

**FOR IMMEDIATE RELEASE**  
**November 15, 2011**  
**Board of Trustees Meeting**

The Board of Trustees of Illinois Eastern Community Colleges District No. 529 discussed the 2011 Employee Satisfaction Survey, at the regular meeting, Tuesday, November 15, at Frontier Community College, Fairfield.

Each year in the Fall, District employees are asked to review the operation of the District and its four colleges and are asked to comment on whether the District is being operated in a fair and efficient manner. Employees were given an opportunity to review health and dental benefits, information availability, personnel changes, website quality, equipment and technology needs, and a variety of questions dealing with the workplace.

The survey showed that overall, 90% of IECC employees are satisfied with their employment at their college and IECC.

Highest areas of agreement were:

98% - I understand IECC's mission and values and they influence how my department works or how I provide instruction.

92% - I would recommend IECC to a prospective student or employee.

90% - Overall, I am satisfied with my employment at my college and IECC.

86% - I visit IECC or my college's website on a regular basis to find information.

86% - Administration is available to staff/faculty within a reasonable time frame.

85% - I have the equipment and technology necessary to do my work.

Highest areas of disagreement were:

22% - I am fairly compensated for the work I do.

22% - There are opportunities for promotions and advancement at my college and IECC.

17% - The evaluation process is constructive and encourages me to enhance my job performance.

16% - My work load is fair and reasonable and the work is fairly distributed in my department.

16% - My college or worksite does a good job of keeping me informed about changes that affect my work.

Overall, the survey shows that employees are satisfied with the operation of the District.

The trustees adopted a new policy regarding minimum faculty requirements. Currently, IECC has three separate policies on qualifications for full-time, part-time and dual credit faculty. The academic deans and chief academic officer have developed one policy for all faculty which meets the standards of the Illinois Community College Board's Administrative Rules, the Higher Learning Commission's minimum expectations, and the Dual Credit Quality Act. This one policy is in accordance with generally

accepted standards and practices to which faculty members are assigned. The revised single policy addresses the academic preparation and experience of faculty and ensures that the faculty is appropriately qualified to teach the various areas of instruction offered in the District.

An increase in tuition was approved, in order to comply with a state requirement that districts must maintain a per credit hour tuition and universal fee rate that is equal to 85% of the state-wide average tuition and universal fee rate.

The Illinois Community College Board has notified the District that the minimum tuition and universal fee rate required to qualify for fiscal year 2013 equalization funding has been established as \$88.31 per semester hour, which is 85% of the fiscal year 2012 statewide average tuition and universal fee rate. Therefore, for IECC to qualify, tuition and universal fees must be increased by at least \$2.31.

The trustees took action to increase the total tuition rate, technology fee and student support fee from \$86.00 to \$89.00 per credit hour, to be effective summer term 2012.

The bid of Mark's M & M Electric, Inc., Teutopolis, \$35,440, was approved for lighting upgrades at Lincoln Trail College, Olney Central College and the District Office in Olney. The work includes but is not limited to upgrade of lighting fixtures, consisting of new electronic ballasts, lamp sockets, and lamps, along with associated work.

An emergency expenditure of \$21,274 was approved to J. E. Shekell, for replacing the large industrial pool boiler at the indoor pool at Wabash Valley College. The item is a large water heater that maintains water temperature at the required 72 degrees at all times. During a recent inspection of the pool boiler the bottom of the boiler fell out, requiring the replacement.

Three affiliation agreements for health-related programs were approved with area institutions.

A Joint Agreement for Education Cooperation was approved with Lewis and Clark Community College. Under the agreement the colleges agree to accept students in certain programs that are not offered by their home district.

Abbi Cook was employed as Manager of Food Services at Wabash Valley College, effective December 12.

Vicky Daugherty was employed as Office Assistant, Student Advantage Network, District Office/Lincoln Trail College, effective December 1.

A memorandum of agreement was approved relative to the contract between the Board of Trustees and the Illinois Eastern Colleges Education Association. The agreement deals with three sections of the contract. One section involves removing language concerning matters not within the knowledge or contemplation of either party. Another deals with seniority, and another deals with reductions in force.

Next regular meeting of the Board of Trustees will be Tuesday, December 13, at 7 p.m. at Lincoln Trail College.