



Kankakee Community College
Board of Trustees
April 15, 2025 – Agenda
100 College Dr, Board Room (L241), 5pm

1. Call to Order/Roll Call.....Board Chair
2. Public Comment.....Board Chair
3. Introduction of Guests/Recognition.....Board Chair
 - A. Tenured Faculty – Lynn McIntyre, Assistant Professor Medical Laboratory Technology; Kamron Geiger, Assistant Professor/Clinical Coordinator Radiography; Kim Libby, Assistant Professor/Program Director Physical Therapist Assistant
 - B. Outstanding Full-Time Faculty Award Winner – Dr. Melvina Calvin-Edwards, Assistant Professor Law Enforcement & Criminal Justice
 - C. Outstanding Adjunct Faculty Award Winner – Sherry Kinzler, Senior Coordinator Disability Services
 - D. Student Board of Trustees Representative 2025-2026 – Grace Kibbons
4. Amendments or Changes to Published Agenda.....Board Chair
5. Approval of Minutes.....Board Chair
 - March 18, 2025 - Board Meeting
6. Approval of Agenda Action Items & Reorganization....Board Chair/Temp Election Chair
 - A. Action Items
 - (1) Appointment to Fill a Public Office Vacancy (A-1)
 - (2) Approval of Resolution Honoring Board Service (A-3)
 - (3) Approval of Resolution Declaring Results of the April 1, 2025 Consolidated Election (A-5)
 - (a) Appointment of President to serve as Temporary Election Chair
 - (b) Reorganization of the Board of Trustees
 - Approval of Term of Office for Board Chair, Board Vice Chair and Board Secretary
 - Election of Board Chair, Board Vice Chair and Board Secretary
 - (c) Approval of Day, Time, and Location of Board Meetings – Re-affirm 2025 Board Meeting Schedule
 - (d) Appointment of Illinois Community College Trustees Association Representative and Alternative

7. Approval of Consent Agenda Action Items (**items preceded by asterisk**).....Board Chair
 - A. Consent Agenda Action Items
 - * (4) Approval of 1A, 1D and 1Y-OS Participants (A-9)
 - * (5) Approval of Tuition/Course Reimbursement (A-11)

8. Approval of Agenda Action Items.....Board Chair
 - A. Action Items
 - (6) Approval of Contract Awards (A-13)
 - ◆ Crowdstrike
 - ◆ Storage Building Exterior Renovations
 - ◆ Maintenance Truck

9. Presentation of Information Items.....Board Chair
 - A. Information Items
 - (1) President and Trustee Reports
 - (2) Student Trustee to the Board of Trustees (I-1)

10. Approval of Finance Items.....Board Chair
 - A. Finance Items
 - (1) Approval of Short-Term Investments (F-1)
 - (2) Approval of Financial Reports (subject to audit) (F-4)
 - ◆ Reconciled Cash By Fund – February 28, 2025
 - ◆ Investment and Financial Summary – March 31, 2025
 - (3) Approval of Bill Summary and Travel Expenses (F-10)
 - ◆ Purchase Order Requisitions Over \$10,000
 - ◆ Special Bill(s)
 - ◆ AP Check Register

11. Convene to Closed Session.....Board Chair

12. Reconvene to Open Session.....Board Chair

13. Approval of Consent Agenda Items as Disclosed in Closed Session and Approval of Faculty Member Separation Agreement and Release.....Board Chair

A. Matters of Personnel (including new employment, retirement, and voluntary resignation) pursuant to 5 ILCS 120/2(c)(1)

(1) Approval of Dr. Michael Boyd's employment contract for the position of president from July 1, 2025 through June 30, 2029. The annualized base salary for the 2025-2026 fiscal year will be \$211,120.

B. Approval of Faculty Member Separation Agreement and Release

C. Probable or Pending Litigation pursuant to 5 ILCS 120/2(c)(11)

14. Adjournment.....Board Chair

President's Employment Contract

This Employment Contract is made and entered into at Kankakee, Illinois, effective July 1, 2025 and approved on April 15, 2025 by and between the BOARD OF TRUSTEES OF KANKAKEE COMMUNITY COLLEGE DISTRICT NO. 520 COUNTIES OF KANKAKEE, IROQUOIS, FORD, GRUNDY, LIVINGSTON, WILL AND STATE OF ILLINOIS, hereinafter referred to as "Board" and Dr. Michael Boyd as President of the Community College District, hereinafter referred to as "President."

WITNESSETH, the parties have agreed as follows:

SECTION ONE: TERM

In consideration of the mutual promises and agreements herein contained, Board hereby appoints and employs, and President hereby accepts appointment and employment as President of Kankakee Community College District No. 520, for a term of four (4) years commencing at 12:01 a.m. on July 1, 2025, and terminating at midnight on June 30, 2029, unless terminated otherwise as herein provided.

It is understood and agreed by and between the parties hereto that due to the nature of the services provided for herein, it would be to the mutual advantage of each of said parties to be notified in writing by the other no later than June 30, 2028, if it is the intention of the party giving notice not to extend the contract for an additional term.

It is also to the advantage of the Board to be notified in writing by the President one year in advance if it is the intention of the President not to honor the balance of the contract term. If such notice is actually received by the Board no later than June 30, 2028, the President shall receive an additional \$10,000 in compensation during the last year of his presidency for providing such notice. If no changes or amendments are provided by either party, this contract shall terminate on June 30, 2029.

SECTION TWO: DUTIES

President shall be the College's President and Chief Executive Officer. President shall have all the duties and perform all the work and services contained in this contract as may be required by law or as are provided by Board Regulations and Policies. The President shall commit all of his professional time, attention, and skill to the performance of his duties.

President's duties shall also include, but not be limited to, the implementation of the policies, rules, and regulations adopted by the Board and the discharge of all duties and responsibilities prescribed by and/or established by the Board from time to time. To accomplish these duties, the Board will provide the President with office space, equipment, and such administrative, educational, and faculty and staff as may be required to develop and effectively maintain District 520.

The President will make such recommendations to the Board concerning programs; personnel appointments; expenditures; and faculty, staff, and student regulations, which in his best

professional judgment, are necessary or desirable for the maintenance of the College program. Final approval of the Board is required prior to the commencement of programs, the appointment of Faculty and Administrators, the incurring of material financial obligations in accordance with statutory requirements, the adoption of regulations, and the implementation of other matters of policy. The President will make regular reports to the Board of the status of the College programs and submit his recommendations for improvement. The President will provide the Board and its members with such additional information as they may reasonably request from time to time.

During the term of this contract, the President shall give reasonable notice to the Chair of the Board if he/she is to be absent from his duties for an extended period of time. In addition, the President must receive Board of Trustee approval to engage in volunteer or paid associations or consulting which will constitute a regular or significant time commitment. Examples of such commitment would be additional employment with regular compensation, seeking a significant elected position, or the leader of a national association or agency.

SECTION THREE: COMPENSATION AND BENEFITS

The annualized base salary for the 2025-2026 fiscal year will be \$211,120. Based upon satisfactory evaluation of performance, as determined by the official evaluation procedure, the annualized base salaries for the remaining three fiscal years would be:

FY 2026-2027 \$219,564

FY 2027-2028 \$228,347

FY 2028-2029 \$235,197

In addition to the above, the president will receive benefits generally available to all other KCC full-time professional staff. Furthermore, Board shall make provisions for remuneration and compensation of benefits for the President as enumerated below:

1. The Board shall provide the President with the same medical insurance coverage as is customary for full time professional staff.
2. The President will complete an annual physical with the doctor of his choosing. The Board will reimburse the President for expenses up to \$2,000 which are not paid by the college's health insurance policy, and which are incurred in receiving this annual physical examination including the cost of any additional medical tests prescribed in accordance with the annual physical and not covered by the college health insurance. Costs exceeding \$2000 which are not covered by the college's health insurance must be approved by the board prior to incurring those expenses.
3. The Board will make a contribution on behalf of the President to the State Universities Retirement System (SURS) in an amount equal to eight percent (8%) of the President's salary in satisfaction of the President's statutory contribution to SURS.
4. The President will receive a car allowance of \$1,000 per month in lieu of receiving mileage reimbursement at the U.S. Internal Revenue Service applicable standard mileage rate.
5. The Board will pay the actual cost for employee and dependent health care insurance premiums.
6. The President will be reimbursed for the monthly membership for one regular membership to the Kankakee Country Club, and all customary fees assessed related to social membership. Any meals, usage, green fees, or other expenses for the Kankakee Country

Club that are related to College or Foundation business may be submitted with monthly expenses as detailed in Section Four.

7. The President may submit expenses to the Board for one community service club membership of his choice, such as Rotary or Kiwanis. Cost related to leadership positions or officer functions of the community service club may be submitted as reimbursable expenses as defined below.
8. The Board will reimburse the President for family dental and optical expenses not to exceed \$1,000 per year.

SECTION FOUR: REIMBURSABLE EXPENSES

The Board shall pay all expenses on behalf of or incurred by President, which are reasonable and necessary to the business of the College, including electronic communication devices such as a college cell phone and laptop computer. The President will be assigned a credit card in the name of Kankakee Community College for use by the President for such purchases and expenses authorized for reimbursement by the Board under the existing terms of this Contract. Any such claim for reimbursement that is received subsequent to the use of said credit card shall inure solely for the benefit and use of the College. The card shall be used for charges in the name of the President relative to his duties as the President or to reimbursements for Board of Trustee meeting and travel expenses. Furthermore, Board shall make provisions for compensation of expenses for the President as enumerated below. For expense reimbursement, the President will submit a monthly list of college-related reimbursable expenses to be reviewed and approved by the Board Chair or his Board of Trustee designee.

1. The President will be reimbursed for professional travel related to college business, professional development for higher education, or Foundation giving.
2. The President will be reimbursed up to \$1,000 per year for community commitments consistent with the Board's expectations for community involvement.
3. The Board may also pay or reimburse expenses for the President's spouse for college and community functions that the spouse may be expected to attend with the President but will require prior approval from the Board Chair.
4. The President will be reimbursed for \$1,000 per year for guest golfing to build community and internal relationships for KCC or for the KCC Foundation.
5. When engaged in fundraising for the KCC Foundation, the President will be reimbursed for meals and expenses, including out of state travel (as long as such travel has prior approval from the Board Chair).

SECTION FIVE: VACATION AND SICK LEAVE

The contract includes 20 calendar days of paid vacation for each year hereof. Vacation days remaining at the end of the fiscal year may be carried over to a maximum of 56 days or 448 hours, in which vacation leave ceases to accrue on a per pay period basis. President shall be entitled to 13 days per year of sick leave, with accumulation up to 335 days maximum.

SECTION SIX: EVALUATION

The Board will meet with the President no less than annually to review his performance for the prior year. The following priorities for presidential leadership will serve as a frame of reference for each evaluation: institutional leadership, core value representation, leadership ability, governing board development and communication, external relations, decision-making and problem-solving, institutional performance, employee development and success, fiscal leadership, academic leadership, and student development and success.

SECTION SEVEN: CONTINUING TENURE

President shall not be deemed to be granted tenure or continuing employment beyond the terms and length of service described in this contract.

SECTION EIGHT: TERMINATION

Where cause exists, the Board may discharge the President thereby terminating this Agreement, provided the President has been informed of the cause or causes for discharge and has been given an opportunity for a hearing before the Board prior to official action being taken. "Cause" as used herein is defined as conduct, action, or inaction by the President which constitutes substantial breach of this agreement, or which would cause the Board of Trustees or College to undergo adverse legal action based on the behavior of the President.

SECTION NINE: ASSIGNMENT OF AGREEMENT AND AMENDMENTS

This contract is for the personal services of President and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party. This contract contains all of the terms and conditions agreed upon by the parties with respect to the subject matter of this contract and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written. No amendment to this contract is effective unless it is set forth in writing, signed by both parties, and attached hereto.

SECTION TEN: MISCELLANEOUS

This contract shall be construed and interpreted in accordance with the laws of the State of Illinois. Jurisdiction and venue of any and all legal proceedings involving this contract shall be in Kankakee County, Illinois.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal.

By: _____
Kankakee Community College Board Chair

Date Signed

Kankakee Community College President

Date Signed

WITNESS: _____