

**FOR IMMEDIATE RELEASE**  
**November 16, 2010**  
**Board of Trustees Meeting**

The Board of Trustees of Illinois Eastern Community College District No. 529 discussed the 2010 Employee Satisfaction Survey, at the regular meeting, Tuesday, November 16, at Wabash Valley College, Mt. Carmel.

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, 88% of IECC employees are satisfied with their employment at their college and IECC.

Highest areas of agreement were:

89% - I would recommend IECC to a prospective student or employee.

88% - Overall, I am satisfied with my employment at my college and IECC.

87% - I visit IECC or my college's website on a regular basis to find information.

85% - Administration is available to staff/faculty within a reasonable time frame.

81% - I am empowered to make decisions to get the job done successfully.

Highest areas of disagreement were:

30% - Felt that they were not fairly compensated for the work they do.

28% - Felt that there were not opportunities for promotions and advancement at their college and IECC.

19% - Felt that the evaluation process is not constructive and does not encourage them to enhance their job performance.

16% - Felt that their work load is not fair and reasonable and the work was not fairly distributed in their department.

The tuition waiver for students who take more than 19 credit hours in any one semester was restored. This waiver was eliminated in November 2009.

The trustees acted to certify that IECC has conducted a biennial review of its drug prevention program and policy and has determined that it is adequately effective in promoting a

drug-free campus environment to students, faculty and staff. The District also certified that it will continue to conduct a biennial review to evaluate the program's effectiveness, implement needed changes, and ensure that disciplinary sanctions are consistently enforced.

The biennial review is required by the Drug-Free Schools and Campus Regulations, as set forth in the Education Department of General Administrative Regulations (EDGAR), as a condition of receiving funds or any form of financial assistance under any federal program.

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.

Revisions were approved to the Preceptor Agreement and the Preceptor Handbook. The agreement is used with various agencies that work with the IECC Associate Degree Nursing Program. A Preceptor is a registered nurse who has at least two years clinical experience and has become a Clinical Teaching Associate for the program. Recently adopted rules for the Illinois Nurse Practice Act require that this Preceptor Agreement be revised.

Many changes have been made to the Nursing Student Handbook that require changes in the Preceptor Handbook. The new handbook will include the revised Preceptor Agreement, dress code revisions, new evaluation forms, a revised philosophy, updated educational outcomes and a new curriculum design schematic, all of which make the Preceptor Handbook consistent with the 2010-2011 Nursing Student Handbook.

In February of 2010 the trustees approved the offering of a Qualified High Deductible Health Plan (District Plan) to all non-faculty employees. The Board also implemented a plan allowing Health Savings Accounts (HSA) that allowed qualified employees in the District Plan to set aside money in pre-tax dollars.

The District's health plan document requires that the District have an open enrollment period at the end of each year. During the open enrollment period, employees can change their health insurance options without the requirement of having a "qualifying event."

The trustees took action for the District to make a \$500 contribution for Calendar Year 2011 to each employee's HSA for those employees who are enrolled in the District Plan and have qualifying HSA's opened through IECC.

Andrew King was employed as Physics Instructor, effective January 5.

Rob Fournier was employed as Head Men's Baseball Coach at Wabash Valley College, effective July 1.

Carrie Hallam was employed as Information Technology Trainer/Support, at the District Office, effective December 1.

Greta Tracy was employed as Office Assistant, Student Advantage Network Program, District Office/Lincoln Trail College, effective November 17.

Marissa McNeil was employed as Coordinator of Instructional Services at Frontier Community College, effective December 1.

The employment status of Kathy Slichenmyer was changed from Office Assistant, Upward Bound Program, District Office/Olney Central College, to Administrative Assistant to the President of Olney Central College, effective December 1.

The resignation of Ryan Perry as Vocal Music Instructor was accepted, effective January 1.

The resignation of Carrie Callahan as Office Assistant, Student Advantage Network Program, District Office/Lincoln Trail College, was accepted, effective October 24.

The employment of Laura Johnson as Information Systems Technician at Lincoln Trail College was terminated, effective November 17.

Next regular meeting of the Board of Trustees will be Tuesday, December 14, at 7 p.m. at Frontier Community College, Fairfield.