

## AGENDA

SAUK VALLEY COLLEGE BOARD OF TRUSTEES MEETING  
Conference Room, Third Floor, 3L14  
March 8, 1976 7:30 P.M.

- A. Call to order
- B. Roll call
- C. Communication from visitors
- D. Recommended Actions
  - 1. Approval of minutes as submitted
  - 2. Personnel matters
  - 3. Resolution designating polling places, etc. for election
  - 4. Approval of DVTE One & Five Year Plan
  - 5. Retaining architect for preparation of bids specs for installation of kiln
  - 6. Other items
- E. Old Business
  - 1. Response to students regarding Miss Sauk Valley Pageant
  - 2. Report on Grievance #6
  - 3. Other items
- F. New Business
- G. President's Report
  - 1. Report from Student Trustee Member
  - 2. Report on Council of Presidents' meeting
  - 3. Ad in Heritage Edition
  - 4. National Conference on Trusteeship
  - 5. Board Budget Workshop
  - 6. Minutes of SVC committee meetings
  - 7. Other items
- H. Time of next meeting
- I. Adjournment

MINUTES OF THE SAUK VALLEY COLLEGE BOARD OF TRUSTEES MEETING

March 8, 1976

The Board of Trustees of Sauk Valley College met in regular meeting at 7:30 p.m. on March 8, 1976 in the Board Room of Sauk Valley College, Rural Route #1, Dixon, Illinois.

Call to Order: Chairman Coplan called the meeting to order at 7:30 p.m. and the following members answered roll call:

Arman Gaulrapp	William Judd
Lorna Keefer	Oscar Koenig
William Reigle	Ty Simmons
Robert Wolf	Ronald Coplan

Communications from Visitors: Secretary Gaulrapp reported he had received a letter from the Illinois Association of School Boards about their upcoming meeting on March 23.

Approval of Minutes: It was moved by Member Judd and seconded by Member Koenig that the Board approve the minutes of the February 23 meeting as presented. Motion voted and carried.

Promotions: It was moved by Member Gaulrapp and seconded by Member Koenig that the Board approve the promotion of Esther Longanecker from Asst. Professor Step 9 to Associate Professor Step 7 effective as of the start of the 1976-77 academic year. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf and Coplan. Nays-0. Motion carried.

It was moved by Member Judd and seconded by Member Wolf that the Board approve the promotion of Ronald Happach from Instructor Step 10 to Asst. Professor Step 7 effective as of the start of the 1976-77 academic year. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf and Coplan. Nays-0. Motion carried.

Promotions:  
(continued)

It was moved by Member Reigle and seconded by Member Koenig that the Board approve the promotion of Fred Nesbit from Associate Professor Step 6 to Professor Step 4 to be effective as of the start of the 1976-77 academic year. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf, and Coplan. Nays-0. Motion carried.

It was moved by Member Koenig and seconded by Member Wolf that the Board approve the promotion of Don Foster from Associate Professor Step 5 to Professor Step 3 to be effective as of the start of the 1976-77 academic year. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf, and Coplan. Nays-0. Motion carried.

Note: To avoid misunderstanding, it was the President's intention that each of the above named individuals would receive the normal increment and normal bargained salary for the 1976-77 academic year in addition to the placement indicated in the recommendations. Promotion always advances a faculty member by one extra increment. The amount of dollars identified in the recommendation are the additional promotion cost. (signed) G.E.C.

New Instructor:

It was moved by Member Reigle and seconded by Member Koenig that Thomas Hammer be employed in the Agriculture area at either Instructor Step 7 or Assistant Professor Step 7 to be effective as of Fall, 1976 contingent upon the completion of his Master's degree then. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf and Coplan. Nays-0. Motion carried.

Tenure:

It was moved by Member Reigle and seconded by Member Koenig that the Board grant tenure to Norman Welch, Plant Engineer, effective July 1, 1976. Motion voted and carried.

Election:

It was moved by Member Keefer and seconded by Member Reigle that the attached resolution on the Board election to be held April 10, 1976 be approved as presented. Motion voted and carried.

One and Five Year Plan:

It was moved by Member Simmons (Gaulrapp) and seconded by Member Reigle that the Board approve the One and Five Year Plan for the Career

One and Five  
Year Plan:

Education area. Motion voted and carried.

Architect:

It was moved by Member Reigle and seconded by Member Gaulrapp that the Board authorize the administration to retain the services of an architect to prepare bid specifications for the installation of a gas kiln near the southwest corner of the permanent building, and also make recommendations for minor building alterations in the dining room area for classrooms. Motion voted and carried.

Sauk Valley  
Pageant:

Member Simmons reported to the Board on a letter which he had written to the Women's Interest Group in regard to the Miss Sauk Valley Pageant protest and to what extent, if any, the WIGs endorsed this protest. Ms. Becky Tornow, WIG Director, then read the attached letter to the Board which expressed the WIGs position on the matter.

President Cole then referred to Item E-1 which was his written response to the students memo presented at the last Board meeting with answers to the eight questions listed in this memo.

Grievance #6:

The Board was notified that the faculty association intends to submit Grievance #6 to arbitration. Mr. Castendyck informed the Board that he would contact Mr. Lawrence Weiner regarding an arbitrator.

Donovan Case:

Mr. Castendyck reported that the Donovan case originally scheduled for trial on April 12, 1976 has now been continued to May 3, 1976.

Student Board  
Member Report:

Member Simmons reported on his recent Student Advisory Committee (to the IBHE) meeting in Springfield at which time the following items were discussed: IBHE funding for all SAC documents, justification for withholding money from graduate students, IBHE student board member obtaining an advisory vote, etc., he also noted that he had brought back applications for the IBHE student board member position for any interested SVC students.

President's  
Report:

Dr. Cole reminded the Board of the workshop at 4 p.m. on the 16th of March and that agendas and background materials would be mailed to the members. Dr. Cole and Bill Judd attended a

President's  
Report (cont):

joint meeting of the ICCB, the Trustees Association and the Council of Presidents on community college funding which is still a question mark. Dr. Cole enclosed copies of the Dixon High School student paper which contained a two-page feature article on Sauk Valley College, a reminder of the National Conference on Trusteeship to be held April 25, 26 and 27, copies of committee meeting minutes, visitation from the joint review committee for Radiologic Technology, and a copy of the insert in the Dixon Telegraph with the President's message.

Executive Session: At 8:34 p.m. it was moved by Member Reigle and seconded by Member Simmons (Gaulrapp) that the Board adjourn to executive session to discuss the possible dismissal of an employee. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf and Coplan. Nays-0. Motion carried.

Regular Session: At 9:30 p.m. it was moved by Member Wolf and seconded by Member Judd that the Board return to regular session. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf and Coplan. Nays-0. Motion carried.

Adjournment: Since there was no further business, it was moved by Member Wolf and seconded by Member Judd that the Board adjourn to 4 p.m. March 16, 1976 in the Board Room of the college for the Board-Administration Workshop. In a roll call vote the following was recorded: Ayes Members Gaulrapp, Judd, Keefer, Koenig, Reigle, Simmons, Wolf and Coplan. Nays-0. Motion carried.

The Board adjourned at 9:31 p.m.

Respectfully submitted:

  
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Arman Gaulrapp, Secretary

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE March 3, 1976

MORANDUM

4-33

SVC Board of Trustees

TO: Dr. George E. Cole  
President

RE: AGENDA ITEM #D-2B - PROMOTIONS

After conferring with the Deans, it is my opinion that it is in the best interest of the individuals involved to make recommendations to the Board about promotions.

The Deans have tentatively recommended a total of five individuals for promotion. After review sessions, however, we are not sure that the fifth person meets the criteria for promotion. Extensive examination of existing records is being conducted. It may very well be that the person will be recommended at the Board meeting Monday evening. The material, however, is not completed and will not be ready at the time of this mailing.

I am including recommendations for Ronald Happach, Esther Longanecker, Donald Foster and Fred Nesbit. We are seriously considering possible recommendation for promotion of Karen Pinter but at this time are not sure that she fulfills the minimum academic requirement of 30 hours beyond the Master's Degree.

GEC/bg

D-2b

SALARY COST OF PROMOTIONS (1975-76 PAY SCALE)

NAME	PRESENT RANK & STEP	PRESENT SALARY	PROPOSED SALARY	PROPOSED RANK & STEP
Esther Longanecker	Asst. Prof. Step 9	\$15,900	\$16,425	Assoc. Professor Step 6
Fred Nesbit	Assoc. Prof. Step 6	\$16,425	\$17,000	Professor Step 3
Don Foster	Assoc. Prof. Step 5	\$15,900	\$16,425	Professor Step 2
Ron Happach	Instructor Step 10	\$13,875	\$14,350	Asst. Professor Step 6
	TOTALS	\$62,100	\$64,200	
	DIFFERENCE =	\$2,100		

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WHEREAS, the terms of RONALD F. COPLAN and WILLIAM JUDD, as members of the Board of COMMUNITY COLLEGE DISTRICT NUMBER 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau and Carroll, State of Illinois, are about to expire, and

WHEREAS, an election will be necessary to fill the vacancies thereby created,

NOW, THEREFORE, BE IT RESOLVED, by the Board of said Community College District Number 506 as follows:

Section 1

That an election be and the same is hereby called for the purpose of electing two members to the Board of Community College District Number 506 to serve for full terms of three years each, said election to be held on Saturday, the 10th day of April, 1976, and the polls at said election shall be open from 12:00 Noon to 7:00 P.M. on that day.

Section 2

For the purpose of this election, the said Community College District Number 506 shall be and the same is hereby divided into thirty-three precincts, which precincts and the polling places therefor are hereinafter set forth in the form of Notice of said election.

Section 3

Notice of said election shall be given by publishing notice thereof at least once in The Daily Gazette of Sterling, Illinois, and once in the Dixon Evening Telegraph of Dixon, Illinois, the same being newspapers published in and having a general circulation within the territory of the district, the date of publication of such notice to be at least ten (10) days prior to the date set for such election, and that said notice shall be in substantially the following form:

NOTICE OF ELECTION FOR MEMBERS OF THE  
BOARD OF TRUSTEES OF COMMUNITY  
COLLEGE DISTRICT NUMBER 506

NOTICE IS HEREBY GIVEN That on Saturday, the 10th day of April, 1976, an election will be held in and for Community College District Number 506, State of Illinois, for the purpose of electing two members to the Board of said District for the full term.

For the purpose of this election, the following precincts and polling places are hereby established:

PRECINCT NO. 1

Shall consist of all that part of Prophetstown-Lyndon Community Unit District Number 3, Whiteside and Henry Counties, Illinois, lying within Community College District Number 506, described as that part of the District which lies North of the Rock River.

POLLING PLACE: Junior High School, Lyndon, Illinois.

PRECINCT NO. 2

Shall consist of all that part of Prophetstown-Lyndon Community Unit District Number 3, Whiteside and Henry Counties, Illinois, lying within Community College District Number 506, described as that part of the District which lies South of the Rock River.

POLLING PLACE: Prophetstown City Hall, Prophetstown, Illinois.

PRECINCT NO. 3

Shall consist of all that part of Community Unit School District Number 5, Whiteside and Lee Counties, Illinois, lying within Community College District Number 506, located within Township 22 North, Range 6 East of the 4th P.M., Whiteside County, Illinois, commonly known as Genesee Township.

POLLING PLACE: Town Hall, Coleta, Illinois.

PRECINCT NO. 4

Shall consist of all that part of Community Unit School District Number 5, Whiteside and Lee Counties, Illinois, lying within Community College District Number 506, located within Townships 21 and 22 North, Range 7 East of the 4th P.M., Whiteside County, Illinois, commonly known as Sterling and Jordan Townships, which lies West of the center line of Locust Street and the center line of Route 88 as extended North and South in and from the City of Sterling, Illinois.

POLLING PLACE: Washington School, 815 West LeFevre Road, Sterling, Illinois.

PRECINCT NO. 5

Shall consist of all that part of Community Unit School District Number 5, Whiteside and Lee Counties, Illinois, lying within Community College District Number 506, which lies East of the center line of Locust Street and the center line of Route 88 as extended North and South in and from the City of Sterling, Illinois.

POLLING PLACE: Southeast Entryway of Sterling High School Building  
1603 Fifth Avenue, Sterling, Illinois

PRECINCT NO. 6

Shall consist of all that part of Community College District Number 506 which

is situated within Townships 20 and 21 North, Range 6 East of the 4th P.M., Whiteside County, Illinois, commonly known as Lyndon and Hopkins Townships.

**POLLING PLACE:** Galt Junior High School, Galt, Illinois.

**PRECINCT NO. 7**

Shall consist of all that part of Rock Falls Township High School District Number 301, Whiteside and Lee Counties, Illinois, lying in the County of Lee, State of Illinois, all within Community College District Number 506.

**POLLING PLACE:** Nelson School, Nelson, Illinois.

**PRECINCT NO. 8**

Shall consist of all that part of Rock Falls Township High School District Number 301, Whiteside and Lee Counties, Illinois, lying within the County of Whiteside, State of Illinois, all within Community College District Number 506.

**POLLING PLACE:** Rock Falls High School, 101 - 12th Avenue, Rock Falls, Illinois

**PRECINCT NO. 9**

Shall consist of all that part of Dixon Unit School District Number 170, Lee and Ogle Counties, Illinois, lying within Community College District Number 506, described as: That part of the District which is located within Sections 4, 5, 6, 7, 8, and 9 in Township 22 North, Range 9 East of the 4th P.M., Ogle County, Illinois, commonly known as Grand Detour Township and also that part of said Unit School District in Lee County, Illinois, which is located North and West of Rock River, except that part which is located in Precinct No. 10, the excepted portion being the area East and South of a line drawn as follows: Commencing at the North end of the Galena Avenue Bridge over Rock River and running North along the center of North Galena Avenue to an extension of the West line of Chapel Hill Memorial Park; thence North to the South line of the Dixon Country Club property; thence due East to Rock River.

**POLLING PLACE:** The Jefferson School, 4th Avenue, Dixon, Illinois.

**PRECINCT NO. 10**

Shall consist of all that part of Dixon Unit School District Number 170, Lee and Ogle Counties, Illinois, lying within Community College District Number 506, described as: That part of the District which lies North of Rock River and South and East of a line drawn as follows: Commencing at the North end of the Galena Avenue Bridge over Rock River and running North along the center of North Galena Avenue to an extension of the West line of Chapel Hill Memorial Park; thence North to the South line of the Dixon Country Club property; thence due East to Rock River.

**POLLING PLACE:** The Washington School, 703 East Morgan, Dixon, Illinois.

**PRECINCT NO. 11**

Shall consist of all that part of Dixon Unit School District Number 170, Lee and Ogle Counties, Illinois, lying within Community College District Number 506, described as: That part of the District in Ogle County, Illinois, which is located West and North of Rock River and East of the East line of Section 4 in Township 22 North, Range 9 East of the 4th P.M., commonly known as Grand Detour Township, and also that part of the District in Lee County, Illinois in Townships 21 and 22 North, Range 9 East, commonly known as Dixon Township, and Townships 21 and 22 North, Range 10 East, commonly known as Nachusa, which lies

East of Rock River and North and East of the following line: Commencing at the intersection of the East bank of Rock River with a point 20 rods North of the South line of Section 22 in Dixon Township; thence East to State Highway Route No. 2; thence South along the center of said Route No. 2 to a point 20 rods South of the center of Section 26 (said point being 20 rods South of the Hill Corner); thence East to a line 1/4 mile East of the boundary line between Sections 25 and 26 in Dixon Township, and South along this line to the South boundary line of School District 170; thence East and South to the East boundary of the school district.

**POLLING PLACE:** The Grand Detour School, Grand Detour, Illinois.

**PRECINCT NO. 12**

Shall consist of all that part of Dixon Unit School District Number 170, Lee and Ogle Counties, Illinois, lying within Community College District Number 506, described as: That part of the District bounded on the North by Rock River, on the West by the Illinois Central Railroad main line right-of-way, on the South by Seventh Street and on the East by a line drawn as follows: Commencing at the Southwest corner of Oakwood Cemetery; thence North to the Northwest corner of Oakwood Cemetery; thence East along the North line of the cemetery to the Northeast corner thereof; thence Northerly to the Southeast corner of Idlewild Subdivision; thence North to the Northeast corner of Idlewild Subdivision; thence West to Ravine Avenue and thence Northerly along the center line of Ravine Avenue to Rock River.

**POLLING PLACE:** The South Central School, 207 Fifth, Dixon, Illinois.

**PRECINCT NO. 13**

Shall consist of all that part of Dixon Unit School District Number 170, Lee and Ogle Counties, Illinois, lying within Community College District Number 506, described as: That part of the District bounded on the North by Rock River, on the East by the Illinois Central Railroad main line right-of-way, on the South by the middle line of Sections 7 and 8 in Township 21 North, Range 9 East, Lee County, Illinois, commonly known as South Dixon and on the West by the West lines of Townships 21 and 22 North, Range 9 East, Lee County, Illinois, commonly known as Dixon and South Dixon Townships.

**POLLING PLACE:** The Lincoln School, Lincoln Avenue, Dixon, Illinois.

**PRECINCT NO. 14**

Shall consist of all that part of Dixon Unit School District Number 170, Lee and Ogle Counties, Illinois, lying within Community College District Number 506, described as: That part of the District lying South and East of Rock River which is not included in Precincts Nos. 10, 11 and 12, the area included in the Precinct being as follows: Commencing at the intersection of the Easterly bank of Rock River with an extension of the center line of Ravine Avenue in the City of Dixon, and running Northeasterly along Rock River to a point 20 rods North of the South line of Section 22 in Township 22 North, Range 9 East, commonly known as Dixon Township; thence East to the center line of State Bond Issue Route No. 2; thence South along the center of said Route No. 2 to a point 20 rods South of the center of Section 26 in Dixon Township; thence East to a line 1/4 mile East of the boundary line between Sections 25 and 26 in said Dixon Township; and South along this line to the South boundary line of School District 170; thence following the East, South, and West boundaries of the District to the intersection of the West boundary of the District with the South bank of Rock River; thence Easterly along the South bank of Rock River to the West line of said Dixon Township; thence South to the center of the West line of Section 7 in Township 21 North, Range 9 East, commonly known as South Dixon Township; thence East along the center of Sections 7 and 8 to the Illinois Central Railroad main line right-of-way; thence Northerly along

said railroad right-of-way to the center line of Seventh Street in the City of Dixon; thence Easterly along the center line of Seventh Street to an extension of the Westerly line of Oakwood Cemetery; thence Northerly along said Westerly line of Oakwood Cemetery to the Northwest corner thereof; thence Easterly along the North line of the Cemetery to the Northeast corner thereof; thence Northerly to the Southeast corner of Idlewild Subdivision; thence North to the Northeast corner of Idlewild Subdivision; thence West to Ravine Avenue and thence Northerly along the center line of Ravine Avenue to Rock River.

**POLLING PLACE:** The Madison School, 620 Division Street, Dixon, Illinois.

**PRECINCT NO. 15**

Shall consist of all that part of Community College District Number 506, which is situated within Tampico Community Unit District Number 4, Whiteside and Bureau Counties, Illinois.

**POLLING PLACE:** Tampico High School, Tampico, Illinois.

**PRECINCT NO. 16**

Shall consist of all that part of Amboy Community Unit School District Number 272, Lee County, Illinois, which is located within that portion of Townships 20 and 21 North, Range Ten East of the 4th P.M., Lee County, Illinois, commonly known as Amboy and China Townships, all within Community College District Number 506.

**POLLING PLACE:** Amboy City Hall, Amboy, Illinois.

**PRECINCT NO. 17**

Shall consist of all that part of Amboy Community Unit School District Number 272, Lee County, Illinois, which is located within that portion of Townships 19 and 20 North, Range Eleven East of the 4th P.M., Lee County, Illinois, commonly known as Sublette and Lee Center Townships, all within Community College District Number 506.

**POLLING PLACE:** Ellice Dinges Elementary School, Sublette, Illinois.

**PRECINCT NO. 18**

Shall consist of all that part of Amboy Community Unit School District Number 272, Lee County, Illinois, which is located within Township 19 North, Ranges 9 and 10 East of the 4th P.M., Lee County, Illinois, commonly known as East Grove and May Townships, all within Community College District Number 506.

**POLLING PLACE:** Maytown Elementary School, Maytown, Illinois.

**PRECINCT NO. 19**

Shall consist of all that part of Amboy Community Unit School District Number 272, Lee County, Illinois, which is located within Township 20 North, Range 9 East of the 4th P.M., Lee County, Illinois, commonly known as Marion Township, within Community College District Number 506.

**POLLING PLACE:** Walton Elementary School, Walton, Illinois.

**PRECINCT NO. 20**

Shall consist of all that part of Amboy Community Unit School District Number 272, Lee County, Illinois, which is located within that portion of Township 21 North, Ranges 9 and 10 East of the 4th P.M., Lee County, Illinois, commonly

known as South Dixon and Nachusa Townships, all within Community College District Number 506.

POLLING PLACE: Eldena Elementary School, Eldena, Illinois.

PRECINCT NO. 21

Shall consist of all that part of Amboy Community Unit School District Number 272, Lee County, Illinois, which is located within Townships 19 and 20 North, Range 8 East of the 4th P.M., Lee County, Illinois, commonly known as Hamilton and Harmon Townships, all within Community College District Number 506.

POLLING PLACE: Harmon Hall, Harmon, Illinois.

PRECINCT NO. 22

Shall consist of all that part of Community College District Number 506, which is situated within Walnut Community High School District Number 508, Bureau, Lee and Whiteside Counties, Illinois.

POLLING PLACE: Art Room, Walnut High School, Walnut, Illinois.

PRECINCT NO. 23

Shall consist of all that part of Community College District Number 506 which is situated within Polo Community Unit School District Number 222, Ogle, Lee and Whiteside Counties, Illinois.

POLLING PLACE: Polo Community High School, Polo, Illinois.

PRECINCT NO. 24

Shall consist of all that part of Ohio Community High School District Number 505, Bureau and Lee Counties, Illinois, which is situated within Community College District Number 506.

POLLING PLACE: Ohio High School, Ohio, Illinois

PRECINCT NO. 25

Shall consist of all that part of Lee Center Community Unit School District Number 271, Lee and Ogle Counties, Illinois, situated in Ranges 10 and 11 East of the 4th P.M. in Lee and Ogle Counties, Illinois and lying North of the highway designated as U. S. Route #30, which is situated within Community College District Number 506.

POLLING PLACE: Town Hall, Franklin Grove, Illinois.

PRECINCT NO. 26

Shall consist of all that part of Lee Center Community Unit School District Number 271, Lee and Ogle Counties, Illinois, lying West of County Highway No. 6, commonly known as the West Brooklyn Spur, except that part thereof lying North of the highway designated as U. S. Route 30, which is situated within Community College District Number 506.

POLLING PLACE: Public School Building of said District situated in the unincorporated area known as Lee Center in Sections 6 and 7, Township 20 North, Range 11 East of the 4th P.M., Lee County, Illinois.

PRECINCT NO. 27

Shall consist of all that part of Community College District Number 506 which is situated within Morrison Community Unit School District Number 6, White-

side County, Illinois.

**POLLING PLACE:** Morrison High School, Morrison, Illinois.

**PRECINCT NO. 28**

Shall consist of all that part of Community College District Number 506 which is situated within Thomson Community Unit School District Number 301, Carroll County, Illinois.

**POLLING PLACE:** Thomson High School Cafeteria, Thomson, Illinois

**PRECINCT NO. 29**

Shall consist of all that part of Community College District Number 506 which is situated within Ashton Community Unit School District No. 275, Lee County, Illinois.

**POLLING PLACE:** Ashton High School, Ashton, Illinois

**PRECINCT NO. 30**

Shall consist of all that part of Community College District Number 506 which is situated within Chadwick Community Unit School District Number 399, Carroll County, Illinois.

**POLLING PLACE:** Chadwick High School, Chadwick, Illinois

**PRECINCT NO. 31**

Shall consist of all that part of River Bend Community Unit School District Number 2 Whiteside County, Illinois, lying within Community College District Number 506, which is situated North of the Garden Plain Road.

**POLLING PLACE:** Fulton Fire Station, Fulton, Illinois

**PRECINCT NO. 32**

Shall consist of all that part of River Bend Community Unit School District Number 2, Whiteside County, Illinois, lying within Community College District Number 506, which is situated South of the Garden Plain Road.

**POLLING PLACE:** Albany Municipal Building, Albany, Illinois

**PRECINCT NO. 33**

Shall consist of all that part of Community College District Number 506 which is situated within Milledgeville Community Unit School District Number 312, Carroll County, Illinois.

**POLLING PLACE:** Milledgeville City Hall, Milledgeville, Illinois

The polls will be opened at 12: 00 o'clock Noon and closed at 7: 00 P.M. on the same day.

By order of the Community College Board of said district.

Dated this 8th day of March, 1976.

Ronald F. Coplan  
Chairman

Arman Gaulrapp  
Secretary

Section 4

The ballots to be used in the election shall be in substantially the following form:

(Face of Ballot)

**OFFICIAL BALLOT**

**For members of the Community College Board of Community College District Number 506, to serve for three years.**

**(INSTRUCTIONS TO VOTERS: (Vote for Two)**

<input type="checkbox"/>	_____

On the reverse of each ballot shall appear the following:

(Back of Ballot)

**OFFICIAL BALLOT**

Community College District Number 506, Whiteside, Lee, Ogle,  
Henry, Bureau and Carroll Counties, Illinois. Election Saturday,  
April 10, 1976.

(Facsimile signature)  
Secretary, Community College Board

Section 5

For said election the following designated persons, being electors who have resided in the area constituting the voting precinct for which they are appointed for at least one year next preceding the election and who are entitled to vote therein, be and they are hereby appointed to act as judges of said election for the precincts designated, namely:

Precinct No. 1: Lyda C. Settles, 402 6th Ave. N., Lyndon  
Georgianne M. Brandt, 608 E. Commercial St., Lyndon  
Dee Higgins, Box 162, Lyndon

Precinct No. 2: Lois King, R.R. #2, Box 25, Prophetstown,  
Neva Jean Emery, R.R. #2, Box 32, Prophetstown  
Lois Miller, Box 31, R.R. #3, Prophetstown

Precinct No. 3: Leota Farwell, Box 131, Coleta  
Ruth L. Frankfother, Box 134, Coleta  
Mildred H. DeJonge, R.R. #3, Sterling

Precinct No. 4: Phyllis J. Anderson, 907 W. 16th St., Sterling  
Betty F. Weckesser, 301 W. Miller Rd., Sterling  
Lola M. Smith, 807 W. 18th St., Sterling  
Betty E. Stutzke, 809 W. 15th St., Sterling

Precinct No. 5: Florence E. Schrader, 1208 Riverview Rd., Sterling  
Virginia Jokerst, 1407 7th Ave., Sterling  
Dorothy M. Myers, 612 East 15th St., Sterling  
Merrigale Ryan, 1704 Long Ct., Sterling  
Lois Cassens, Sinnissippi Rd., Sterling

Precinct No. 6: Joyce H. Enersole, R.R. #4, Sterling  
M. Ann Kane, R.R. #3, Sterling  
Shirley A. Rotherhom, R.R. #3, Sterling

Precinct No. 7: Amelia M. Remrey, Box 101, Nelson  
Mary Elden Janssen, Box 127, Nelson  
Margaret N. Gale, Box 54, Nelson



Precinct No. 18: Mary H. Leffelman, Sublette  
Joanne M. Montavon, R.R. #1, Amboy  
June M. Stephenitch, R.R. #1, Sublette

Precinct No. 19: Charlotte A. Fitzpatrick, R.R. #1, Amboy  
Sharon C. Dumphy, R.R. #4, Dixon  
Lucille M. Burke, R.R. #1, Amboy

Precinct No. 20: Ester I. Rusbaum, R.R. #4, Dixon  
Gladys M. Glersner, Box 22, Eldena  
Irma L. Bottie, R.R. #4, Box 59, Dixon

Precinct No. 21: Bessie M. Schaefer, Box 31, Harmon  
Johanna Hopkins, Box 74, Harmon  
Alice L. Robbins, R.R. #2, Dixon

Precinct No. 22: Irene Gonigam, R.R. #1, Walnut  
Katherine Ganschow, 221 E. Walnut, Walnut  
Helen Ganschow, R.R. #2, Walnut

Precinct No. 23: Edythe M. Naylor, 201 W. Webster, Polo  
Arlene M. Blum, R.R. #3, Polo  
Lois M. Cross, R.R. #2, Polo

Precinct No. 24: Katie Phillips, Ohio  
Florence Anderson, Ohio  
Ivan Ioder, Ohio

Precinct No. 25: Mary Patterson, 212 Spring St., Franklin Grove  
Nancy A. Gittleson, R.R. #1, Franklin Grove  
Audrey Roop, 207 N. Sycamore St., Franklin Grove

Precinct No. 26: Mary Gagnon, Box 14, Lee Center  
Alice Parlier, R.R. #2, Amboy  
Elaine Ullrich, Franklin Grove

Precinct No. 27: Marian H. Garvan, 307 S. Jackson, Morrison  
Rovert Wilcox, 203 Prospect St., Morrison  
Nels Lind, 110 Towne St., Morrison

Precinct No. 28: Mildred Ihne, Thomson  
Arlette Hans, R.R. #1, Thomson  
Joann Badtke, R.R. #1, Mt. Carroll

Precinct No. 29:	<u>Clifford Schafer, 6 Richardson Ave., Ashton</u>
	<u>Eloise V. Jeter, Box 34, Ashton</u>
	<u>Rovert A. Reed, Box 345, Ashton</u>
Precinct No. 30:	<u>William Hans, Chadwick,</u>
	<u>Edward Brown, Chadwick</u>
	<u>Heal Maring, Chadwick</u>
Precinct No. 31:	<u>Josephine Schipper, R.R. #1, Fulton</u>
	<u>Karen Bitler, Box 424, Albany</u>
	<u>Eleanor Kennedy, Box 68, Albany</u>
Precinct No. 32:	<u>William Considine, 717 9th Ave., Fulton</u>
	<u>Pat Miller %Fulton HHigh School, Fulton</u>
	<u>Wilma Hoogheen, 601 17th Ave., Fulton</u>
Precinct No. 33:	<u>Wanda Englekens, R.R., Chadwick</u>
	<u>Shirley Cheeseman, R.R., Milledgeville</u>
	<u>Gloria Litwiller, Milledgeville</u>

Section 6

Said election shall be held and conducted and the returns thereof duly canvassed, all in the manner and the time as provided by law and all persons desiring to vcte at such election, upon presenting themselves at the poils, shall first request of the judges of the elect on and sign an affidavit which shall contain the following: (a) the name and address of the voter, (b) a statement that the voter resides within the Community College District and is registered to vote in general elections from a residence located within the district, and (c) a statement that the person desiring to vote is a qualified voter. Such affidavit to be used at said election shall be in substantially the following forms:

(Single Affidavit)

**SAUK VALLEY COLLEGE**

**AFFIDAVIT OF VOTER**  
**(Under Section 3-7.9 of the Public Community College Act)**

STATE OF ILLINOIS      )  
                            )  
                            ) SS  
COUNTY OF      ) \_\_\_\_\_

The undersigned, being first duly sworn on oath, deposes and says that affiant is desirous of voting in an election held under the provisions of the Public Community College Act on April 10, 1976, and represents the following facts to be true:

(1) My signature below hereon designates my correct name and my present address is \_\_\_\_\_  
(2) I reside within Community College District Number 506 of Whiteside, Lee, Ogle, Henry, Bureau and Carroll Counties, Illinois, and am registered

to vote in general elections from a residence located in the said District.

(3) I am a qualified voter in said Community College District.

Subscribed and sworn to before me this

\_\_\_\_\_ day of April, A.D. 1976.

Notary Public (or Judge of election)

(Multiple Affidavit)

SAUK VALLEY COLLEGE

AFFIDAVIT OF VOTERS

(Under Section 3-7.9 of the Public Community College Act)

STATE OF ILLINOIS      )  
                            )  
COUNTY OF \_\_\_\_\_ ) SS

The undersigned, each being first duly sworn upon oath individually, deposes and says that affiant is desirous of voting in an election held under the provisions of the Public Community College Act on April 10, 1976, and represents the following facts to be true:

(1) My signature below hereon designates my correct name and the address opposite my signature is my correct address.

(2) I reside within Community College District Number 506, of Whiteside, Lee, Ogle, Henry, Bureau and Carroll Counties, Illinois and am registered to vote in general elections from a residence located in the said District.

(3) I am a qualified voter in said Community College District.

(Number of  
Voter)

(Name)

(Address)

\_\_\_\_\_ , Ill.  
\_\_\_\_\_ , Ill.

Subscribed and sworn to before me by each of the above affiants individually this  
\_\_\_\_\_ day of April, 1976.

Notary Public ( or Judge of election)

Section 7

The affidavits to vote required under Section 3-7.9 of the Public Community College Act of the State of Illinois and herein provided for shall be numbered and used in lieu of the poll list and poll book as provided for in Section 3-7.14 of the Public Community College Act and the judges of election shall, previous to any vote being taken, severally subscribe to and take oath or affirmation provided for

in Section 3-7.8 on separate blanks. After the election, such affidavits to vote and judges' oaths shall be filed in the same manner as is required for the deposit of the poll book under Section 3-7.16 of the Public Community College Act.

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE March 3, 1976

## MORANDUM

#D-4

SVC Board of Trustees

W: Dr. George E. Cole  
President

RE: AGENDA ITEM #D-4 - APPROVAL OF DVTE ONE & FIVE YEAR PLAN

The One and Five Year Plan of vocational education at Sauk Valley College was due in the State Office by March 1. It was completed on February 28, however, the state office would like it to be formally approved by the Board of Trustees before submission.

For that reason, I will be asking you to approve this plan in our Board meeting of March 8. I am providing you with a copy so that you can review it before that meeting. Dr. Williams will be on the agenda to make a short presentation and answer any questions you may have about this document.

### RECOMMENDATION:

The President recommends approval of the Sauk Valley College One and Five Year Plan For Career Education - 1976-77.

GEC/bg  
Enc.

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE *March 3, 1976*

## MEMORANDUM

TO: *Dr. Cole*

CC: *Dr. Williams* 

*I have forwarded to your office, copies of our recently revised One and Five Year Plan for Career Education at Sauk Valley College. As you know, this plan is required by the Division of Vocational and Technical Education and each year we go through a revision of it. This year's revision is more extensive than has been the case in the past.*

*I am requesting that you have the Board approve this Agreement at their next regularly scheduled meeting. The due-date for this material to be in Springfield was March 1. It was completed February 28 however, I do feel that the Board should approve this document prior to it's being sent to Springfield. Furthermore, I would appreciate 5 or 10 minutes on the agenda of the Board meeting to explain the document to them, in detail.*

*I would be glad to discuss this with you at any time. Thanks for your cooperation.*

*lm*

6 - ✓

February 26, 1976

Ms. Becky Tornow  
Director, Women's Interest Group  
Sauk Valley College  
R. R. #1  
Dixon, IL 61021

Dear Ms. Tornow:

Realizing your position as the Director of the Women's Interest Group at Sauk Valley College, I am interested in the role that the Women's Interest Group played, if any, in the actions of the individuals directed against the Miss Sauk Valley Pageant held on the 14th of February, 1976.

To be more direct, I would like to know to what extent, if any, does the Women's Interest Group endorse the actions taken by the individuals, that I believe are members of your group.

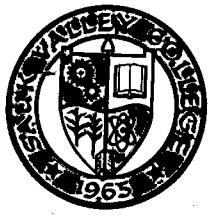
In my opinion, an explanation of your position is necessary since the protest reflects on the objectives of the Women's Liberation Movement, and directly on the goals of the Women's Interest Group.

I would appreciate your reply prior to the next meeting of the Board of Trustees since a response has to be given to the letter presented to the Board at this time.

Sincerely,

F. Ty Simmons  
Student Representative  
Sauk Valley College  
Board of Trustees

FTS/jmb



## SAUK VALLEY COLLEGE

R. R. 1 Dixon, Illinois / 61021 Area 815 288-5511

March 8, 1976

Mr. Ty Simmons  
Student Representative  
Board of Trustees  
Sauk Valley College  
R.R. #1  
Dixon, Illinois 61021

Dear Mr. Simmons:

At the regular meeting of the Women's Interest Group board of directors on Monday, February 9, 1976, discussion was held concerning the beauty pageant. After sharing various ideas, some of which had surfaced during the recent film seminars sponsored by the Women's Interest Group, the board members reached the following decision: the Women's Interest Group would not be involved in any public statement of position regarding the pageant. The Women's Interest Group would like to take this opportunity to express our position now.

The Women's Interest Group was formed to provide assistance to women on the SVC campus in the following ways:

1. In their transition to the college campus.
2. In their exploration to career opportunities.
3. In referrals to applicable sources of counseling.
4. As a center of information on child care, car pools, and other related services.
5. As a sponsor of seminars, speakers, and social events.

As we have attempted to meet these goals, it has become increasingly obvious that the role which women play in our society, and in our community, is changing and expanding. We are constantly exploring and sharing new information and ideas about the evolution in an effort to meet the needs which change creates.

The concept of a beauty pageant is in direct conflict with the changing status of women. It represents a regression to the old stereotype of woman as an object to be placed on a pedestal and admired, even worshipped, for physical beauty. Women object to this stereotype because it is dehumanizing and because in the 20th century, it can be tragically misleading. Encouraging women to compete on the basis of their appearance in bathing suits and evening gowns does great damage because such competition reverts to values which are no longer valid for women today.

March 8, 1976

The women for whom Women's Interest Group and this college exist need support and assistance in fulfilling their roles in today's changing society. They do not need to be encouraged to perpetuate false, outmoded ideals. The Sauk Valley area takes pride in its community college and its contributions to the community. Sauk Valley College has introduced innovative ideas and provocative thinking since its inception in 1965. We hope it will continue to do so.

Sincerely,

*Becky Tornow*  
(Ms.) Becky Tornow  
Director of Women's Interest Group  
Sauk Valley College  
R. R. #1  
Dixon, Illinois 61021

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE March 3, 1976

MORANDUM

2-1

SVC Board of Trustees

TO: Dr. George E. Cole  
President

RE: AGENDA ITEM #E-1 - RESPONSE TO STUDENTS REGARDING MISS  
SAUK VALLEY PAGEANT

Attached is a response to the student inquiry at the last Board meeting regarding the Miss Sauk Valley Pageant. I have had an opportunity to receive input from various students including the representatives of the student government, the student personnel offices, student activities, and the student trustee. Although it appears that some clarification is needed regarding policies that relate to the utilization of the building by outside groups and those policies that relate to student activities, I think that one of the significant outcomes derived from reviewing this activity has been what I consider a very responsible action on the part of the student government to give some immediate attention to an updated publication of a student handbook that will include the approved student related policies and also make this information available to all students at the beginning of each academic year. During this process it would probably also be appropriate to review student related policies in terms of their relationship to other college policies such as those contained in the building utilization policy.

I feel that in this process of policy review and handbook review that the opportunity is being afforded for responsible and constructive dialogue between the involved student groups and the appropriate administrative and faculty offices. I think it is most important that in this process that it be incumbent upon the administration to insure that students are allowed to exercise their rights of freedom of speech and assembly; and that appropriate policies be available that allow these freedoms and yet do not disrupt the operations of the college or interfere with the normal use of the college facilities.

GEC/bg  
Enc.

RESPONSE TO STUDENTS REGARDING MISS SAUK VALLEY PAGEANT

QUESTION #1: Was the Arts Festival/Miss Sauk Valley Pageant a college sponsored event?

ANSWER: No. The event was sponsored by the Sauk Area Arts Council, a non-profit local organization that exists to promote the arts and crafts in the Sauk Valley College area. Their presence on campus was consistent with Board policy, which distinguishes between student groups local to the college and outside groups from the community. In this instance, an outside group was granted the use of the facilities although members of the Sauk Valley College student body chose to take part in the event.

QUESTION #2: If so, who on-campus sponsored or co-sponsored the event?

ANSWER: No one on-campus sponsored or co-sponsored this event. As pointed out in Answer #1, the Sauk Area Arts Council made a formal request through the President and was granted approval to use campus facilities.

QUESTION #3: Was rent paid to the college by the participants in these events?

ANSWER: No. However, the Sauk Area Arts Council did pay approximately \$680 in fees to cover the costs incurred in setting-up this Festival and Pageant and cleaning-up following its completion. This arrangement was the same as the agreement reached one year ago by the Sauk Area Arts Council and the college's Board of Trustees regarding the use of the college's physical facilities for the Festival. As the group responsible for the event, the Sauk Area Arts Council was responsible to see that the event they were conducting in college facilities was conducted in a manner consistent with Board policy.

QUESTION #4: Was the second floor rented?

ANSWER: The second floor per se was not included in the authorization to use college facilities, but that authorization did give the Arts Council the right to use the East Mall. Since the nature of the construction of the East Mall is such that there is an open area from the first through the second floor levels, it would appear that any organization using the mall would wish to control the activities not only that occur on the first floor, but also on the second floor walk-way. The nature of that area is such that sound and other distractions could detract from an event being conducted on the first floor.

Response to students regarding  
Miss Sauk Valley Pageant  
Page #2  
March 3, 1976

QUESTION #5: Did anyone have the right to remove SVC students from the second floor on February 14?

ANSWER: Yes. The students were violating existing college policies and were creating a disturbance by interrupting a properly scheduled ongoing event. Actually the students are subject to formal discipline procedures, however, the primary interest of the student government President and the ushers who were working with the event and the Law Enforcement people present, was to keep the peace and by advising the students that they were violating college policy and by removing the signs and asking the students to remove themselves, they maintained an orderly event. It is my understanding that the Representative to the Board of Trustees had clearly advised these individuals that they could exercise their constitutional rights by following approved Board policy for demonstrations by students or others.

QUESTION #6: If so, who were they:

ANSWER: The sponsors of the event were charged with maintaining order and carrying out all other Board policies appropriate to that event. It is my understanding, that the persons who removed the students were serving as ushers or hired deputies and were otherwise participating in the event sponsored by the Sauk Area Arts Council.

QUESTION #7: Did the college policies as stated in the Faculty Handbook, Student Handbook, or any other official college document apply to this event?

ANSWER: Yes. Policies dealing with demonstrations, the posting of materials and building utilization regulations all would have a bearing on this event.

QUESTION #8: Why were college policies such as demonstrating procedure and the posting of materials executed on a discriminatory basis? i.e. Arts and Crafts Festival materials evidently required no approval from Student Activities office but materials by SVC students were removed because they had no approval.

ANSWER: All displays and activities associated with the Arts and Crafts Festival were given prior approval through existing building use policy. The demonstrating activity by the students was in violation of existing college policies.

PROPOSAL BY  
THE ASSOCIATED STUDENTS' BOARD  
FOR CONSIDERATION AS  
SAUK VALLEY COLLEGE BOARD POLICY AND PROCEDURE ON STUDENT ACTIVITIES

PASSED JUNE 23, 1969  
REVISED DECEMBER 15, 1969

I.

Establishment of these policies is the legal responsibility of the governing Board of Sauk Valley College in accordance with provisions of House Bill 1710, 74th Illinois General Assembly. Nothing contained in these policies shall be construed to restrict the power of the Board to alter, amend, revise, or repeal these policies in whole or in part from time to time.

II.

In the democracy in which we live, every person has the right of freedom of speech and assembly and the right to exercise these freedoms freely, if he does not interfere with the rights and freedoms of others.

In the pursuit of these freedoms; the Board, the Administration, and the Associated Students' Board of Sauk Valley College pledge equal emphasis to its responsibilities in three areas: 1) Vigorous protection of the rights of all students and encouragement of the free expression of ideas; 2) Unceasing efforts to keep the channels of communication open to all suggestions for change; and 3) A guarantee to the people of the community and to the great majority of the students that the educational process will not be disrupted.

The college respects the right, accorded to all persons by the Constitution, to freedom of speech, peaceable assembly, petition and association. Students and student organizations, as well as other members of the college community (faculty, other staff, board members, and alumni), may examine and discuss all questions of interest to them, and express opinions publicly as well as privately. The college community may support causes by lawful means which do not disrupt the operations of the college or interfere with the normal use of the college's facilities.

III.

The following steps must be carried out before any student activity, including assembly, demonstration, or rally, may occur on the Sauk Valley College campus:

1. Any student or group of students desiring to hold an activity must contact the President or the Secretary of the Associated Students' Board.
2. A form in duplicate requesting the time, date, desired location, and purpose of the activity must be completed and submitted to the Office of the Associated Students' Board at least seven days prior to the activity.
3. The Associated Students' Board may then approve or disapprove any request within four days after receiving the request, after consultation with the Director of Student Activities who is responsible for the approval and coordinating of the Activity Calendar.
4. In the event the request for an activity is disapproved the group has the right to appeal the decision to the Student Appeal Board.
5. In the event an activity is held without approval, the group will be subject to disciplinary procedures.

#### IV.

In the event that a student group interferes with normal operation of the college's functions and services the following procedures shall be invoked:

1. The group involved shall be informed of the following channels for the discussion and resolution of complaints: 1) Associated Students' Board, 2) Student Appeal Board, 3) Dean of Student Services, 4) College President, and 5) Board of Trustees in that order.
2. Every attempt should be made to discuss issues rationally and to avoid violence or the use of force, but no attempt shall be made to discuss issues under a situation of dureas, (forcible restraint or restriction, compulsion by threat, or unlawful restraint).
3. The judgment in determining whether the action taken by the group is disruptive shall be made by the College President or his duly appointed representative, after discussion with representatives of the Associated Students' Board.
4. If the action is determined to be disruptive, and after a written request for dispersal signed by the College President or his duly appointed representative has been issued to the group or organization leader and compliance is refused, each student involved shall be suspended from status as a student and rights and privileges of a student.
5. Those students suspended from the college may petition for readmission to the college to the Student Appeal Board. This board shall meet within five calendar days after any suspension and submit its recommendations to the Dean of Student Services.
6. The administration shall reserve the right to request law enforcement authorities to restore the college to its normal operations by whatever means are appropriate and necessary, and at any time when violence, vandalism or personal injury occurs, or is threatened.
7. Any student group making use of the college facilities without prior approval of the Associated Students' Board will subject themselves to charges of trespass.

REQUEST FORM FOR STUDENT ACTIVITY, INCLUDING ASSEMBLY, RALLY, OR DEMONSTRATION

Date of Activity \_\_\_\_\_ Time \_\_\_\_\_

Location \_\_\_\_\_

Expected number in attendance \_\_\_\_\_

Outside Speaker(s) and Title of Presentation \_\_\_\_\_

Purpose \_\_\_\_\_

Organization or group leader \_\_\_\_\_ Date \_\_\_\_\_

President or Secretary of the  
Associated Students' Board

Associated Students' Board Action:

Approval: yes \_\_\_\_\_; no \_\_\_\_\_

Vote of \_\_\_\_\_

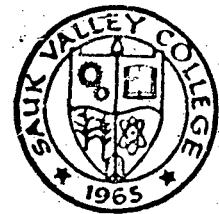
Date \_\_\_\_\_

Director of Student Activities and/or  
Dean of Student Services

Date \_\_\_\_\_

Date Activity Scheduled on Calendar

Explanation:



# SAUK VALLEY COLLEGE

## FACULTY ASSOCIATION

R. R. 1 • Dixon, Illinois 61021 • Phone Area 815 288-5511

March 1, 1976

E-2

•Ronald Coplan, Chairman  
Board of Trustees of Sauk Valley College  
Route #1  
Dixon, Illinois 61021

Dear Mr. Coplan:

Pursuant to step 4, Article XVII of the professional grievance procedure contained in the contractual agreement between the Board of Community College District No. 506 and the Sauk Valley College Faculty Association, the Association hereby declares that arbitration is hereby desired with respect to the attached grievance and the Association intends to submit the grievance to arbitration in accordance with and pursuant to said procedures.

Please contact me at your earliest convenience to attempt to effect agreement on an arbitrator.

Sincerely,

David E. Youker  
President

cc: Lawrence Weiner, Attorney  
Sauk Valley College Faculty Association

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE, DIXON, ILLINOIS 61021

DATE March 3, 1976

MEMORANDUM

SVC Board of Trustees

Dr. George E. Cole  
President

By way of information, I am providing you with a copy of a document which was given wide circulation through the building on March 3.

I feel it would be wise for each Board member to carefully read the communication from the President of the Faculty Association to the faculty and also to read the attached letter to Mr. Youker from John P. McCluskey.

I feel this will provide you with some background material about the perceptions held by some faculty members about the administration and the Board when they, in good faith, attempt to honor their responsibilities.

GEC/bg  
Enc.



# SAUK VALLEY COLLEGE

## FACULTY ASSOCIATION

R. R. 1 • Dixon, Illinois 61021 • Phone Area 815 288-5511

March 1, 1975

**To: Association Members**

**From: Dave Youker**

The various news media have reported the status of Grievances #6, 7, and 8 so many different and erroneous ways that I felt you should all be informed as to the correct status.

Grievances #7 and 8 were withdrawn at Step 2, however your executive board in consultation with John McCluskey, the I.E.A. Director of Higher Ed., have decided to pursue Grievance #6 to binding arbitration. I have attached a letter from John McCluskey which expresses the I.E.A. position regarding this and other grievances. You will notice that I.E.A. recognizes we cannot get a fair hearing short of arbitration, so the I.E.A. will pay our share of the arbitration.

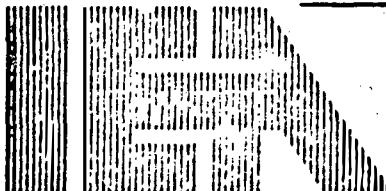
We have had more violations of our contract by this administration in one year than in all the previous years of the Association's existence. We have already processed as many grievances this year as in all the other years added together. This is a very time consuming but necessary, as these grievances have ramifications to the whole bargaining unit. We are desperately trying to find enough time to process three more very significant grievances.

It has been reported to your executive board that the college board cannot see why we file these grievances since we always lose. It is very interesting to us that that is the way they see the results. We have filed five grievances, two of which we won completely. We didn't obtain everything we asked for in the others but we still felt they were victories with the exception of Mehan Malhotra's which was our only poor showing. However, even in this grievance we have a ruling which will be beneficial in a future grievance. We feel it is a shame the Board spends our and other tax payers money before we can have a fair hearing and an honest attempt to resolve these issues.

After the Board's denial of Grievance #6, the executive board has been convinced that we need to substantially change our current contract. The PN team, executive board members, John McCluskey and Lawrence Weiner will spend March 13 together at Mr. Weiner's home preparing our proposals for the upcoming negotiations. John McCluskey is planning to meet with us during the following week to finalize our proposals.

Claryce Holmberg and Jerry Mathis are the nominating committee for preparing the slate of officers for 1976-1977. If you have nominations and/or suggestions, I am sure they would appreciate hearing from you.

**REPRESENTATIVE ASSEMBLY MEMBERS PLEASE NOTE:** Our meeting of March 2 is in the Board Room, not the Faculty dining room. This is an important meeting. We hope to finalize our work load proposal and finish the evaluation proposal.



February 26, 1976

Mr. David Youker  
Sauk Valley College  
R. R. 1, Box 304  
Dixon, Illinois 61021

Dear Mr. Youker,

I enjoyed my visit last week during which I learned of the arbitrary circumstances facing several members and the pressures put on the contract. From our discussions one simple connection is obvious: grievances relate vitally to the collective bargaining process. They are like a circulation system to a contract, or, perhaps, more perceptively, they are evidence of its seizures. Ideally no side should use the grievance mechanism for personal vendettas but that happens when injustices are heaped on someone or the administration decides to be vindictive. I deeply appreciate your board's sense of responsibility, apparent in every deliberation made during my stay. I trust the membership at large realizes the courage of your leadership.

Grievances, as we concluded last Wednesday, must be seen as the means to clarify contract issues. External arbitration becomes essential when (1) rights can be obtained or upheld in no other way, (2) when standards of professional excellence underlie the duty to protect present and future faculty conditions of work and jobs security at Sauk Valley, and (3) when current contract language is grossly exploited or ignored. Having re-examined your contract I realize that much of its language depends on administrative good will and that the initial document was born from a cooperative spirit still there in the faculty but hazy in others' memories. To the end of planning for the next contract we will meet at Lawrence Weiner's at 9:30 A.M. in Barrington on March 13, following the session up on March 17 with a training meeting for the negotiators to go over skills, etc.

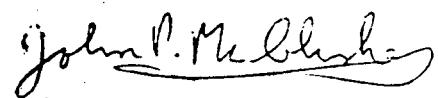
In regard to Grievance 6: it is such a crucial matter and could create dangerous precedents where a supervisor's proper functions are not observed, and where, in view of the grievant's having taught the class involved, with the administration acting irascibly rather than rationally, that the IEA-NEA throws its whole weight behind pursuit of that grievance. Let nobody think that we will let our association with you be broken by taking all grievances to arbitration. We deplore the unnecessary use of public funds by boards to

ILLINOIS EDUCATION ASSOCIATION

higher Education, Region 89, 1507 Troy Road, Edwardsville, Illinois 62025 (618) 656-0160

settle issues that could easily be settled in house. If conclusive evidence is found to expose this crude and costly tactic, we shall use legal means to see irresponsible individuals are brought to justice whether still with the college or not. Arbitration externally is a necessary, costly means to justice that we nevertheless regard as a virtue.

Sincerely,

  
John P. McCluskey  
Director of Higher Education

JPM/sv

RECEIVED MAR 5 1976

LAW OFFICES

WARD, WARD, CASTENDYCK, MURRAY & PACE

HENRY M. WARD  
R. W. CASTENDYCK  
PHILIP H. WARD, JR.  
DAVID E. MURRAY  
OLE BLY PACE III  
LAURENCE F. JOHNSON  
ROBERT E. BRANSON  
MARK E. ZUMDAHL  
PHILIP H. WARD  
OF COUNSEL

March 4, 1976

202 EAST FIFTH STREET  
STERLING, ILLINOIS 61081  
TELEPHONE 815-625-8200

335 WASHINGTON STREET  
PROPHETSTOWN, ILLINOIS 61277  
TELEPHONE 815-537-2361

MAILING ADDRESS  
P.O. BOX 400  
STERLING, ILLINOIS 61081

Mr. Lawrence Jay Weiner  
Suite 2105  
1 North LaSalle Street  
Chicago, IL 60602

Dear Mr. Weiner:

This is to confirm our telephone conversation of March 3, 1976 in which you advised me that Duane Paulsen has retained you to represent him after receiving written and oral notification from Dr. George E. Cole, President of Sauk Valley College, that he was going to recommend that Mr. Paulsen's contract not be renewed. It is my understanding that Mr. Paulsen was also given a copy of Dr. Cole's recommendation and that it contains certain specific charges.

It is my understanding that Dr. Cole intends to present the recommendation to the Board of Trustees at its regular meeting to be held on Monday, the 8th day of March, 1976. The recommendation will be made in Executive Session in order to afford Mr. Paulsen every possible protection from adverse publicity.

As I indicated to you, I will advise the Board that it should reserve judgment on the recommendation until after such time as you and your client have an opportunity to respond to it. The Administration is prepared to present evidence in support of the recommendation to the Board and you, of course, will have an opportunity to be present and examine witnesses. You and your client will also be afforded the opportunity to present relevant evidence in connection with the matter.

While I am sure everyone is anxious to have this matter resolved as soon as possible, I have commitments which will make me unavailable from the 19th of March through the 4th of April. In accordance with our conversation, you are to check with your client and obtain dates which are agreeable to him and you for a hearing on this matter. I, in turn, will obtain dates from the Board of Trustees and we will attempt to agree upon a mutually acceptable time. If such a date cannot be agreed upon, the Board will set a time and place but will provide you with ample notice of the same.

As I indicated to you, Mr. Paulsen may, at his option, have the hearing in Executive Session or have the same open to the public. We would appreciate your advice as to what his wishes may be.

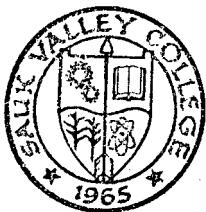
You may be confident that the Board of Trustees is anxious to afford Mr. Paulsen his rights, but that it is also cognizant of its responsibilities as the Governing Board of the College. In any event, I will look forward to hearing from you prior to the time of the Board meeting so I may advise the Board of your wishes in connection with this matter.

Very truly yours,

RWC/b

*Robert W. Castendyck*

0-2a



## SAUK VALLEY COLLEGE

R. R. 1 Dixon, Illinois / 61021 Area 815 288-5511

OFFICE OF THE PRESIDENT

February 26, 1976

*J-za*

Mr. Duane Paulsen  
Sauk Valley College  
R.R. #1  
Dixon, IL 61021

Dear Mr. Paulsen:

In accordance with Board policy, I am informing you at least seven (7) days in advance that I am recommending to the Sauk Valley College Board of Trustees in its meeting of March 8, 1976, that you be terminated for cause. I am attaching the formal recommendation and the statement of charges which I will present to the Board in the March 8 meeting.

This is consistent with our discussion of December 29, 1975, where I informed you that it was my intention to concur with the Dean's recommendation and that I would inform you seven (7) days in advance of my recommendation to the Board.

Sincerely,

*George E Cole*  
George E Cole  
President

GEC/bg  
Enc.

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE February 26, 1976

## MEMORANDUM

SVC Board of Trustees

RE: Dr. George E. Cole  
President

RE: AGENDA ITEM #D-2a - PERSONNEL MATTERS - DUANE PAULSEN DISMISSAL

### RECOMMENDATION:

It is recommended that Duane Paulsen be terminated effective June 30, 1976, for the following causes:

- 1) Inadequate performance of duties.
- 2) Willful and continuous neglect of duties.
- 3) Unjustifiable Insubordination. (These procedures are contained in the Board Policy Manual on Page 28, Section 401.04 - Dismissal for Cause.)

### CHARGE #1:

Mr. Paulsen failed to supervise his professional subordinates in a manner consistent with the labor agreement and allowed them days away from their duty stations to which they were not entitled. He also permitted them to work at a time during which they were not scheduled and incurred institutional obligations to either pay them for this extra work or provide them with released time at their own convenience.

### EXAMPLE #1:

In Mr. Paulsen's memorandum of December 22, 1975, to Dean Bunch, he indicated that since 1970, Mr. Thomas has been permitted to leave before the completion of the final examination week. According to the labor agreement, he should be working 37½ hours a week. Mr. Paulsen permitted him to take time-off at a time when the library was very much needed by faculty and students.

### EXAMPLE #2:

On August 19, 1971, Dr. Sabol wrote a memorandum to Phil Osborn expressing concern that Mr. Thomas was called back to work for the last half of August, an assignment above and beyond his normal contract. Dr. Sabol specifically directed that this practice be discontinued. On August 23, 1972, two days after I started working as the new President of Sauk Valley College, I was confronted by Mr. Thomas indicating that he had returned to work two weeks early and wanted to know what arrangements had been made to pay him for these

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extra days. At that time I specifically directed Mr. Thomas to make arrangements to take eight days of released time during his normal contract year as partial compensation for these two weeks of unbudgeted, unauthorized early work. Mr. Thomas informed me that he had not been notified that he was not to return early. It was his opinion that he was returning early with Mr. Paulsen's knowledge and agreement.

EXAMPLE #3:

My memorandum of August 23, 1972, required that a schedule be arranged where Mr. Thomas would take off eight days as partial compensation for working between August 21 and September 1, prior to the beginning of his normal contract. On April 30, 1973, it was necessary for me to write another directive to Mr. Paulsen specifically requesting that Mr. Thomas be informed not to return early in the fall of 1973. On May 30th, however, one month later, it became apparent when I had a meeting with Mr. Thomas, that he had not taken any of the eight days of released time during his normal contract time and expected payment for the days that he had not taken. At that time it was necessary for me to deal directly with the problem which could have been avoided had Mr. Paulsen followed-up on his administrative responsibilities. Mr. Thomas intended to leave work three days before the time specified in his individual contract.

CHARGE #2:

Mr. Paulsen failed to respond to criticism from his reporting administrative officer in a positive, constructive manner. When specific inadequacies in his performance were identified he chose to take issue with the criticism rather than make constructive changes which would improve his job performance.

EXAMPLE #1:

On January 8, 1974, Mr. Paulsen was evaluated by the Dean of Arts & Sciences, who is his direct supervisor in our original chain of command. At that time, the Dean expressed concern about Mr. Paulsen's performance and indicated that two areas needed improvement. It was the opinion of the Dean that although Mr. Paulsen had utilized the Learning Resource Center's clerical staff effectively within the designated budget, there was needed improvement in his willingness to assume responsibility for the performance of his professional subordinates. It was the Dean's opinion that these two individuals were more interested in released time and vacation time and other work avoidances than they were in accomplishing their assigned duties. The Dean also expressed concern that after considerable investment had been made by the college in new TV equipment, that little or no use was being made of this equipment and he felt that it was the direct responsibility of Mr. Paulsen to supervise his professional subordinates in accomplishing better utilization of this equipment. It is our opinion that no improvement was demonstrated in these areas by Mr. Paulsen, in fact the condition became worse.

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EXAMPLE #2:

In the annual evaluation of 1975-76, Dean Bunch evaluated Mr. Paulsen as unacceptable in two areas and indicated that he needed improvement in two other areas. His performance was rated unacceptable in the area of demonstrated ability to manage assigned area of responsibility. In the words of the Dean, "Memos have indicated a prolonged demonstrated inability to supervise the professional staff under your administrative direction." Item two rated unacceptable was his willingness to cooperate with others to achieve College objectives. The Dean's quotation was, "Despite numerous efforts on my part to gain assistance in library service and best utilize staff time to achieve these objectives, you have constantly resisted any change." Two areas that needed improvement are the willingness to accept or consider new ideas and implement them for College development and improvement. It was the opinion of the Dean that, "L.R.C. resources have not been fully utilized to best serve a rapidly growing community college." The second area that needed improvement was the demonstrated ability to complete assigned tasks within required deadlines. It was the opinion of the Dean that, "Although you responded to my inquiries, the quality of your responses are unacceptable. You frequently allow the wishes of your subordinates to frustrate my recommendations. You continually resist my efforts to improve library service. Over the past year there have been several instances after giving you a directive, I was confronted by your subordinates attempting to change my decisions rather than to implement them. In these instances your subordinates confronted me with your support of their actions."

CHARGE #3:

Mr. Paulsen deliberately misconstrued the wishes of his superiors. When asked to implement difficult decisions, he disavowed the decisions and attempted to subvert them.

EXAMPLE #1:

On April 1, 1975, a meeting was held in my office with Mr. Paulsen and the Dean of Arts & Sciences. In that meeting we discussed moving AV services back to the library to accomplish better supervision and better space utilization of Mr. Zindel's area of responsibility. Immediately following that meeting, Mr. Paulsen wrote a memorandum totally misconstruing the content of that meeting and once again demonstrated an avoidance of his responsibilities by suggesting that his subordinates make a survey of the appropriate departments. This action by Mr. Paulsen was interpreted by the President as being a deliberate attempt to disavow a decision which he helped to make and to collect dissenting opinions from various academic departments to bring pressure to bear to reverse or override the earlier decision. In my opinion, this constituted willful avoidance of administrative responsibility and subversion of higher administrative authority.

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EXAMPLE #2:

In the spring of 1975, Paulsen was informed that Mr. Thomas was to be assigned an instructional responsibility on a released time basis in the fall of 1975. Discussions were held with both Thomas and Paulsen prior to implementation of this decision. The decision was made in the fall with the understanding that Mr. Thomas would take released time to compensate for his instructional assignment. Later that fall the Dean received a grievance from Mr. Thomas signed by Mr. Paulsen. The fact that Mr. Paulsen willingly signed a grievance against the Dean, in my opinion, constitutes further subversion of higher administrative authority and most certainly an avoidance of his own responsibility. If he had correctly prepared a schedule which included released time for Mr. Thomas' instructional assignment, there would have been no basis for the grievance. If he was unwilling to make this assignment he should have at least consulted with the Dean. It appeared to me that he was very aware that Mr. Thomas intended to prepare and offer a grievance and was very unwilling to assume his proper role as Director and require Mr. Thomas to take this released time. He chose instead to sign the grievance against the Dean, which in view of his role as Director of the Learning Resource Center, is tantamount to signing a grievance against himself.

GEC/bg