10
January			
February			
March			
April			
May			
June			

SOUTH SUBURBAN COLLEGE

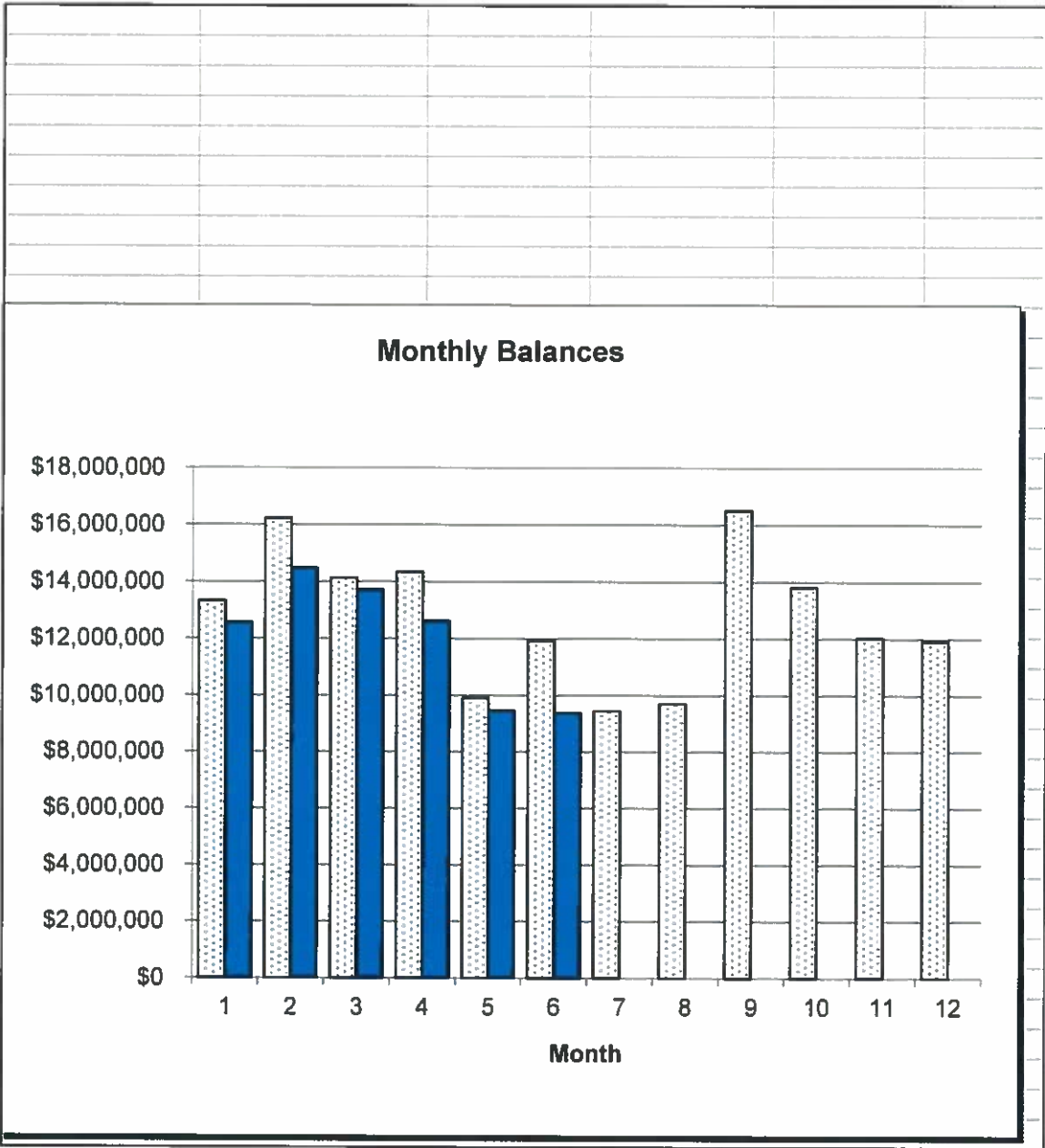
Investment		Page 4	Page 6	Total	Percent to Total
10	U. S. Government Securities	0.00	0.00	0.00	0%
20	Time Deposits	1,985,102.90	0.00	1,985,102.90	21%
30	Commercial Paper	0.00	0.00	0.00	0%
40	Mutual Funds	0.00	0.00	0.00	0%
50	Illinois Funds	2,655,596.44	0.00	2,655,596.44	28%
60	Repurchase Agreements	0.00	0.00	0.00	0%
90	Other	4,739,760.07	0.00	4,739,760.07	51%
	Total	9,380,459.41	0.00	9,380,459.41	100%
	Average %	2.38			

South Suburban College

Investment Summary				
	F Y 2017 - 2018		F Y 2018 - 2019	
Month	Month End Balance	Percent Return	Month End Balance	Percent Return
July	\$13,317,249	2.10	\$12,559,976	2.22
August	16,227,947	2.09	14,471,282	2.25
September	14,124,024	2.01	13,723,095	2.23
October	14,347,404	2.26	12,616,990	2.20
November	9,895,293	2.21	9,460,594	2.28
December	11,923,377	2.14	9,380,459	2.28
January	9,444,726	2.24		
February	9,703,650	2.23		
March	16,507,053	2.25		
April	13,815,534	2.17		
May	12,037,191	2.13		
June	11,919,425	2.26		



South Suburban College





SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

Agenda Item FY19-VI.B

For Board Information in February, 2019.

For Board Action in February, 2019.

BOARD COMMITTEE:

- Policy
- Finance
- Architectural
- Other

FUNDING:

- College Operating
- College Capital
- Protection, Health, and Safety
- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

ESTIMATED COST OR BENEFIT

JUSTIFICATION OF ACTION

Paying the bills supports (Vision Statement Strategic Direction 2, SSC.2.17) to continue to provide an efficient, transparent, and financially secure institution.

MOTION

Hereby authorize the Treasurer to pay the following list of bills:

Education Fund	\$2,309,715.34
Operation & Maintenance Fund	168,693.05
Operation & Maintenance Restricted Fund	533,303.73
Auxiliary Enterprise Fund	241,908.56
Restricted Funds	311,635.94
Special Levies Fund	96,829.68
Flex Plan Fund	<u>4,046.13</u>
Total	\$3,666,132.43

- * Are funds available in the budget? yes
- * Is this related to any previous Board action? _____
- * Specify above if matching funds are required.
- * Is this part of a large project requiring additional funds? (Explain) No
- * Attach supplemental information as necessary

APPROVALS

_____ 2/8/19
 Controller/Treasurer

 _____ 2/11/19
 Vice-President

 _____ 2/11/19
 President



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: FY19-VI.C

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

FUNDING

- Policy
- Finance
- Architectural
- Other

- Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies
- Other

PROPOSAL SUMMARY

To accept the bid of the lowest qualified contractor for the HVAC/TC:DDC Conversion and Related Work project, utilizing bond funds.

ESTIMATED COST OR BENEFIT

\$2,333,050.00




JUSTIFICATION OF ACTION

The action supports Strategic Direction #3, SSC 2.21; To provide an attractive safe, healthy, and welcoming learning environment for all students.

MOTION

To accept the bid of Midwest Mechanical, Lombard, Illinois for the base bid, alternate E-1 and alternate E-2 in the amount of \$ 2,333,050.00 for the HVAC/TC:DDC Conversion and Related Work project, utilizing bond funds.

- * Are funds available in the budget? Yes
- * Is this related to any previous Board action? No
- * Is this part of a large project requiring additional funds? (Explain)

Approvals:  _____
 Date: 2/5/19
 Originator:  _____
 Date: _____
 Appropriate Dean/Vice President:  _____
 Date: 2/5/19

President _____ Date _____



South Suburban College

"Our Mission is to **S**erve our **S**tudents and the **C**ommunity through lifelong learning."

MEMORANDUM

To: Lynette Stokes
From: Martin Lareau
Date: February 5, 2019
Subject: HVAC/TC: DDC Conversion and Related Work

On January 14, 2019, Mr. Planera made available requests for the HVAC/TC: DDC Conversion and Related Work project. Our legal requirement to advertise was satisfied through notices placed in *The Chicago Tribune*. We had two (2) responses and a public opening was held on February 1, 2019 at 10:00 A.M. with the results being read aloud.

A breakdown of the bids is attached.

After consulting with the college architect (see letter attached), it is our recommendation to accept the bid of Midwest Mechanical, Lombard, Illinois for the base bid, alternate E-1 and alternate E-2 in the amount of \$2,333,050.00 for the HVAC/TC: DCC Conversion and Related Work project, utilizing bond funds.

HVAC/TC:DDC Conversion and Related Work
 Bid Opening
 February 1, 2019

Vendor	Base Bid	Alt -G1	Alt G-2	Alt M-1	Alt M-2	Alt E-1	Alt E-2	Alt E-3	Alt E-4	Total Amount Accepted
Johnson Controls										
Calumet City, Illinois	\$4,102,883.00	\$11,500.00	\$57,240.00	\$71,082.00	\$167,630.00	\$22,750.00	\$64,830.00	\$18,000.00	\$15,400.00	\$4,190,463.00
		AC added to 2345	HVAC & TC to Great Hall	Air condition to 2345	HVAC/TC to Great Hall	Fire alarm upgrades	Security systems upgrades	Electrical work AC 2345	Electrical work HVAC/TC to Great Hall	
Midwest Mechanical										
Lombard, Illinois	\$2,241,005.00	\$18,235.00	\$40,333.00	\$45,200.00	\$47,867.00	\$36,463.00	\$55,582.00	\$13,333.00	\$36,667.00	\$2,333,050.00 L

L = low vendor
 Amounts accepted in bold

Planera Architects

18225 Morris Ave, Homewood, IL 60430
P 708-747-3600 F 708-747-3650
www.planeraarchitects.com

February 4, 2019

Mr. Justin Papp, Director of the Physical Plant
South Suburban College
15800 S. State St.
South Holland, IL 60473

Re: HVAC/TC: DDC Conversion and Related Work
Job No. 16-510-17

Dear Mr. Papp:

We recommend the contract be awarded to the lowest responsible bidder, Midwest Mechanical, Lombard, IL 60418, in the amount of \$2,333,050.00 (Base Bid plus Alternates E-1 and E-2)

Please do not hesitate to call should you have any questions.

Respectfully submitted,

Planera Architects



Michael Ilko, Architect

Enclosure: Bid Tally Sheet

cc: Laurie Czulno, SSC
Martin Lareau, SSC
Mario Planera, PA



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: FY19-VI.D

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

FUNDING

Policy
 Finance
 Architectural
 Other

Operating
 College Capital
 Protection, Health and
Safety

Grant Funded
 Student Life
 Special Levies
 Other

PROPOSAL SUMMARY

To accept the bid of the lowest qualified vendor for the purchase of carpet and carpeting supplies, utilizing bond funds.

ESTIMATED COST OR BENEFIT

\$42,531.00

JUSTIFICATION OF ACTION


The action supports Strategic Direction #3, SSC 2.21; To provide an attractive safe, healthy, and welcoming learning environment for all students.


MOTION

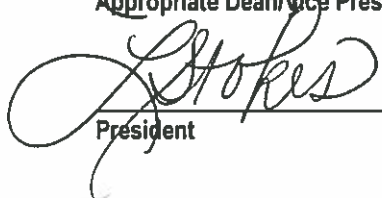
To accept the bid of Flooring Resources Corp., Elk Grove Village, Illinois in the amount of \$42,531.00 for the purchase of carpet and carpeting supplies, utilizing bond funds.

- * Are funds available in the budget? Yes
- * Is this related to any previous Board action? No
- * Is this part of a large project requiring additional funds? (Explain)

Approvals:


Originator 1/18/19
Date


Appropriate Dean/Vice President 1/18/19
Date



President 2/11/19
Date



South Suburban College

"Our Mission is to **S**erve our **S**tudents and the **C**ommunity through lifelong learning."

MEMORANDUM

To: Lynette Stokes
From: Marty Lareau 
Date: January 15, 2019

Subject: Carpet and Carpeting Supplies

On December 12, 2018 we mailed requests for bids for carpet and carpeting supplies to eleven (11) vendors. Our legal requirement to advertise was satisfied through notices placed in *The Chicago Tribune* and we searched the Illinois Procurement Gateway Registered Vendor Directory for possible vendors. We had one (1) response and a public opening was held on January 9, 2019 at 10:00 AM with the results being read aloud. A breakdown of the bids follows.

The College has done business with the successful vendor and found all experiences to be satisfactory. We therefore, recommend acceptance of the bid of Flooring Resources Corp., Elk Grove Village, Illinois in the amount of \$42,531.00 for the purchase of carpeting and carpet supplies utilizing bond funds.

Vendor	Item #1 (Carpet)	Item #2 (Cove)
Flooring Resources Corp. Elk Grove Village, IL	\$37,275.00	\$ 5,256.00



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: FY19-VII.A.1

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

- Policy
- Finance
- Architectural
- Other

FUNDING

- Operating
- College Capital
- Protection, Health and Safety
- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

Request that the Board of Trustees accept the resignation of Danielle Jones, Administrative Assistant I in the Allied Health Department, effective January 23, 2019, and grant permission to advertise to fill the vacated position if needed.

ESTIMATED COST OR BENEFIT

Not applicable.

JUSTIFICATION OF ACTION

Please see the attached letter from Ms. Jones. Replacement of this position will assist in continuing to provide credit courses and associate degree programs for an academically prepared student body. (Strategic Direction # 2 - Student Success and Completion, Goal - SSC 2.1)

MOTION

Move that the Board of Trustees accept the resignation of Danielle Jones, Administrative Assistant I in the Allied Health Department, effective January 23, 2019, and grant permission to advertise to fill the vacated position if needed.

Approvals:

- * Are funds available in the budget? Yes
- * Is this related to any previous Board action? No
- * Is this part of a large project requiring No additional funds? (Explain)

[Signature]
Originator
Date: 1/25/19

[Signature]
Director of Human Resources
Date: 2/7/19

[Signature]
Appropriate Vice President
Date: 1/29/19

[Signature]
President
Date: 2/11/19



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: **FY19-VII.A.2**

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

FUNDING

- Policy
- Finance
- Architectural
- Other

- Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

Request that the Board of Trustees accept the resignation of Andrea Guzman, Financial Aid Advisor in the Financial Aid Department, effective February 4, 2019, and grant permission to advertise to fill the vacated position, as needed.

ESTIMATED COST OR BENEFIT

N/A

JUSTIFICATION OF ACTION




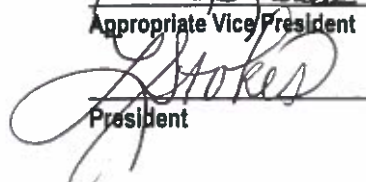
Please see the attached letter from Ms. Guzman. Replacement of this position will assist in continuing to provide credit courses and associate degree programs for an academically prepared student body. (Strategic Direction #2 – Student Success and Completion, Goal-SSC 2.1)

MOTION

Move that the Board of Trustees accept the resignation of Andrea Guzman, Financial Aid Advisor in the Financial Aid Department, effective February 4, 2019, and grant permission to advertise to fill the vacated position, as needed.

Approvals:

- * Are funds available in the budget?
- * Is this related to any previous Board action?
- * Is this part of a large project requiring additional funds? (Explain)

 Originator	<u>2/8/19</u> Date
 Director of Human Resources	<u>2/11/19</u> Date
 Appropriate Vice President	<u>2/11/19</u> Date
 President	<u>2/11/19</u> Date



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: FY19-VII.A.3

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

FUNDING

- Policy
- Finance
- Architectural
- Other

- Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

Request that the Board of Trustees accept the resignation of Shauntrese Porch, Nursing Instructor in the Nursing Department, effective February 1, 2019, and grant permission to advertise to fill the vacated position, if needed.

ESTIMATED COST OR BENEFIT

Not applicable.

JUSTIFICATION OF ACTION

Please see the attached letter from Ms. Porch. Replacement of this position will assist in continuing to provide credit courses and associate degree programs for an academically prepared student body. (Strategic Direction # 2 - Student Success and Completion, Goal - SSC 2.1)

MOTION

Move that the Board of Trustees accept the resignation of Shauntrese Porch, Nursing Instructor in the Nursing Department, effective February 1, 2019, and grant permission to advertise to fill the vacated position, if needed.

Approvals:

- * Are funds available in the budget? Yes
- * Is this related to any previous Board action? No
- * Is this part of a large project requiring No additional funds? (Explain)

Miriam Anthony

Originator

1/24/2019
Date

[Signature]

Director of Human Resources

2/7/19
Date

Tasha S. Williams

Appropriate Vice President

1/28/19
Date

[Signature]

President

2/11/19
Date



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: FY19-VII.B.1

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

FUNDING

- Policy
- Finance
- Architectural
- Other

- Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

Request that the Board of Trustees appoint Ms. Khrys Dixon-Smith as a full-time, Administrative Assistant II, in the Allied Health Program, effective February 19, 2019, and grant permission to advertise to fill the vacated position, if needed.

ESTIMATED COST OR BENEFIT

This is a IX position on the support staff salary schedule.

JUSTIFICATION OF ACTION


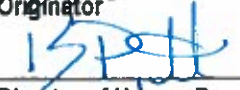
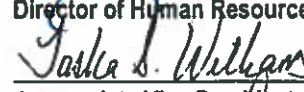
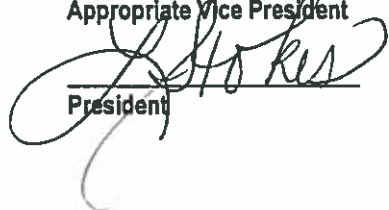
This appointment is in direct alignment with (Strategic Direction # 2 - Student Success and Completion, Goal - SSC 2.1)

MOTION

Move that the Board of Trustees appoint Ms. Khrys Dixon-Smith as a full-time, Administrative Assistant II, in the Allied Health Program, effective February 19, 2019, and grant permission to advertise to fill the vacated position, if needed.

Approvals:

- * Are funds available in the budget? Yes
- * Is this related to any previous Board action? No
- * Is this part of a large project requiring No additional funds? (Explain)


 Originator 1/25/19
Date

 Director of Human Resources 2/7/19
Date

 Appropriate Vice President 1/28/19
Date

 President 2/14/19
Date



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: FY19-VII.B.2

Board Meeting Date: February 14, 2019
For Board Action in February 2019

BOARD COMMITTEE

FUNDING

- | | | |
|--|--|---|
| <input type="checkbox"/> Policy | <input checked="" type="checkbox"/> Operating | <input type="checkbox"/> Grant Funded |
| <input type="checkbox"/> Finance | <input type="checkbox"/> College Capital | <input type="checkbox"/> Student Life |
| <input type="checkbox"/> Architectural | <input type="checkbox"/> Protection, Health and Safety | <input type="checkbox"/> Special Levies |
| <input type="checkbox"/> Other | | |

PROPOSAL SUMMARY

The proposal is to hire William Radtke, as Manager of the Academic Assistance Center, pending a successful background check, effective February 19, 2019.

ESTIMATED COST OR BENEFIT

The position is a regular full-time TPE (Technical, Professional, and Exempt position), 40 hours a week, 52 weeks a year.

JUSTIFICATION OF ACTION

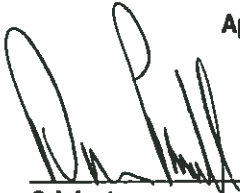


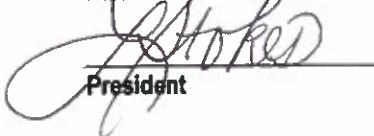
The request is to fill the position, Manager of the Academic Assistance Center. This action is in direct alignment with (Strategic Direction #2 – Student Success and Completion, Goal – 1.2)

MOTION

Move that the Board of Trustees approve the hiring of William Radtke as the Manager of the Academic Assistance Center, pending the successful completion of a background check, effective February 19, 2019.

- * Are funds available in the budget? Yes
- * Is this related to any previous Board action? Yes
- * Is this part of a large project requiring additional funds? (Explain)

Approvals:

	
Originator	<u>2/5/19</u> Date
	
Appropriate Dean/Vice President	<u>2/6/2019</u> Date
	
Director of Human Resources	<u>2/11/19</u> Date
	
President	<u>2/11/19</u> Date



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: **FY19-VII.C.1**

Board Meeting Date: **February 14, 2019**

BOARD COMMITTEE

FUNDING

- | | | |
|--|---|---|
| <input type="checkbox"/> Policy | <input checked="" type="checkbox"/> Operating | <input type="checkbox"/> Grant Funded |
| <input type="checkbox"/> Finance | <input type="checkbox"/> College Capital | <input type="checkbox"/> Student Life |
| <input type="checkbox"/> Architectural | <input type="checkbox"/> Protection, Health and | <input type="checkbox"/> Special Levies |
| <input type="checkbox"/> Other | <input type="checkbox"/> Safety | |

PROPOSAL SUMMARY

Move that the Board of Trustees reappoint the Administrative Staff for Fiscal Year 2020.

ESTIMATED COST OR BENEFIT

JUSTIFICATION OF ACTION

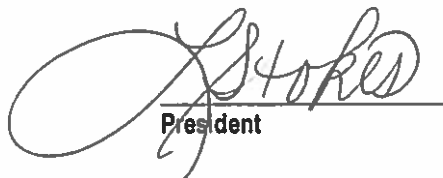
Each year, the Board of Trustees considers reappointments of Administrative Staff. The list of Administrative Staff for fiscal year 2020 is attached. This action supports Strategic Direction 2, SSC 2.1 and will assist in the effort to provide credit courses and associate degree programs for an academically prepared student body. In addition, this action supports our mission, vision and core values.

MOTION

Move that the Board of Trustees reappoint the attached list of Administrative Staff for fiscal year 2020.

Approvals:

- * Are funds available in the budget?
- * Is this related to any previous Board action?
- * Is this part of a large project requiring additional funds? (Explain)


President


Date

Administrative Staff

<u>Name</u>	<u>Position</u>
Matthew Beasland	Dean of Adult & Continuing Education
Shirley Drewenski	Director of Continuing Education
Rebecca Garcia	Director of Extension Services
Anna Helwig	Dean of Science, Technology, Engineering & Mathematics
Anissa Jones	Dean of Student Development
Tiffane Jones	Director of Recruitment & Retention Services
Ronald Kawanna	Associate Vice President of Accreditation & Institutional Effectiveness
Martin Lareau	Vice President of Administration
John McCormack	Executive Director of Information Technology
Lisa Miller	Director of Communication Services and Media Design
Natalie Page	Dean of Academic Services
Justin Papp	Director of Physical Plant
Kim Pigatti	Director of Human Resources
Timothy Pollert	Treasurer
Devon Powell	Dean of Student Services
Kevin Riordan	Director of Institutional Research
Patrick Rush	Executive Director of Public Relations & Resource Development
Steve Ruzich	Athletic Director
John Semple	Director of Financial Aid
John Spehar	Director of Information Technology
Jeff Waddy	Dean of Allied Health/Career Programs
Tenial Whitted	Director of Registration & Records
Tasha Williams	Vice President of Academic Services

1/24/2019



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: **FY19-VII.D.1**

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

FUNDING

- Policy
- Finance
- Architectural
- Other

- Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

Move that the Board of Trustees reappoint the Technical Profession Exempt staff for Fiscal Year 2020.

ESTIMATED COST OR BENEFIT

JUSTIFICATION OF ACTION


Each year, the Board of Trustees considers reappointments of Technical Professional Exempt staff. The list of Technical Professional Exempt staff for fiscal year 2020 is attached. This action supports Strategic Direction 2, SSC 2.1 and will assist in the effort to provide credit courses and associate degree programs for an academically prepared student body. In addition, this action supports our mission, vision and core values.

MOTION

Move that the Board of Trustees reappoint the attached list of Technical Profession Exempt Staff for Fiscal Year 2020.

Approvals:

- * Are funds available in the budget?
- * Is this related to any previous Board action?
- * Is this part of a large project requiring additional funds? (Explain)



President



Date

Technical-Professional-Exempt Staff

<u>Name</u>	<u>Position</u>
Phil Aratri	Supervisor of Physical Plant Night Operations
Albert Benney	Sergeant of Campus Police
Peggy Bette	Manager of Business & Accounting
Gail Bonds-Carpenter	Manager of Services for Students with Disabilities Office
Azeal Branch	Executive Assistant to the Vice-President of Student & Enrollment Services
Leonard Chiaro	Chief of Police
Terese Dale	Executive Assistant to the Vice President of Academic Services & Associate Vice President of Accreditation & Institutional Effectiveness
Cathy Davis	Manager of Financial Aid
Michael Garth	Manager of Physical Plant
Kevin Hickey	Manager of Maintenance & Engineering
Alisia Hill	Manager/Instructor Basic Nurse Assistant Program
Christi Manola	Manager of Bookstore
Donna Martin	Manager of Network Specialists
James Martin	Manager of Information Technology
Christin Miller	Executive Assistant to President
George Pettit	Manager of Communication Services
John Pigatti	Manager of Athletic Recruitment, Retention & Transfer
Deanna Quarcini	Executive Assistant to Vice-President of Administration
Robert Reynolds	Manager of Microcomputers and Help Desk
Michelle Serna	Human Resources Generalist
Marcus Smith	Supervisor of Physical Plant
Rea Szpajer-Alder	Benefits Specialist
Phil Tomich	Manager of Job Training
Danielle Whitted	Manager of Student Programming
Jason Wroda	Manager of Internal Controls & Compliance

1/24/2019



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: FY19-VII.E.1

Board Meeting Date: February 14, 2019

BOARD COMMITTEE

FUNDING

- Policy
- Finance
- Architectural
- Other

- Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

Move that the Board of Trustees reappoint the Grant-funded staff for Fiscal Year 2020.

ESTIMATED COST OR BENEFIT

JUSTIFICATION OF ACTION

Each year, the Board of Trustees considers reappointments of Grant-funded staff. The list of Grant-funded staff for fiscal year 2020 is attached. This action supports Strategic Direction 2, SSC 2.1 and will assist in the effort to provide credit courses and associate degree programs for an academically prepared student body. In addition, this action supports our mission, vision and core values.

MOTION

Move that the Board of Trustees reappoint the attached list of Grant-funded staff for Fiscal Year 2020.

Approvals:

- * Are funds available in the budget?
- * Is this related to any previous Board action?
- * Is this part of a large project requiring additional funds? (Explain)

Stokes

President

2/11/19

Date

Grant Staff

<u>Name</u>	<u>Position</u>	<u>Hours</u>
Bridgette Alexander	Academic Assistant, HPOG Step-Up Program	40
Cassandra Beck Thrash	Job Developer	40
Donna Bradford	Client Solution Support Specialist	40
Nancy Burrows	Client Solutions and Regional Projects Specialist	40
Susan Dubeck	Job Training Lead Case Manager I	40
Gervaise Edwards	Client Solutions Employer Liaison	40
Lois Fuentes	Operations and Testing Manager	40
Alexandra Glumac	Client Solutions Specialist	40
Marrion Jackson	Job Developer	40
Ramona James	HPOG Step-Up Project Coordinator	40
Tina Johnson	Academic Assistant, HPOG Step-Up Program	40
Renee McClinton	Manager of Perkins/CTE Grants	40
Clarencia McCormick	Highway Construction Careers Training Program Assistant	40
Diane Needles	Workforce Development Program Coordinator	30
Erica Pippion	Youth Case Manager	40
DaNee Terry-Rogers	Testing and Course Facilitator	35
Alexander Smith	Highway Construction Careers Training Program Manager	40
Ana Tovalin	Case Manager, Job Training	40
Brianna Wells	Testing & Course Specialist	40
Stephanie Wiedeman	IGEN TAACCCT Career Pathways Grant Case Manager/Project Coordinator	35
Belma Wierzbicki	Job Training Lead Case Manager I	40
Tiarra Williams	Academic Support Specialist, HPOG Step-Up Program	40

1/24/2019



SOUTH SUBURBAN COLLEGE BOARD AGENDA REQUEST

ITEM: **FY19-VII.F.1**

Board Meeting Date: **February 14, 2019**

BOARD COMMITTEE

FUNDING

- Policy
- Finance
- Architectural
- Other

- Operating
- College Capital
- Protection, Health and Safety

- Grant Funded
- Student Life
- Special Levies

PROPOSAL SUMMARY

Request that the Board of Trustees approve the Memorandum of Understanding between South Suburban College and the Cook County Teachers Union, AFT Local 1600, to amend Appendix A, Membership Application and Payroll Dues Deduction Authorization in the Faculty, Adjunct Faculty, and Support Staff Union Contracts.

ESTIMATED COST OR BENEFIT

N/A

JUSTIFICATION OF ACTION




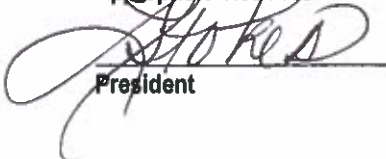
This amendment is needed to Appendix A, Membership Application and Payroll Dues Deduction Authorization, in the Faculty, Adjunct Faculty and Support Staff Union Contracts.

MOTION

Request that the Board of Trustees approve the Memorandum of Understanding between South Suburban College and the Cook County Teachers Union, AFT Local 1600, to amend Appendix A, Membership Application and Payroll Dues Deduction Authorization in the Faculty, Adjunct Faculty, and Support Staff Union Contracts.

Approvals:

- * Are funds available in the budget?
- * Is this related to any previous Board action?
- * Is this part of a large project requiring additional funds? (Explain)

	<u>2/11/19</u>
Originator	Date
	<u>2/11/19</u>
Director of Human Resources	Date
	<u>2/11/19</u>
Appropriate Vice President	Date
	<u>2/11/19</u>
President	Date

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (the "MOA") is entered into on the 14th day of February, 2019 by and between South Suburban Community College District No. 510, Cook County, Illinois (hereafter the "COLLEGE") and the South Suburban College Faculty Association (hereafter "SSCFA").

DEFINITIONS

"Bargaining Unit Member" is an individual who is covered by the collective bargaining agreement. An individual can be a bargaining unit member, but not pay dues to the union or be a member of the union.

"Union Dues Payer" is an individual who is in the bargaining unit and has signed a dues authorization card with the union, allowing the employer to deduct dues from his/her paycheck to remit to the union. An individual can be a dues payer and not be a member of the union.

"Union Member" is an individual who has signed a membership card with the union.

"Fair Share/Agency Fee Payer" is an individual who is a bargaining unit member who paid a fee to the union pursuant to a clause in a collective bargaining agreement.

WITNESSETH

WHEREAS, the Union is the exclusive bargaining agent of all employees listed in Section 1.1 and in of the collective bargaining agreement (the CBA) at the College;

WHEREAS, the Union and the College are parties to a CBA which expires June 30, 2020
WHEREAS, Section 3.13 (Agency/Fair Share Fees) of the collective bargaining agreement provides the terms and conditions for collection of fair share fees for bargaining unit members who are not union members;

WHEREAS, on June 27, 2018, in the *Janus v. AFSCME* decision ("*Janus*"), the United States Supreme Court held that unions can no longer collect fair share fees from individuals in the bargaining unit who have not signed a dues deduction card; and

WHEREAS, the *Janus* decision did not change the parties' relationship under the Illinois Educational Labor Relations Act (the "Act")

NOW, THEREFORE, the College and Union agree to the following terms:

1. **Immediate cessation of collection of fair share fees**

Given the Ruling in *Janus*, the parties agree that the College will immediately cease/or has already ceased collecting fair share/agency fees for any individuals in the bargaining unit who are not members of the union.

2. **Retention and Refund of Any Fair Share Fees Collected after the Janus Decision**

The College agrees to retain and refund any subsequent agency/fair share fees deducted after June 21, 2018, the date of the *Janus* decision, to the member of the bargaining agreement

from which a fair share/Agency fee was collected.

3. Removal of Fair Share/Agency Fee section from Collective Bargaining Agreement

The Parties Agree to remove Section 3.13 from the Collective Bargaining Agreement (Fair Share Fees) effective immediately.

4. Agreement About Future Changes in Dues Status

The Parties agree that, effective immediately, the College will not begin to collect dues or cease collecting dues from a member of the bargaining unit unless directed to do so by the union. The union authorizes the College to deduct dues and remit them to the union.

The union will notify the College of any new members who have agreed to dues authorization, and will notify the College of any current members who choose to cease paying dues pursuant to the terms of their signed membership/dues authorization card, the terms of which are set forth as Exhibit A in the Agreement between the Parties.

5. Effect of Agreement

This MOA applies specifically to the terms herein and, other than the specific provisions listed in numbers 1-5, does not modify, amend, or otherwise affect any other provision of the parties' CBA.

6. Impact Bargaining

The Parties have engaged in Impact Bargaining regarding the matters addressed in this MOA and have mutually agreed upon the terms and conditions as those which are in the best interests of all parties.

8. Release of Board of Community College District No. 510

In consideration of the above described service rendered by the Board of Community College District No. 510, its members, officers, agents and employees, the undersigned, on behalf of the SSCFA and Local 1600 hereby releases and discharges the Board of Community College District No. 510, its members, agents and employees, of and from any and all liability whatsoever arising as a result of the collection of dues, the implementation of such collection of dues, and any questions regarding the continuing authorization for such dues collection referenced herein, including all costs, judgements and legal fees arising from of related to this MOA.

IN WITNESS WHEREOF, the Union and the College have caused this MOA to be executed by the signatures of their authorized representatives as set forth below.

South Suburban College Support Staff Association

By: _____
President

Date: _____, 2019

South Suburban College

By: _____
Board Chairman

Board Secretary

Date: _____, 2019

Date: _____, 2019

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (the "MOA") is entered into on the 14th day of February, 2019 by and between South Suburban Community College District No. 510, Cook County, Illinois (hereafter the "COLLEGE") and the South Suburban College Adjunct Faculty Association (hereafter "SSCAFA").

DEFINITIONS

"**Bargaining Unit Member**" is an individual who is covered by the collective bargaining agreement. An individual can be a bargaining unit member, but not pay dues to the union or be a member of the union.

"**Union Dues Payer**" is an individual who is in the bargaining unit and has signed a dues authorization card with the union, allowing the employer to deduct dues from his/her paycheck to remit to the union. An individual can be a dues payer and not be a member of the union.

"**Union Member**" is an individual who has signed a membership card with the union.

"**Fair Share/Agency Fee Payer**" is an individual who is a bargaining unit member who paid a fee to the union pursuant to a clause in a collective bargaining agreement.

WITNESSETH

WHEREAS, the Union is the exclusive bargaining agent of all employees listed in Section 1.6 and 1.7 and in of the collective bargaining agreement (the CBA) at the College;

WHEREAS, the Union and the College are parties to a CBA which expires June 30, 2021**WHEREAS**, Section 5.10 (Agency/Fair Share Fees) of the collective bargaining agreement provides the terms and conditions for collection of fair share fees for bargaining unit members who are not union members;

WHEREAS, on June 27, 2018, in the *Janus v. AFSCME* decision ("*Janus*"), the United States Supreme Court held that unions can no longer collect fair share fees from individuals in the bargaining unit who have not signed a dues deduction card; and

WHEREAS, the *Janus* decision did not change the parties' relationship under the Illinois Educational Labor Relations Act (the "Act")

NOW, THEREFORE, the College and Union agree to the following terms:

1. Immediate cessation of collection of fair share fees

Given the Ruling in *Janus*, the parties agree that the College will immediately cease/or has already ceased collecting fair share/agency fees for any individuals in the bargaining unit who are not members of the union.

2. Retention and Refund of Any Fair Share Fees Collected after the Janus Decision

The College agrees to retain and refund any subsequent agency/fair share fees deducted after June 21, 2018, the date of the *Janus* decision, to the member of the bargaining agreement

from which a fair share/Agency fee was collected.

3. Removal of Fair Share/Agency Fee section from Collective Bargaining Agreement

The Parties Agree to remove Section 5.10 from the Collective Bargaining Agreement (Fair Share Fees) effective immediately.

4. Agreement About Future Changes in Dues Status

The Parties agree that, effective immediately, the College will not begin to collect dues or cease collecting dues from a member of the bargaining unit unless directed to do so by the union. The union authorizes the College to deduct dues and remit them to the union.

The union will notify the College of any new members who have agreed to dues authorization, and will notify the College of any current members who choose to cease paying dues pursuant to the terms of their signed membership/dues authorization card, the terms of which are set forth as Exhibit A in the Agreement between the Parties.

5. Effect of Agreement

This MOA applies specifically to the terms herein and, other than the specific provisions listed in numbers 1-5, does not modify, amend, or otherwise affect any other provision of the parties' CBA.

6. Impact Bargaining

The Parties have engaged in Impact Bargaining regarding the matters addressed in this MOA and have mutually agreed upon the terms and conditions as those which are in the best interests of all parties.

8. Release of Board of Community College District No. 510

In consideration of the above described service rendered by the Board of Community College District No. 510, its members, officers, agents and employees, the undersigned, on behalf of the SSCAFA and Local 1600 hereby releases and discharges the Board of Community College District No. 510, its members, agents and employees, of and from any and all liability whatsoever arising as a result of the collection of dues, the implementation of such collection of dues, and any questions regarding the continuing authorization for such dues collection referenced herein, including all costs, judgements and legal fees arising from of related to this MOA.

IN WITNESS WHEREOF, the Union and the College have caused this MOA to be executed by the signatures of their authorized representatives as set forth below.

South Suburban College Support Staff Association

By: _____
President

Date: _____, 2019

South Suburban College

By: _____
Board Chairman

Board Secretary

Date: _____, 2019

Date: _____, 2019

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (the "MOA") is entered into on the 14th day of February, 2018 by and between South Suburban Community College District No. 510, Cook County, Illinois (hereafter the "COLLEGE") and the South Suburban College Support Staff Association (hereafter "SSCSSA").

DEFINITIONS

"Bargaining Unit Member" is an individual who is covered by the collective bargaining agreement. An individual can be a bargaining unit member, but not pay dues to the union or be a member of the union.

"Union Dues Payer" is an individual who is in the bargaining unit and has signed a dues authorization card with the union, allowing the employer to deduct dues from his/her paycheck to remit to the union. An individual can be a dues payer and not be a member of the union.

"Union Member" is an individual who has signed a membership card with the union.

"Fair Share/Agency Fee Payer" is an individual who is a bargaining unit member who paid a fee to the union pursuant to a clause in a collective bargaining agreement.

W I T N E S S E T H

WHEREAS, the Union is the exclusive bargaining agent of all employees listed in Section 1.6 A and B and in Appendix I of the collective bargaining agreement (the CBA) at the College;

WHEREAS, the Union and the College are parties to a CBA which expires June 30, 2020; WHEREAS, Section 4.2 (Agency/Fair Share Fees) of the collective bargaining agreement provides the terms and conditions for collection of fair share fees for bargaining unit members who are not union members;

WHEREAS, on June 27, 2018, in the *Janus v. AFSCME* decision ("*Janus*"), the United States Supreme Court held that unions can no longer collect fair share fees from individuals in the bargaining unit who have not signed a dues deduction card; and

WHEREAS, the *Janus* decision did not change the parties' relationship under the Illinois Educational Labor Relations Act (the "Act")

NOW, THEREFORE, the College and Union agree to the following terms:

1. **Immediate cessation of collection of fair share fees**

Given the Ruling in *Janus*, the parties agree that the College will immediately cease/or has already ceased collecting fair share/agency fees for any individuals in the bargaining unit who are not members of the union.

2. **Retention and Refund of Any Fair Share Fees Collected after the Janus Decision**

The College agrees to retain and refund any subsequent agency/fair share fees deducted after

June 21, 2018, the date of the *Janus* decision, to the member of the bargaining agreement from which a fair share/Agency fee was collected.

3. Removal of Fair Share/Agency Fee section from Collective Bargaining Agreement

The Parties Agree to remove Section 4.2 from the Collective Bargaining Agreement (Fair Share Fees) effective immediately.

4. Agreement About Future Changes in Dues Status

The Parties agree that, effective immediately, the College will not begin to collect dues or cease collecting dues from a member of the bargaining unit unless directed to do so by the union. The union authorizes the College to deduct dues and remit them to the union.

The union will notify the College of any new members who have agreed to dues authorization, and will notify the College of any current members who choose to cease paying dues pursuant to the terms of their signed membership/dues authorization card, the terms of which are set forth as Exhibit A in the Agreement between the Parties.

5. Revisions to Appendix A of the CBA

The Parties hereby agree that the current Appendix A shall be revised in the matter set forth as Appendix A of this MOA. Upon execution of this MOA, the attached Appendix A shall be deemed a completed replacement for the previous Appendix A included in the CBA.

Any action or reliance by Union Members based upon the terms of Appendix A shall be treated in the manner appropriate based upon which version of Appendix A was effective at the time of such action.

6. Effect of Agreement

This MOA applies specifically to the terms herein and, other than the specific provisions listed in numbers 1-5, does not modify, amend, or otherwise affect any other provision of the parties' CBA.

7. Impact Bargaining

The Parties have engaged in Impact Bargaining regarding the matters addressed in this MOA and have mutually agreed upon the terms and conditions as those which are in the best interests of all parties.

8. Release of Board of Community College District No. 510

In consideration of the above described service rendered by the Board of Community College District No. 510, its members, officers, agents and employees, the undersigned, on behalf of the SSCSSA and Local 1600 hereby releases and discharges the Board of Community College District No. 510, its members, agents and employees, of and from any and all liability whatsoever arising as a result of the collection of dues, the implementation of such collection of dues, and any questions regarding the continuing authorization for such dues collection referenced herein, including all costs, judgements and legal fees arising from of related to this MOA.

IN WITNESS WHEREOF, the Union and the College have caused this MOA to be

executed by the signatures of their authorized representatives as set forth below.

South Suburban College Support Staff Association

By: _____
President

Date: _____, 2018

South Suburban College

By: _____
Board Chairman

Board Secretary

Date: _____, 2018

Date: _____, 2018