



**Board of Trustees of John Wood Community College
Counties of Adams, Pike, Hancock, Calhoun,
Schuyler, Brown, Morgan, Scott, Cass
And State of Illinois**

Date: **07.29.2020 BOARD OF TRUSTEES SPECIAL MEETING**

Location: **C252 Student/Admin. Center, 1301 South 48th Street, Quincy, IL 62305**

Time: **4:00 P.M.**

AGENDA

As permitted by the Gubernatorial Disaster Proclamation, **the July 29 , 2020**, meeting will be conducted through video, audio, and/or telephonic access means without a quorum being physically present. Members of the public may listen to the meeting by telephoning:

Dial 217-641-4100 Enter PIN 548787

Internal 7000 548787

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| 1. Call to Order/Appointment of Assistant Secretary | |
| 2. Roll Call | |
| 3. Mission - JWCC enriches lives through learning providing accessible educational opportunities and services at an exceptional value | |
| 4. Business | |
| 4.1 Request authorization to approve a Memorandum of Understanding between Administration and Faculty Association, IFT/AFT Local #6086 as it pertains to sections 7.07 (Movement of Salary Scale) and 7.08 (Salary Scale) | 1-3 |
| 5. Other Items | |
| 6. Closed Session | |
| A closed session will be necessary to consider the appointment, employment, discipline, performance or dismissal of employees of the public body and lease of real property for the use of the public body | |
| 7. Adjournment | |

"The agenda may make reference to addenda, reports, presentations, or other documents. These are available in the board Packet and are incorporated by reference. The packet is available from the President's office and may be posted on the website with the agenda."



Date: **July 29, 2020** BOARD OF TRUSTEES MEETING
From: Josh Welker, Dean of Business Services & Institutional Effectiveness
Item: **Business**
RE: Memorandum of Understanding

A Memorandum of Understanding regarding the treatment of two current Association Members whose salaries are outside of the Salary Scale has been discussed and tentatively agreed to by members of College Administration and the Faculty Collective Bargaining Unit.

The MOU is being presented to the Board of Trustees for approval. It is recommended that the Board of Trustees approve the attached MOU.

I concur with the recommendation and request the Board of Trustees approve the attached MOU.

July 29, 2020 JWCC Board regular meeting

Mission: JWCC enriches lives through learning by providing accessible educational opportunities and services at an exceptional value.

Vision: JWCC will be the community's partner and leader in education, workforce training and lifelong learning.

Core Values: Excellence Accountability Integrity Servant Leadership Lifelong Learning



Memorandum of Understanding

Between

Board of Trustees of Community College District No. 539, Counties of Adams, Pike, Hancock, Calhoun, Schuyler, Brown, Morgan, Scott and Cass, and State of Illinois, commonly known as John Wood Community College, a public community college (JWCC)
and

John Wood Community College Faculty Association, IFT/AFT Local #6086

This Memorandum of Understanding (MOU) sets forth the terms and understanding between JWCC and the John Wood Community College Faculty Association, IFT/AFT Local #6086 as it pertains to sections 7.07 (Movement on Salary Scale) and 7.08 (Salary Scale). This MOU addresses only the Association Members referenced here and is therefore in no way to be used as precedent in future situations and negotiations.

Two Association Members have been unintentionally compensated at levels that were and are outside of the Salary Scale in Section 7.08 of the Collective Bargaining Agreement. In order to address these two cases, the following points have been agreed upon as it relates to the compensation for the two Association Members. All other Association Members will adhere to sections 7.07 (Movement on Salary Scale) and 7.08 (Salary Scale) as written in the Collective Bargaining Agreement, it being recognized that there is no advancement beyond the highest applicable steps on the Salary Scale and that this MOU applies only to the two identified Association Members.

- The Board will not seek to collect and the said Association Members will not be obligated to repay any amount paid in excess of the highest step on the Salary Scale for any previous years (that is, prior to the 2020-2021 year).
- The Association Member's salary for 2020-2021 year and following during the term of the Collective Bargaining Agreement will remain or be frozen at his or her 2019-2020 salary amount and not reduced to the highest step placement contained within the Salary Scale or to an amount below his or her 2019-2020 salary. This salary freeze will remain in effect until a time at which the salary at the Association Member's appropriate placement on the Salary Scale equals or exceeds his or her frozen salary amount, at which time the Association Member's salary will then return to the value represented in the appropriate placement on the salary schedule.

IN WITNESS THEREOF:

**John Wood Community College
BARGAINING UNIT ASSOCIATION,
IFT/AFT, AFL-CIO, Local No. 6086**

**BOARD OF TRUSTEES OF John Wood
Community College, COUNTIES OF
ADAMS, PIKE, CALHOUN, SCHUYLER,
BROWN, MORGAN, SCOTT AND CASS
AND STATE OF ILLINOIS**

Association President

Board Chair

Association Vice President

Board Secretary

President of John Wood Community College