



SAUK VALLEY COLLEGE

R. R. 5, Dixon, Illinois 61021 — Phone 815-288-5511

Office of the Secretary
to the Board of Trustees

December 14, 1983

PUBLIC NOTICE
OF
MEETING

This is to provide public notice of the following meeting associated with the Sauk Valley College Board of Trustees:

Who: Sauk Valley College Board of Trustees

When: January 9, 1983

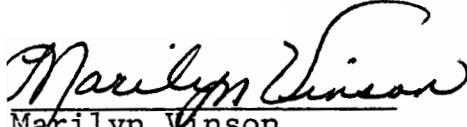
Time: 7:30 p.m.

Where: Room 2K2

Type: Special Meeting (open and executive sessions)

Purpose: TBA

Agenda: TBA


Marilyn Vinson
Secretary to the Board
of Trustees, District #506

MINUTES OF THE SAUK VALLEY COLLEGE BOARD OF TRUSTEES MEETING

January 9, 1984

The Board of Trustees of Sauk Valley College met in special meeting at 7:30 p.m. on January 9, 1984 and in a workshop at 6:30 p.m. in the Board Room.

Workshop: At 6:30 p.m. Chair Fisher called the workshop to order and the following members answered roll call:

Richard Groharing	David Mandrgoc
Ann Powers	William Simpson
Kay Fisher	Dolores Marassa

Absent: Oscar Koenig Robert Wolf

The Board discussed the items on the attached agenda which were considerations for new revenue.

Adjournment: At 7:25 p.m. the Board adjourned the workshop and proceeded to Room 2K2 for the regular 7:30 meeting.

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

Richard Groharing	David Mandrgoc
Ann Powers	William Simpson
Kay Fisher	Dolores Marassa

Absent: Oscar Koenig Robert Wolf

Communications from Visitors: Dr. Frank Pintozzi read the attached communication to the Board which contained thoughts and ideas in regard to the Academic Skills Program.

Mr. Gary Sandrock and Mr. Phil Miatke spoke to the Board on their observations and experiences with the agriculture program at Sauk Valley College, and registered objections to the pending Board action to discontinue the program.

Early Retirement: The attached materials were presented to the Board on options available for early retirement. This material was presented for discussion only and time will be set aside at a future meeting for further discussion on this topic.

January 9, 1984
Page #2

Executive Session:

At 7:55 p.m. it was moved by Member Groharing and seconded by Member Powers that the Board adjourn to executive session to discuss the appointment, employment, or dismissal of an employee. In a roll call vote, all voted aye. Motion carried.

Regular Session:

At 8:25 p.m. the Board returned to regular session.

Staff Reductions:

Discussion was held on reductions in the number of professional staff members at the college.

Dr. Garner noted that many hours had been spent in determining program and personnel cuts to be recommended to the Trustees. He said some of the things taken into consideration were: low enrollment programs, programs which are high in costs to the college (equipment, utilities, etc.), and programs where the prospects for employment are marginal.

He said he wanted it understood that the recommendations for staff reductions did not relate to the qualifications of the individuals.

Chair Fisher said that Board members do not enjoy making decisions of this kind. She said they would much rather be making actions to enhance programs instead of reducing them. She thanked the public for the letters and phone calls that the Board had received and said that these had all been discussed and studied thoughtfully. She said the Board would continue to trim costs and investigate further ways to enhance revenue.

It was then moved by Member Mandrgoc and seconded by Member Groharing that the Board approve the attached resolution which discontinued the following positions, effective the 1984-85 school year:

Instructor in Agriculture
Instructor in Building Construction
Instructor in Welding
Instructor(s) in Nursing (2)
Instructor in Academic Skills
Asst. Dean Health and Natural Sciences
Director Rock Falls' Adult Center
Coordinator Special Projects
Coordinator Licensed Practical Nursing

and that the following staff members not be offered contracts for the 1984-85 school year:

Norman Spencer - tenured
Charles Frieders - tenured
Robert Smith - tenured

Frank Pintozzi - non-tenured
Carole McMullen non- tenured
Louise Gartner non-tenured

Susan Dixon 1/2 time - administrative
Judy Howard 3/4 time - administrative

and that the President be directed to give official notice to the individuals as prescribed by law.

In a roll call vote, all voted aye. Motion carried.

Staff Reductions
(continued):

Dr. Garner reported that the above cuts represent 10% of the professional staff.

He said that reductions had not been made in classified staff at this time and that he hoped attrition in the classified area would take care of some of the cuts that would have to be made at a later date.

Severance Allowance:

It was moved by Member Groharing and seconded by Member Simpson that the Board approve the following types of expenses incurred for persons locating and moving to a new position:

Resume' preparation
Mailings
Travel
Telephone
Moving

In a roll call vote, all voted aye. Motion carried.

Director of Nursing Position:

It was moved by Member Mandrgoc and seconded by Member Powers that the Board authorize the administration to establish the position of Director of Nursing and hire someone to fill this position at a salary not to exceed \$30,000 per year. In a roll call vote, all voted aye. Motion carried.

Administrative Realignment:

It was moved by Member Simpson and seconded by Member Groharing that the Board approve the attached organizational chart which outlines the administrative changes due to retrenchment. Motion voted and carried.

January 9, 1984
Page #4

Referendum:

Discussion was held on future referendums and possible dates for same. The Board discussed the pros and cons of running a referendum in March or the following November. No action was taken on this item at this time.

Special Meeting:

The Board discussed the possibility of having another special meeting later in the month to discuss referendum possibilities.

Referendum Motion:

It was then moved by Member Simpson and seconded by Member Powers that the Board adopt the attached resolutions calling for a Referendum to be held on March 20, 1984 for a tax increase in the Educational and Building Fund rates.

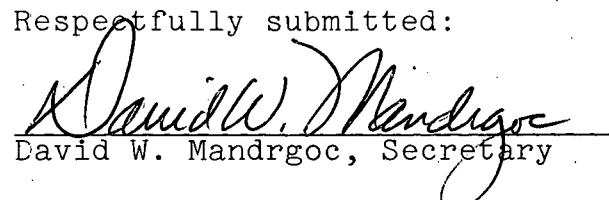
In a roll call vote the following was recorded:
Ayes: Members Powers, Simpson and Fisher.
Nays: Members Mandrgoc, Groharing and Marassa.
Since Marassa's vote as a student Board member is advisory, the official vote was: three ayes and two nays. Motion carried.

Adjournment:

Since the scheduled business was completed, it was moved by Member Groharing and seconded by Member Mandrgoc that the Board adjourn. The next regular meeting will be January 23, 1984 at 7:30 p.m. In a roll call vote, all voted aye. Motion carried.

The Board adjourned at 10:00 p.m.

Respectfully submitted:



David W. Mandrgoc, Secretary

- A guide for discussion only.

CONSIDERATIONS FOR NEW REVENUE

Board of Trustees Workshop

January 9, 1984

1. Increase Tuition
2. Implement fee structure
3. Grantmanship
 - a) Title III
 - b) JTPA
 - c) Community Development
 - d) Other
4. Ask Foundation for expanded support
5. Sell ads in Pathfinder
6. Sell/Lease land for commercial enterprise
7. Go into profit making business
8. Rent portions of the building
9. Sell equipment (land lab, kitchen, cabinetry, glider, etc.)
10. Sell contractual services (e.g. Data Services, machine tooling, word processing, etc.)
11. Aggressive program of fund raising events (e.g. River Festival, Circus, Flea Market, Octoberfest, Mass Concerts, etc.)
12. Operate our own Food & Vending Services
13. Expanded Academic Programming
 - a) Business/Industry
 - b) Community Service
 - c) Cooperative Agreements
 - d) Center for B.A. degree courses (e.g. B.O.G.)
14. Install Parking Meters for Visitors

ILLINOIS COMMUNITY COLLEGE
TUITION COMPARISON
FALL 1983

1. Black Hawk	\$27.50
2. Prairie State	26.00
3. William Rainey Harper	25.00
4. McHenry County	25.00
5. Thornton	24.00
6. Sauk Valley	24.00
7. Elgin	23.50
8. Rock Valley	23.00
9. Moraine Valley	22.50
10. Lake County	22.25
11. Triton	22.00
12. Spoon River	21.00
13. Belleville	21.00
14. Waubonsee	20.50
15. Richland	20.25
16. Chicago	20.00
17. John Wood	20.00
18. Kiswaukee	20.00
19. Lincoln Land	20.00
20. Danville	19.00
21. Kaskasia	19.00
22. Joliet	18.00
23. Parkland	18.00
24. John A. Logan	18.00
25. Kankakee	18.00
26. Morton	18.00
27. DuPage	17.00
28. Highland	17.00
29. Lewis & Clark	17.00
30. Southeastern	17.00
31. Oakton	16.00
32. Illinois Central	16.00
33. Rend Lake	15.00
34. Lake Land	14.50
35. Illinois Valley	13.00
36. Carl Sandburg	12.75
37. Illinois Eastern	00.00

College	Current Rate	Rate in Effect since?	Do you have plans to increase it in the near future?	If so, to what?	Do you have student fees?	If so, what amount?	Do you waive tuition for students? (Other than employees)	If so, for what?	Are there any limitations or restrictions?
City Colleges of Chicago	\$20.00/hr.	8/83	No		Yes	\$ 3.00/hr.	Yes	Senior Citizens Welfare	None
College of DuPage	\$17.00/hr.*	6/83	No		Yes	\$ 1.50/hr. Service Lab Fees Vary	Yes	Senior Citizens Welfare	
Triton College	\$22.00/hr.	6/83	No		Yes	\$ 1.00/crse. Auxiliary \$12.00 Activity \$10.00 App. Fee \$ 7.00 Late Fee Lab Fees Vary	Yes	Senior Citizens	
William Rainey Harper	\$25.00/hr	6/83	No		Yes	\$15.00 Regular \$ 3.00 Parking \$12.00 Activity	Yes	Senior Citizens	65 or over
College of Lake County	\$22.25/hr.	8/83	No		Yes	\$.90/hr. Activity	Yes	Senior Citizens	60 or older
Moraine Valley College	\$22.50/hr.	8/83	No		Yes	\$ 1.50/hr. Activity Lab Fees Vary	Yes	Senior Citizens	60 or older 75% waiver
Illinois Eastern College	No Tuition	8/83	No		Yes	\$ 8.00/qt. hr.	Yes	Senior Citizens	100% waiver
Thornton College	\$24.00/hr.	6/83	Yes	Max. Limit	Yes	\$ 1.50/hr. Service \$18.00 Activity	Yes	Senior Citizens	
Joliet College	\$18.00/hr.	6/82	Yes		Yes	\$ 2.00/hr Service \$10.00 Reg. Fee Lab Fees Vary	Yes	Senior Citizens Academic	65 or older 3.5 GPA or over
Rock Valley College	\$23.00/hr.	6/83	Yes	\$25.00/hr.	Yes	\$ 1.00 Activity \$ 1.00 Service Lab Fees Vary	Yes	Senior Citizens	\$5.00/hr. 62 or older
Parkland College	\$18.00/hr.	6/83	Maybe		Yes	\$ 1.50 Activity Lab Fees Vary	Yes	Senior Citizens	\$5.00/hr. Space Avail
Black Hawk	\$27.50/hr.	6/83	No		Yes	\$ 2.00 Activity \$ 5.00 Parking \$15.00 Proc. IGLP \$12-24 Defer. Pymt 2.00 Library	No		

ILLINOIS CENTRAL COLLEGE

1983
Tuition and Fees Survey

College	Current Rate	Rate in effect since?	Do you have plans to increase it in the near future?	If so, to what?	Do you have student fees?	If so, what amount?	Do you waive tuition for students? (Other than employees)	If so, for what?	Are there any limitations or restrictions?
Illinois Valley College	\$13.00/hr.	8/83	No		Yes	\$ 1.00/hr. Activity Lab Fees Vary	Yes	Senior Citizens 65 or older	
Carl Sandburg College	\$12.75/hr.*	8/83	No			\$ 1.00/hr. Activity Lab Fees Vary		Senior Citizens 50% waiver	
Spoon River College	\$21.00/hr.	6/83	Yes	\$23.00/hr.	Yes	\$ 1.50/hr. Comp. \$ 1.50/hr. Activity	Yes	Senior Citizens 60 or older	
Belleville Area College	\$21.00/hr.	8/83	No		Yes	\$10.00 App. Fee Lab Fees Vary	Yes	Senior Citizens \$2.00/hr. 60 or older	
Danville Area College	\$19.00/hr.	8/83	Maybe	\$22.00/hr.	Yes	\$ 2.00/hr. Lab Fees Vary	No		
Elgin Community College	\$23.50/hr.	8/83	Yes	?	Yes	\$ 1.00/hr. Activity Lab Fees Vary \$10.00 App. Fee	Yes	Senior Citizens Full waiver 55 & retired	
Highland Comm. College	\$17.00/hr.	6/83	Maybe		Yes	\$ 1.00/hr. Activity Lab Fees Vary	Yes	Senior Citizens \$4.00/hr. 60 or older	
John A. Logan College	\$18.00/hr.	8/83	?		Yes	\$ 6.00 Regist Lab Fees Vary	Yes	Senior Citizens Full Waiver 60 or older	
John Wood College	\$20.00/hr.	7/83	?		Yes	\$ 5.00 Location Lab Fees Vary	Yes	Senior Citizens \$4.00/hr. 62 or older	
Kankakee College	\$18.00/hr.	8/83	No		Yes	\$ 1.50/hr. Activity Lab Fees Vary	Yes	Senior Citizens \$1.00/hr. 65 or older	
Kaskaskia College	\$19.00/hr.	8/83	Yes	\$24.00/hr.	Yes	\$ 1.25/hr. Activity Lab Fees Vary	Yes	Senior Citizens Activity Waiver for Clubs	Full waiver space avail. 62 or older
Kishwaukee College	\$20.00/hr.	8/83	Maybe		Yes	\$ 1.25/hr. Activity 2.00 Regist. Lab Fees Vary	Yes	Senior Citizens \$1.00/hr. 62 or older	
Lake Land College	\$14.50/hr.*	8/82	No		Yes	\$ 1.25/hr.* Service \$ 8.00 Activity \$10.00 App. Fee	No		

ILLINOIS CENTRAL COLLEGE

1983
Tuition and Fees Survey

College	Current Rate	Rate in effect since?	Do you have plans to increase it in the near future?	If so, to what?	Do you have student fees?	If so, what amount?	Do you waive tuition for students? (Other than employees)	If so, for what?	Are there any limitations or restrictions?
Lewis & Clark College	\$17.00/hr.	8/83	No		Yes	\$.75/hr. Activity \$ 5.00 Late Reg. \$ 3.00 Pr. Chng. Lab Fees Vary	Yes	Senior Citizens	\$1.00/hr. 60 & over
Lincoln Land College	\$20.00/hr.	6/83	No		Yes	\$.75/hr. Activity \$10.00 Allied Hlth Lab Fees Vary	Yes	Senior Citizens	Full Waiver Pay Lab Fees 65 & over
McHenry County College	\$25.00/hr.	6/83	Maybe		Yes	\$ 3.00 Reg. Fee Lab Fees Vary	Yes	Senior Citizens	\$17.00/hr. 60 & over
Morton College	\$18.00/hr.	8/82	Yes	?	Yes	\$ 1.00 Activity \$ 5.00 Late Fee Lab Fees Vary	Yes	Senior Citizens	Full waiver Must pay lab fees
Oakton College	\$16.00/hr.	6/83	Yes	\$18.00/hr.	Yes	\$.75 Activity \$10.00 App. Fee Lab Fees Vary	Yes	Senior Citizens	50% waiver 60 & over
Prairie State College	\$26.00/hr.	6/83	No		Yes	\$ 1.00 Activity \$ 5.00 App. Fee Lab Fees Vary	Yes	Senior Citizens	Full waiver Must pay lab 62 & over
Rend Lake College	\$15.00/hr.	8/82	No		Yes	Lab Fees Vary	Yes	Senior Citizens	Full waiver 60 & over
Richland College	\$20.25/hr.	8/82	No		Yes	\$.75/hr Activity Lab Fees Vary	Yes	Senior Citizens	50% waiver 62 & over
Sauk Valley College	\$24.00/hr.	8/82	No		Yes	\$ 1.00 Activity Lab Fees Vary	Yes	Senior Citizens	\$1.00/hr. 60 & over
Southeastern Illinois	\$17.00/hr.	6/83	Maybe	\$19.00/hr.	Yes	Lab Fees Vary	Yes	Senior Citizens	Full waiver 60 & over
Waubonsee College	\$20.50/hr.	1/82	No		Yes	\$10.00 Activity \$ 2.00 Service Lab Fees Vary	Yes	Senior Citizens	Full Waiver 60 & over
Illinois Central College	\$16.00/hr.	6/83	?		Yes	Lab Fees Vary	No		

*Designated Districts on the Quarter System

SAUK VALLEY COLLEGE BOARD OF TRUSTEES
SPECIAL MEETING

January 9, 1984

7:30 p.m.

2K2 Faculty Dining Room - Second Floor

Agenda

- A. Call to Order
- B. Roll Call
- C. Communication from Visitors
- D. Early Retirement Report
- E. Resolution on Staff Reductions
- F. Approval of Severance allowance
- G. Approval of Director of Nursing Position
- H. Confirmation of Administrative Realignments
- I. Resolution on March 20 Referendum

President Garner, Chairperson Fisher, and Members of the Board of Trustees:

My name is Frank Pintozzi. I was administrator of Academic Skills Programs for five years. Presently, I am Associate Professor of Academic Skills and English.

Tonight you will be faced with many difficult decisions relating to our community college. One of your decisions on December 19 has already affected the program I represent, the Academic Skills Center. Now, barely three weeks later, you will be deciding on still another proposal involving this program. It is this issue that I would like to address.

First of all, I speak not so much for myself as for the thousands of educationally disadvantaged adults in our district. As you know, many of our younger people and skilled or degreed citizens are now outmigrating from the area. Some have moved to the Sunbelt. Others have entered the military or have left for bigger cities.

Many of those that remain are what is called educationally or economically disadvantaged. They are the dislocated workers from Northwestern Steel and Wire and the Dixon Developmental Center. They are the increasing numbers of divorced and separated parents with dependent children and they are young high school graduates hoping to build their future in this community.

They are the several thousand limited English speakers and minority adults in our area. They are the grown children who have moved back with their parents because of the economic situation. There are 3,398 persons

on public aid in Whiteside County alone, an increase of 25% over last year. Finally, 25,896 people over 18 years of age in our district do not have a high school diploma.

Because these persons lack academic and/or marketable skills, they remain here, often looking to our Academic Skills Programs to better their circumstances. The Academic Skills Center and its former satellite program, the Adult Learning Center, teach them the pivotal first steps on the road to recovery. These steps include testing and placement, reading and study skills, confidence-building, tutoring, the GED high school diploma, mathematics development, and English as a Second Language among them. With the greater numbers of disadvantaged adults in the district, the role of the Academic Skills Programs becomes even more crucial. Referring to our 74th legislative district, Representative Richard Mautino said on January 3, 1984:

I believe this (economic situation) is a definite factor in the need for increasing human service programs for educating those displaced workers and most certainly addressing the question of additional resources.

President Reagan too has endorsed a National Task Force on Literacy, realizing the key relationships between education and employment.

Secondly, on December 19, you made a decision to close the Rock Falls Learning Center. According to Dean Foster, the college saved \$5,000 this year and \$17,000 next year. Since the Rock Falls Center is a part of the Academic Skills program however, an even greater need now exists to maintain the present staffing structure.

If even half of the present students from the Rock Falls Center (conservatively 150 persons) attend the on-campus program, the present staffing will need to be expanded if anything. I realize this is not possible. Even borrowed teachers from the English department or part-timers could never meet the qualifications needed since most already have full loads or

are not specialists in this field.

A decision to reduce our effectiveness again barely three weeks, after cuts were made in the same program is ill-timed and unfair. Why is such a crucial program bearing the heaviest burden of retrenchment? Why are programs that directly aid the poor and disadvantaged being cut so severely?

Thirdly, the mission of this community college is to provide educational opportunity for all of the citizens of the district. "Anyone with an educational need can find a place at Sauk" is a statement from the college catalog. The December 19 decision and the action under consideration tonight pose a threat to this long-cherished idea.

"Anyone with an educational need" is in danger of becoming "Some with an educational need." Education for all may become education for the few. And the few will consist of the wealthy, the elite, those with the financial, social, academic means to get an education. The cuts in our programs directly affect the many, the poor, the ordinary citizens, and the disenfranchised. The decision to close the Rock Falls Center and further cutting tonight will make the phrase "equal educational opportunity for all" only a pleasant memory in our district.

Finally, I would really like to offer hope in the issues you are considering. People, not money, are the greatest resource of this college. Cutting positions not only eliminates resources. It also lowers morale, shatters confidence in leadership, and erodes our Academic Skill Services to students at a time when they are needed more than ever.

In light of these comments, I ask you to please reconsider the proposal about the Academic Skills Center. With the on-campus exodus of students from the Rock Falls Learning Center, a strong, qualified full-time staff is essential. Our department has experienced a tough cost-cutting decision already. When you notice the many larger budgets in the college, does another cut in Academic Skills make sense?

Thank you for listening!

Franklin Litzinger

For Board Meeting
of January 9, 1984

Agenda Item D

EARLY RETIREMENT REPORT

One method which is commonly used in times of austerity for staff reduction is to encourage early retirement. In 1981 House Bill 289 provided for such an option for certain eligible educational employees (see attached). In addition it would be possible for Sauk to adopt an early retirement plan of its own.

A draft of such a plan is provided for discussion only. No motion would be appropriate until further discussion had taken place.

SAUK VALLEY COLLEGE

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE 1-5-84

MORANDUM

Dr. Hal Garner

DM: Robert Edison

Bob

I am enclosing herein copies of various retirement incentive plans that are effective around the State of Illinois.

I have reviewed the plans for some time and in some detail with the observation that several are similar in content and that others are quite different in content, with the cost of the program being dependent on the various requirements which are more inclusive than the very brief summary which I am attaching hereto.

It should be noted that regardless of cost that most of the plans are in inverse proportion when we compare benefits and age. This common and simple observation makes it apparent that the plans are to encourage early retirement as a method of staff reduction more so than a vital concern as to the cost for any given year. The plans would also be effective in this respect dependent upon the growth and hiring policies of the institution involved.

There are many other additions contained in the various proposals which are in addition to this concept but time being of the essence I have omitted any conversation and/or data relative to such items as medicare and/or hospitalization and life insurance programs.

RE:fsb

Encls.

cc: John Sagmoe
Don Foster

DRAFT

EARLY RETIREMENT INCENTIVE PLAN

Community College District #506, known as Sauk Valley College, hereby establishes an early retirement incentive program as follows:

Eligibility

This program shall be open to all full-time College employees (a) who are at least fifty-five (55) years of age but who have not reached seventy (70) years of age, (b) who have ten (10) or more years of service at Sauk Valley College, (c) and who have been employed by the College on a full-time basis during each of the two (2) years preceding the date which their early retirement shall commence.

Application Procedures

A written request for "funded early retirement" must be submitted in writing and received by the President of the College no later than March 1. Applications received after March 1 may be accepted; however, the College shall be under no obligation to provide the incentive as outlined below. In no case may application be made less than thirty (30) days prior to retirement.

Provisions

1. A leave of absence that breaks continuous years of employment will not be considered as years of service for the purpose of determining eligibility for early retirement.
2. In the event of death of the early retiree prior to the effective date of retirement, the College has no obligation to make any remuneration under this plan.

Incentive

The College will make a payment to the retiree calculated on the retiree's contractual salary as of the effective date of retirement, based on the participant's age at retirement. The contribution percentage shall be calculated under the following provision:

A lump sum payment, based upon age and a percentage of retiree's base contractual salary, as listed below:

<u>Age</u>	<u>Percentage</u>
55	45%
56	40%
57	35%
58	30%
59	25%
60-69	20%

The lump sum payment will, at the retiree's option, be paid either as of the effective date of retirement or as of January 31 following the effective date of retirement.

Base contractual salary is further defined:

- for instructional staff - base remuneration for academic year or fiscal year contracts.
- for administration and classified staff - computation for early retirement incentive is based upon fiscal year (12 month) contracts or other pro-rated contracts as appropriate.

An employee may make application of the College's plan and also participate in the State's "retirement plan without discount." Such dual participation is limited to 15% of those eligible unless it is determined to be in the best interest of the College.



Executive Director
David L. Viar

Illinois Community College Trustees Association

3085 Stevenson Drive
Springfield, Illinois 62703
Telephone 217-529-3115

MEMORANDUM

TO: Community College Presidents and Trustees
FROM: David L. Viar
SUBJECT: Early Retirement For Community College Employees
DATE: September 15, 1981

Governor Thompson has approved House Bill 289 (PA-82-435), which was supported by the ICCTA. The provisions of this bill, which is effective September 1, 1981, allow participants retiring after that date, but before June 30, 1987, to make a one-time lump sum payment to the Retirement System and thereby avoid the early retirement reduction in their annuity. The exercise of this election shall obligate the last employer to also make a one-time non-refundable contribution to the System.

To be eligible for the provisions of House Bill 289, an employee must retire within 6 months of the last day of employment for which retirement contributions are required; have at least 8.00, but not more than 35.00 years of service credit; and be at least 55 years old, but not more than 60 years old.

The one-time employee and employer contributions shall be a percentage of the retiring participant's last full-time annual salary rate, or if not full-time, the full-time equivalent, as follows, based on the participant's age at retirement:

EMPLOYEE	AGE	EMPLOYER
35%	55	100%
28	56	80
21	57	60
14	58	40
7	59	20

The number of employees using this provision prior to June 1, 1982 may be limited to any number at the option of the employer. Beginning June 1, 1982, the number of employees retiring, using the benefits of House Bill 289, may be limited, at the option of the employer, to no less than 15 percent of those eligible. The right to participate shall be allocated among those applying on the basis of seniority in the service of the employer.

Attached for college presidents is a copy of the legislation as approved.

SEP 17 1981

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President
Dr. Francis J. Cole
College of DuPage
15753 Dundee Road
Wood Dale, Illinois 60187

Vice-President
Mrs. Shegah A. Dye
Spoon River College
504 South Dudley Street
Macomb, Illinois 61455

Secretary
Mr. Richard J. Doyle
Danville Area Community College
805 East Lincoln Avenue
Hooperston, Illinois 60942

Treasurer
Mr. Robert W. Anderson
Thornton Community College
3518 West 163rd Street
Markham, Illinois 60426

For Board Meeting
of January 9, 1984

Agenda Item E

RESOLUTION ON STAFF REDUCTIONS

We have conducted a review of our professional staffing levels as a part of our austerity adjustments. Action is required now on positions effecting members of the professional staff for the 1984-85 fiscal year. Resolutions for the positions to be retrenched will be presented for consideration at the meeting.

It should be noted that this proposed action relates to professional staff only. Considerations of classified staff reductions will come at a later time.

For Board Meeting
of January 9, 1984

Agenda Item - E

RESOLUTION

Whereas, Sauk Valley College is experiencing severe financial shortages and growing deficits, and,

Whereas, the current financial constrictions appear to be on-going, and perpetual for the foreseeable future, and,

Whereas, all the particulars for Budget or Program Retrenchment have been met as outlined in Article 7.5B of the Contractual Agreement between the Board of Community College District #506 and Sauk Valley College Faculty Association,

Now Be It Resolved that these positions be discontinued, effective the 1984-85 school year, and that the contracts for the position incumbents not be renewed:

Instructor in Agriculture
Instructor in Building Construction
Instructor in Welding
Instructor(s) in Nursing (2)
Instructor in Academic Skills
Assistant Dean of Health and Natural Science
Director of Rock Falls Adult Center
Coordinator of Special Projects
Coordinator of Licensed Practical Nursing

Be It Further Resolved that the following faculty members not be offered contracts for the 1984-85 school year and their services to the college terminated at the end of the 1983-84 school year.

Tenured Faculty

Norman Spencer
Charles Frieders
Robert Smith

Non-Tenured Faculty

Frank Pintozzi
Carole McMullen
Louise Gartner

Administrative Personnel

Susan Dixon (one-half time position)
Judy Howard (three-fourths time position)

Be It Further Resolved that the college President be directed to give official notice to the individuals as prescribed by law.

For Board Meeting
of January 9, 1984

Agenda Item H

CONFIRMATION OF ADMINISTRATIVE
REALIGNMENTS

An effort is being made in this time of austerity to review and in some cases reprioritize the responsibilities of the administrative staff.

Specific information will be presented at the meeting.

For Board Meeting
of January 9, 1984

Agenda Item F

APPROVAL OF SEVERANCE ALLOWANCE

There is a provision in the Contractual Agreement for the college to "reimburse the individual (being retrenched) for expenses incurred to locate and move to a new position up to a sum of \$500 upon presentation of appropriate vouchers to the Dean of Business Services." (Article 7.5B)

While the dollar amount has changed through the negotiations process, the wording has not, and has been in the Agreement at least from 1972.

With the anticipated cutback in staff, there is a need to implement this article. The article itself is not clear on the type of expenses this amount was intended to cover. This needs to be classified for administrative implementation. Therefore, the following recommendation is offered:

RECOMMENDATION: It is recommended that the following types of expenses be charged to the individuals' expenses incurred in the locating and moving to a new position: Resume preparation, mailings, travel, telephone, and moving.

For Board Meeting
of January 9, 1984

Agenda Item G

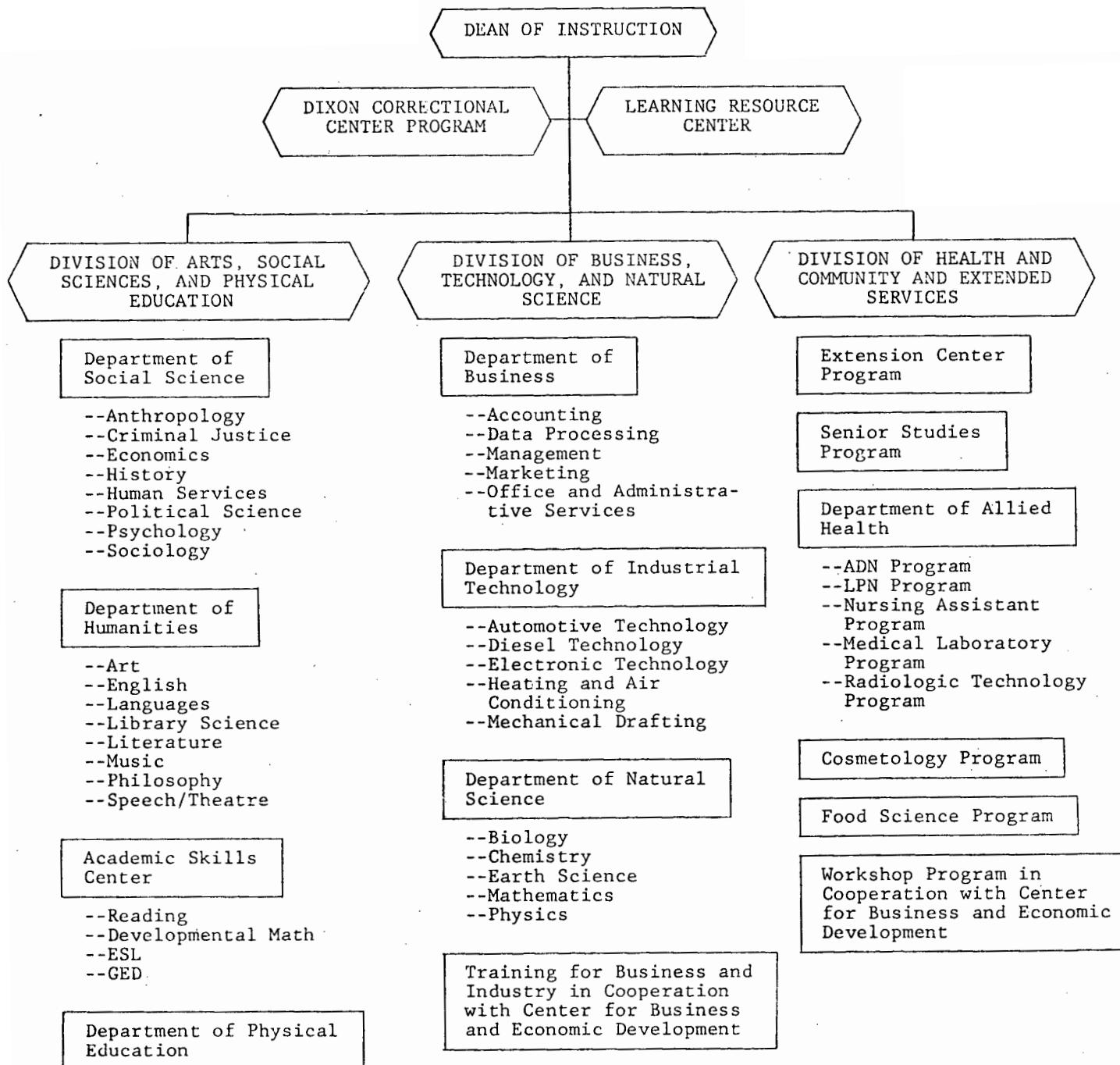
APPROVAL OF DIRECTOR OF NURSING POSITION

A corollary to the reduction of administrative staff related to our nursing program is the need to establish the position of Director of Nursing with the appropriate qualifications needed for this position to meet our accreditation requirements.

RECOMMENDATION: It is recommended that authorization be granted to establish the position of Director of Nursing.

ORGANIZATIONAL CHART

DIVISION OF INSTRUCTION



For Board Meeting
of January 9, 1984

Agenda Item I

RESOLUTION ON MARCH 20
REFERENDUM

The Board needs to determine if it wants the referendum questions to be placed on the March 20 primary election ballot.

An official resolution for this purpose will be available at the meeting, should the Board decide to exercise that option.

Despite failed referendum, college to try again

By BARB CAMPBELL

Sauk Valley College Board members — in an effort to avoid cuts more severe than those made at a meeting Monday — voted to again ask taxpayers to increase support of the school.

Members voted 3-2 to put two tax levy increase referenda — for the building and education funds — on the March ballot. Members Robert Wolf and Oscar Keonig were unable to attend the meeting.

Members David Mandrgoc and Richard Gronharing opposed the referenda, following a one-hour debate, insisting a March ballot will not allow enough time for the board to make voters aware of the school's financial situation.

"March is the time to do it," member William Simpson said. "The school will be in jeopardy five years down the road."

Noting November referenda failed by 70 percent, Mandrgoc said, "They (voters) aren't worried about five years down the road, they're worried about their pocketbooks."

Although the board made \$200,000 in staff cuts Monday, college President Dr. Hal Garner said, "The financial foundation of the college can't be corrected by cuts — the only answer is to pass a referendum."

The exact figure that will be requested has not been officially determined.

Garner acknowledged the cuts — representing 10 percent of the school's

professional staff — are "serious" but said they "may be only the beginning."

Instructors who will be jobless when the cuts go into

effect at the end of the school year are: Norman Spencer, agriculture; Charles Frieders, welding; Robert Smith, building construction; Carole

McMullen and Louise Gartner, nursing; Frank Pintozi, academic skills.

The certificate programs in welding, agriculture and building construction were

also eliminated.

Administrators who were cut are: Judy Howard, director of the Rock Falls Adult Learning Center, which the board voted last

month to close; S. Dixon, coordinator of special projects.

The half-time position of director of the licensed

practical nursing program and the full-time position of dean of health and natural sciences were eliminated, although they are presently filled.

The board voted to fill the full-time position of director of nursing to the entire program.

Board president Fisher noted, "None of us enjoy making reductions, we're losing staff members who have done excellent jobs — but there's simply not enough dollars."

At a budget workshop prior to the meeting, committee members decided to present proposals to the board raising tuition and implementing a fee for the use of labs in certain courses.

Garner said the lab fees could generate between \$30,000 and \$50,000 per year and offset the increasing cost of supplies.

Other ideas considered included, selling or leasing college land for commercial use, renting portions of buildings, holding fundraisers and selling necessary equipment.

Extreme urgency the reason for the latest monetary bid

By BETSY BURKHARD

Why so soon?

The question is asked by media editorialists, some board members and taxpayers in light of the Sauk Valley College Board decision to again ask for a tax levy increase.

The answer?

"Because of the extreme urgency of the matter," college President Dr. Hal Garner said. "We're desperately trying to find places to cut that do not effect the overall production ... but it's nearly impossible.

"Saving on paper clips and turning off lights helps but there is only one main answer — to get the tax base adjusted," he explained. "There is an air of desperation now — we've not cried wolf

before and maybe that's part of the reason the referendum failed (in November) in that we haven't let people know how serious the situation is."

The situation's severity is clear to instructors and administrators — 10 percent of the professional staff — who will be cut from the payroll in May.

It is clear to staff members, who received minimal pay increases last year.

It will be clear to students, who could be paying over \$2 more per credit hour next year.

It is crystal clear to agriculture, welding and building construction students, who will no longer have classes to attend next

year.

But is it clear to voters, who must decide by March 20 if they will increase their taxes by what Garner calls the cost of a six-pack or dinner out.

"In the mid-'60s (when voters approved a levy to finance the school) there was a wave of enthusiasm — six to one in some areas," Garner said. "There's no question we're well thought of and believed in ... maybe people don't think we need it (more taxes) or they think we can get by without it."

In the face of a \$650,000 deficit at year's end — whittled down from nearly \$900,000 — it is not likely Sauk can get by without it.

"We don't have

guaranteed daily attendance like the (public) schools," Garner said. "We have a product and if we can't market it we don't make money."

The main stumbling block to a budget in the black remains Sauk's tax base — one of the lowest in the state — which school officials say was established unrealistically low.

Despite the grim forecast, Garner said March referenda for the building and education funds is a gamble.

"We're risking public opinion — the hardening of the mental arteries of the public," he said. "And it is taking an edge off our enthusiasm — how often can you get up for the game?"

MINUTES OF A REGULAR PUBLIC MEETING OF
THE BOARD OF SAUK VALLEY COMMUNITY COLLEGE DISTRICT NO. 506
COUNTIES OF WHITESIDE, LEE, OGLE, HENRY, BUREAU,
AND CARROLL, STATE OF ILLINOIS
HELD AT Sauk Valley College IN SAID COLLEGE DISTRICT
AT 7:30 p.m. ON THE 9th DAY OF January, 1984

The Chairperson called the meeting to order and directed the Secretary to call the roll.

Upon the roll being called, Kay Fisher, the President, and the following members answered present:

Richard Groharing, David Mandrgoc, Ann Powers, William
Simpson, Dolores Marassa

The following members were absent from the meeting:

Robert Wolf and Oscar Koenig

Member Fisher presented and the Secretary read in full the following resolution:

RESOLUTION

WHEREAS, this Board of Trustees does hereby find and determine that the existing tax rate for educational purposes is not sufficient to provide sufficient funds to properly and adequately maintain the educational standards of the District, and which by the provisions of the School Code of Illinois are payable from the taxes to be levied for educational purposes and it is hereby found and determined by this Board of Trustees that the need exists for increasing the present educational tax rate of this College District and establishing the same at .245 per cent upon the full, fair cash value of taxable property within the District as equalized or assessed by the Department of Local Government Affairs; and

WHEREAS, before this Board of Trustees is authorized to levy the taxes at the increased rate of .245 per cent for educational purposes, the proposition of increasing said educational tax rate and establishing the same at said .245 per cent must be submitted to the voters of said College District as provided by the provisions of Article III, Public Community College Act of the School Code, and such proposition must be approved by a majority of the votes cast at an election to be held within the District, and it is hereby deemed advisable, necessary and for the best interests of said College District that the proposition of increasing said education tax rate and establishing the same at the rate of .245 per cent, as above referred to, be submitted to the voters of said District:

NOW, THEREFORE, Be It and It Is Hereby Resolved by the Board of Trustees of Sauk Valley Community College District No. 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll, State of Illinois, as follows:

Section 1. That it is necessary and for the best interests of the Community College District in order that the College District may maintain the educational standards of the District that the present annual tax rate of the District for educational purposes be increased to .245 per cent upon the full, fair cash value of taxable property within the District as equalized or assessed by the Department of Local Government Affairs.

Section 2. That for the purpose of submitting to the voters of said College District, the proposition of increasing the annual tax rate of the District for educational purposes and establishing the same at the rate of .245 per cent upon the full, fair cash value of taxable property as equalized or assessed by the Department of Local Government Affairs, as referred to in Section 1 hereof, an election be and the same is hereby called to be held in and for said Community College District on Tuesday, the 20th day of March, 1984.

Section 3. That for the purpose of said election, said College District shall be governed by the provisions of the general election law of the State of Illinois, commonly referred to as the Election Consolidation Act.

Section 4. That the Secretary of this Board of Trustees shall, not less than sixty-one (61) days before the regular election, certify this public question initiated by resolution to the County Clerks of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll Counties, Illinois, for submission to the voters of the District at that election. Said certification shall be as follows:

CERTIFICATION

PROPOSITION:

PROPOSITION TO INCREASE MAXIMUM ANNUAL EDUCATIONAL TAX RATE

Shall the maximum annual tax rate for educational purposes of Community College District No. 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau and Carroll, State of Illinois, be increased and established at .245 per cent upon the full, fair cash value of taxable property as equalized or assessed by the Department of Local Government Affairs, instead of .12 per cent, the maximum rate otherwise applicable to the next taxes to be extended for said purposes?

- (a) An estimate of the approximate amount of educational taxes extendible under the maximum tax rate now in force for said Community College District Number 506 is \$ 942,944.00.
- (b) An estimate of the approximate amount of educational taxes extendible under the proposed increased tax rate is the sum of \$ 1,925,178.

Section 5. That the Secretary be and is hereby authorized and directed to request ballots for said election and the ballots to be used thereat shall be in substantially the following form as otherwise provided by the County Clerks of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll Counties, Illinois:

SAUK VALLEY COLLEGE DISTRICT #506

PROPOSITION TO INCREASE MAXIMUM ANNUAL
EDUCATIONAL TAX RATE

An estimate of the approximate amount of educational taxes extendible under the maximum tax rate now in force for said Community College District Number 506 is \$ 942,944.00.

An estimate of the approximate amount of educational taxes extendible under the proposed increased tax rate is the sum of \$ 1,925,178.00.

: Shall the maximum annual tax rate for educational purposes of (Sauk Valley College) Community College District Number 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau and Carroll, State of Illinois, be increased and established at .245 per cent upon the full, fair cash value of taxable property as equalized or assessed by the Department of Local Government Affairs, instead of .12 per cent, the maximum rate otherwise applicable to the next taxes to be extended for said purposes?	YES	
	NO	

Section 6. That the date of January 9, 1984, be established as the official date on which the questions were initiated.

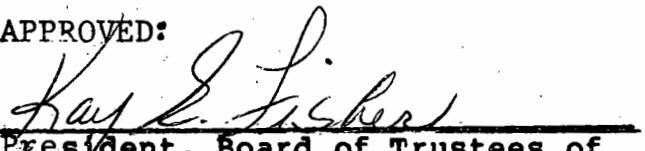
Section 7. That a certified copy of this Resolution be provided to the County Clerks of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll Counties, Illinois.

Section 8. That all resolutions and parts of resolutions in conflict herewith be and the same are hereby repealed, and

that this Resolution be in effect forthwith upon its passage.

Dated this 9th day of January, 1984.

APPROVED:


Kay E. Fisher
President, Board of Trustees of
Community College District No.
506, Counties of Whiteside, Lee,
Ogle, Henry, Bureau and Carroll,
State of Illinois


David W. Mendagoc
Secretary, Board of Trustees of
Community College District No.
506, Counties of Whiteside, Lee,
Ogle, Henry, Bureau and Carroll,
State of Illinois

Member Simpson moved and Member
Powers seconded the motion that said resolution
as read be adopted.

After a full and complete discussion of said resolution, the President directed the Secretary to call the roll for a vote upon said motion and upon the roll being called, the following members voted AYE:

Ann Powers, William Simpson and Kay Fisher

The following members voted NAY:

Richard Groharing and David Mandrgoc

Student Trustee, Dolores Marassa

The President declared the motion carried and the resolution adopted and directed the Secretary to record the same in full in the minutes of the meeting, which was done.

Other business not pertinent to the adoption of the above resolution was transacted at the meeting, and thereafter, upon motion duly made, seconded and carried, the meeting was adjourned.

STATE OF ILLINOIS)
) SS
COUNTY OF LEE)

I, David W. Mandrgoc, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Community College District No. 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau and Carroll, Illinois, and as such am the keeper of the records and files of the Board of Trustees of said District.

I do further certify that the foregoing is a full, true and complete transcript of that portion of the minutes of the meeting of said Board of Trustees of said Community College District held on the 9th day of January , 1984, insofar as the same relates to the proceedings had in the adoption of a resolution calling an election to be held in and for said District on March 20 , 1984, a true and correct copy of which said resolution as adopted at said meeting appears in the foregoing transcript of the minutes of said meeting.

I do further certify that the deliberations of the members of said Board of Trustees on the adoption of said resolution were taken openly, that the vote on the adoption of said resolution was taken openly; that said meeting was held at a specified time and place convenient to the public; that notice of said meeting was duly given to all newspapers, radio or television stations and other news media requesting such notice; that said meeting was called and held in strict accordance with the provisions of "An Act in Relation to Meetings", approved July 11, 1975, as amended, and the applicable provisions of the School Code of the State of Illinois, and that the said Board of Trustees has complied with all the applicable provisions of said Act and said Code.

IN WITNESS WHEREOF, I hereunto affix my official signature
at Dixon, Illinois, this 9th day of January, 1984.

Donald W. Mandrop
Secretary, Board of Trustees of
Community College District No.
506, Counties of Whiteside, Lee,
Ogle, Henry, Bureau and Carroll,
State of Illinois

RESOLUTION

WHEREAS, this Board of Trustees does hereby find and determine that the existing tax rate for operations, buildings and maintenance purposes is not sufficient to provide sufficient funds to pay those items and obligations of the District incurred for the improvement, maintenance and repair or benefit of College buildings and property and which by the provisions of the School Code of Illinois are payable from the taxes to be levied for operations, building and maintenance and it is hereby found and determined by this Board of Trustees that the need exists for increasing the present operations, building and maintenance tax rate of this College District and establishing the same at .08 per cent upon the full, fair cash value of taxable property within the District as equalized or assessed by the Department of Local Government Affairs; and

WHEREAS, before this Board of Trustees is authorized to levy the taxes at the increased rate of .08 per cent for operation, building and maintenance purposes, the proposition of increasing said operations, buildings and maintenance tax rate and establishing the same at said .08 per cent must be submitted to the voters of said College District as provided by the provisions of Article III, Public Community College Act of the School Code, and such proposition must be approved by a majority of the votes cast at an election to be held within the District, and it is hereby deemed advisable, necessary and for the best interests of said College District that the proposition of increasing said operation, building and maintenance tax rate and establishing the same at the rate of .08 per cent, as above referred to, be submitted to the voters of said District:

NOW, THEREFORE, Be It and It Is Hereby Resolved by the Board of Trustees of Sauk Valley Community College District No. 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll, State of Illinois, as follows:

Section 1. That it is necessary and for the best interests of the Community College District in order that the College District may maintain and operate an efficient system of buildings and grounds within the District that the present annual tax rate of the District for operations, building and maintenance purposes be increased to .08 per cent upon the full, fair cash value of taxable property within the District as equalized or assessed by the Department of Local Government Affairs.

Section 2. That for the purpose of submitting to the voters of said College District, the proposition of increasing the annual tax rate of the District for operations, building and maintenance purposes and establishing the same at the rate of .08 per cent upon the full, fair cash value of taxable property as equalized or assessed by the Department of Local Government Affairs, as referred to in Section 1 hereof, an election be and the same is hereby called to be held in and for said Community College District on Tuesday the 20th day of March, 1984.

Section 3. That for the purpose of said election, said College District shall be governed by the provisions of the general election law of the State of Illinois, commonly referred to as the Election Consolidation Act.

Section 4. That the Secretary of this Board of Trustees shall, not less than sixty-one (61) days before the regular election, certify this public question initiated by resolution to the County Clerks of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll Counties, Illinois, for submission to the voters of the District at that election. Said certification shall be as follows:

CERTIFICATION

PROPOSITION:

PROPOSITION TO INCREASE MAXIMUM ANNUAL BUILDING TAX RATE

Shall the maximum annual tax rate for operations, building and maintenance purposes of Community College District No. 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau and Carroll, State of Illinois, be increased and established at .08 per cent upon the full, fair cash value of taxable property as equalized or assessed by the Department of Local Government Affairs, instead of .03 per cent, the maximum rate otherwise applicable to the next taxes to be extended for said purposes?

- (a) An estimate of the approximate amount of building taxes extendible under the maximum tax rate now in force for said Community College District Number 506 is \$ 235,736.00
- (b) An estimate of the approximate amount of building taxes extendible under the proposed increased tax rate is the sum of \$ 628,630.00

Section 5. That the Secretary be and is hereby authorized and directed to request ballots for said election and the ballots to be used thereat shall be in substantially the following form as otherwise provided by the County Clerks of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll Counties, Illinois:

SAUK VALLEY COLLEGE DISTRICT #506
PROPOSITION TO INCREASE MAXIMUM ANNUAL
BUILDING TAX RATE

An estimate of the approximate amount of building taxes extendible under the maximum tax rate now in force for said Community College District Number 506 is \$ 235,736.00

An estimate of the approximate amount of building taxes extendible under the proposed increased tax rate is the sum of \$ 628,630.00

Shall the maximum annual tax rate for operations, building and maintenance purposes of (Sauk Valley College) Community College District Number 506, Counties of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll, State of Illinois, be increased and established at .08 per cent upon the full, fair cash value of taxable property as equalized or assessed by the Department of Local Government Affairs, instead of .03 per cent, the maximum rate otherwise applicable to the next taxes to be extended for said purposes?

YES	
NO	

Section 6. That the date of January 9, 1984, be established as the official date on which the questions were initiated.

Section 7. That a certified copy of this Resolution be provided to the County Clerks of Whiteside, Lee, Ogle, Henry, Bureau, and Carroll Counties, Illinois.

Section 8. That all resolutions and parts of resolutions in conflict herewith be and the same are hereby repealed, and

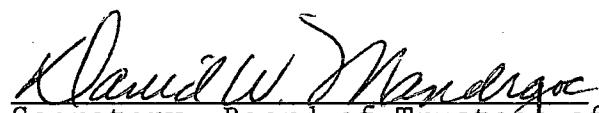
that this Resolution be in effect forthwith upon its passage.

Dated this 9th day of January, 1984



Kay E. Fisher
President, Board of Trustees of
Community College District #506,
Counties of Whiteside, Lee, Ogle,
Henry, Bureau and Carroll, State
of Illinois.

ATTEST:



David W. Mandragor
Secretary, Board of Trustees of
Community College District #506
Counties of Whiteside, Lee, Ogle,
Henry, Bureau and Carroll, State
of Illinois.

Member Simpson moved and Member
Powers seconded the motion that said resolution
as read be adopted.

After a full and complete discussion of said resolution, the President directed the Secretary to call the roll for a vote upon said motion and upon the roll being called, the following members voted AYE:

Ann Powers, William Simpson and Kay Fisher

The following members voted NAY:

Richard Groharing, David Mandrgoc and Student Trustee

Dolores Marassa

The President declared the motion carried and the resolution adopted and directed the Secretary to record the same in full in the minutes of the meeting, which was done.

Other business not pertinent to the adoption of the above resolution was transacted at the meeting, and thereafter, upon motion duly made, seconded and carried, the meeting was adjourned.

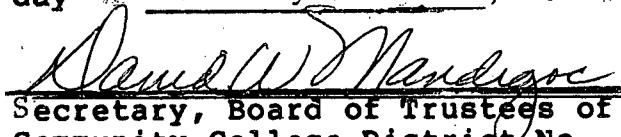
STATE OF ILLINOIS)
) SS
COUNTY OF LEE)

I, David W. Mandrgoc do hereby certify that I am
the duly qualified and acting Secretary of the Board of
Trustees of Community College District No. 506, Counties of
Whiteside, Lee, Ogle, Henry, Bureau and Carroll, Illinois, and
as such am the keeper of the records and files of the Board of
Trustees of said District.

I do further certify that the foregoing is a full, true
and complete transcript of that portion of the minutes of the
meeting of said Board of Trustees of said Community College
District held on the 9th day of January, 1984.
insofar as the same relates to the proceedings had in the adop-
tion of a resolution calling an election to be held in and for
said District on March, 20, 1984, a true and correct copy
of which said resolution as adopted at said meeting appears in
the foregoing transcript of the minutes of said meeting.

I do further certify that the deliberations of the members
of said Board of Trustees on the adoption of said resolution
were taken openly, that the vote on the adoption of said reso-
lution was taken openly; that said meeting was held at a speci-
fied time and place convenient to the public; that notice of
said meeting was duly given to all newspapers, radio or televis-
ion stations and other news media requesting such notice; that
said meeting was called and held in strict accordance with the
provisions of "An Act in Relation to Meetings", approved July
11, 1975, as amended, and the applicable provisions of the
School Code of the State of Illinois, and that the said Board
of Trustees has complied with all the applicable provisions of
said Act and said Code.

IN WITNESS WHEREOF, I hereunto affix my official signature
at Dixon, Illinois, this 9th day of January, 1984.


Daniel W. Mandagie
Secretary, Board of Trustees of
Community College District No.
506, Counties of Whiteside, Lee,
Ogle, Henry, Bureau and Carroll,
State of Illinois