

WESTERN ILLINOIS UNIVERSITY
BOARD OF TRUSTEES
Minutes of the Meeting
June 1, 2018

The meeting of the Board of Trustees of Western Illinois University convened at 4:00 p.m. at Room 3420A, Building C – WIU Quad Cities, Moline. Chair Cathy Early presided. Trustee Early moved to convene to open session. Trustee Savala seconded the motion.

Roll Call

Trustee Roger Clawson	Yes
Trustee Lyneir Cole	Absent
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee William Gradle	Absent
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

ATTENDANCE ROLL CALL

The following trustees indicated present:

Trustee Roger Clawson	Present
Trustee Lyneir Cole	Absent
Trustee Cathy Early	Present
Trustee Carolyn Ehlert Fuller	Present
Trustee William Gradle	Absent
Trustee Todd Lester	Present
Trustee Steven Nelson	Present
Trustee Yvonne Savala	Present

REMOTE ATTENDANCE

Trustee Ehlert Fuller moved to permit remote attendance. Trustee Savala seconded the motion.

Roll Call

Trustee Roger Clawson	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried. Trustee Gradle and Trustee Cole joined the meeting via remote attendance.

The following trustees were present, remote attendance allowed participation clarified by Chair Early:

Trustee Lyneir Cole	(Present-Allowed to participate and vote)
Trustee Roger Clawson	
Trustee Cathy Early	

Trustee Carolyn Ehlert Fuller
Trustee Todd Lester
Trustee Steven Nelson
Trustee Yvonne Savala

The following trustees were not present:

Trustee William Gradle (Absent-Only allowed to listen and shall not participate or vote)

Also present for the open meeting of the Board of Trustees:

President Jack Thomas
Legal Counsel Bruce Biagini
Interim Provost and Academic Vice President Kathy Neumann
Vice President for Quad Cities and Planning Joe Rives

Resolution No. 18.6/14: Authorization to Approve WIU Chapter of University Professionals of Illinois Local 4100 (UPI) Agreement

Interim Provost Kathy Neumann highlighted the report as presented.

A motion was made by Trustee Savala to approve. Trustee Ehlert Fuller seconded the motion.

Roll Call

Trustee Roger Clawson	Yes
Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

Resolution:

WHEREAS the Board of Trustees must approve collective bargaining agreements prior to implementation;
and

WHEREAS an agreement was reached on May 18, 2018 and was ratified by the WIU Chapter of University Professionals of Illinois (UPI) on May 31, 2018:

THEREFORE be it resolved that the Western Illinois University Board of Trustees hereby approves the agreement as presented.

2017-2021 WIU/UPI Tentative Agreement

- Salaries will be restored for 2018-2019 (per the deferral agreement). 2019-2020 salaries and minima lanes will be reset to 2% below the re-established 2018- 2019 levels. The salaries of incumbent employees who, after the effective date of this agreement but before December 15, 2018, sign an IER to retire no later than effective June 30, 2020, will remain at the 2018-2019 re-established levels (Employees are not eligible for more than one IER).
- Salary Reopener: Either the Union or WIU may request to reopen to discuss base salaries to

be effective in 2020-2021. For 2020-2021, salaries and minima will remain at 2019-2020 levels absent a mutual agreement for change.

- Duration: This is a 4-year Agreement. The contract ends June 30, 2021.
- Minima, Promotion, Merit and PAA for Unit A: Combine and restructure minima, promotions, PAA and add merit increases per above and as follows:
 - a) There will be a pilot program from Fall 2018-Spring 2022 of merit increases in lieu of minima increases for Professor+5, Professor+10, and Professor+15 reflected in a separate Memorandum of Understanding. Merit for Full Professor +5 at maximum of 5%, Professor +10 at maximum of 5% and Professor +15 at maximum of 6%. Employees in these lanes will receive minima lane adjustments at the beginning of Fall 2018.
 - b) Beginning in 2019-2020, promotions for Associate Professor and Professor at \$500 per month.
 - c) Eliminate PAA effective 2017-2018, but employees will be paid at the beginning of 2018-2019 for PAA earned under previous contract (FY17).
- Minima, Promotion and PAA for Unit B Faculty: Combine and restructure minima, promotions and PAA per above and as follows:
 - a) Effective 2018-2019, Unit B Associate Faculty will be eligible for promotion to Associate Instructor rank after the completion of seven years as Instructor. After four years as Associate Instructor, Associate Faculty will be eligible for promotion to Senior Instructor. The 4-year requirement will not be applicable to Senior Associate faculty who have completed 11 years of service. Each promotion receives a \$150 per month increase based on highly effective teaching over the previous 3 years. New promotional dollars are payable beginning in 2019-2020. Associate Faculty who currently have the Assistant Professor title will maintain that title.
 - b) Eliminate PAA effective 2017-2018, but employees will be paid at the beginning of 2018-2019 for PAA earned under previous contract (FY17).
- Minima and PAA for Unit B ASPs: Combine and restructure minima and PAA per above and as follows:
 - a) Eliminate PAA effective 2017-2018, but employees will be paid at the beginning of 2018-2019 for PAA earned under previous contract (FY17).
- Summer School: Beginning 2017-2018, revise summer session compensation (for courses) to 85% of one month's pay and eliminate Unit A priority in summer rotation.
- Mini-Sabbaticals: Allow one course reduction for Unit A for grant writing and other professional projects for up to 36 total ACE's per year, subject to submission and quality of proposals.
- Parental Leave: Effective 2018-2019, add two weeks of parental leave for a total of up to 6 weeks.

- Thesis and Dissertation Chair: Effective 2017-2018, pay \$500 per master’s thesis completed and \$750 per dissertation completed.
- Waiver of Tutored Study: Effective 2018-2019, allow one tutored study waiver per year for Unit B faculty at full load (defined as at least 24 ACES, not including the waiver).
- Grievance Mediation: Add grievance mediation as an option that either party may request just prior to arbitration (after Steps 1 and 2). The other party may agree to accept or decline mediation.
- All previously agreed Tentative Agreements.
- All other provisions status quo except language changes necessary to effectuate agreed upon changes.

CLOSED SESSION

Chair Early asked the Board to convene to closed session for the purpose of considering matters provided for in 5 ILCS 120/2c, such as personnel, collective bargaining, litigation, and real estate.

Trustee Savala moved to convene to closed session at 4:07p.m. Trustee Ehlert Fuller seconded the motion.

Roll Call

Trustee Roger Clawson	Yes
Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

RE-CONVENE IN OPEN SESSION

Trustee Cole moved to re-convene in open session at 6:48 p.m. Trustee Ehlert Fuller seconded the motion.

Roll Call

Trustee Roger Clawson	Yes
Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

ADJOURN ACTION

Chair Early called for a motion to adjourn the meeting of the Board at 6:51 p.m. A motion was made by Trustee Early and seconded by Trustee Ehlert Fuller. All were in favor and none opposed.

Cathy Early, Chair
Kerry McBride, Business Administrative Associate to the Board

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