



REND LAKE COLLEGE

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OFFICE OF THE PRESIDENT

NOTICE OF SPECIAL MEETING OF THE BOARD OF TRUSTEES REND LAKE COLLEGE

TAKE NOTICE THAT a Special Meeting of the Board of Trustees of Community College District #521, Counties of Franklin, Hamilton, Jefferson, Perry, Washington, Wayne, White, and Williamson, and State of Illinois (Rend Lake College) will be held at the Rend Lake College Student Center in the Executive Board Room on the following date:

Friday, August 14, 2026 at 8:30 AM.

The agenda is as follows:

- I. **Call to Order**
- II. **Roll Call**
- III. **Executive Session** – The Board may go into closed session pursuant to Section 2(c)(1)(2)(11)(21) of the Open Meetings Act.

Subsection (1) appointment, employment, and compensation of specific employees; (2) collective negotiating matters; (11) litigation; (21) discussion of executive sessions minutes.
- IV. **Resume Open Meeting**
- V. **New Business**
 - A. Approval of Side Letter to 2024-2027 Collective Bargaining Agreement between Rend Lake College Board of Trustees District 521 and Federation of Teachers Local No. 3708, AFT/IFT, AFL-CIO
 - B. Appointment of Assistant Director –Rend Lake College Foundation **(To Be Provided)**
- VI. **Adjournment**

Dated this 12th day of August 2026.

/s/ Tony Wielt
Secretary

I hereby certify that copies were emailed to the foregoing Trustees and all newspapers and radio stations that have requested copies of Notice of said Board of Trustees were notified.


President

NEW BUSINESS

**APPROVAL OF SIDE LETTER TO THE 2024-2027
COLLECTIVE BARGAINING AGREEMENT BETWEEN
REND LAKE COLLEGE BOARD OF TRUSTEES
DISTRICT 521 AND THE FEDERATION OF
TEACHERS LOCAL NO. 3708, AFT/IFT, AFL-CIO**

Rend Lake College Board of Trustees

August 14, 2026

RECOMMENDATION: To approve the side letter to the current agreement between the Rend Lake College Board of Trustees District 521 and the Federation of Teachers Local No. 3708 AFT/IFT, AFL-CIO as presented, effective August 17, 2026.

RATIONALE: This side letter is an addendum to the current faculty union contract and addresses faculty load and compensation for Competency-Based Education (CBE).

EFFECTIVE DATE: August 17, 2026

SIDE LETTER

BETWEEN THE BOARD OF TRUSTEES OF REND LAKE COLLEGE
AND REND LAKE COLLEGE FEDERATION OF TEACHERS LOCAL NO. 3708, AFT/IFT, AFL-CIO ("the Union")

COMPETENCY-BASED EDUCATION (CBE) FACULTY LOAD AND COMPENSATION — PILOT

1. Purpose and Term

This Side Letter applies only to Competency-Based Education ("CBE") courses — courses in which students progress through competencies at their own pace and new enrollees may start on a monthly basis rather than at the start of a standard semester. These courses will be coded as CBE in Colleague.

This Side Letter is effective August 17, 2026, through June 30, 2027, and expires automatically on that date unless extended by mutual written agreement. Experience gained under it is intended to inform, and be renegotiated as part of, the parties' successor Agreement; it creates no presumption that any specific term will continue beyond its expiration.

2. Voluntary Participation

A faculty member hired prior to July 1, 2026, who chooses not to participate in CBE instruction will suffer no negative consequence as a result of that choice, including with respect to evaluation, discipline, assignment of other courses, or continued employment.

3. Faculty Compensation

CBE instructors are paid \$10 per student plus \$10.00 per credit hour at midterm and/or final of each term (fall/spring/summer) for each student who completes a CBE course taught by said instructor. (*Example: 1 student completes a 3-credit hour class = \$40 payment*)

When load is relevant, CBE courses require a minimum of 12 students for full load. For CBE courses with less than 12 students, load will be calculated per student using the following ratio: *Section Load = Course Credit Hours × 0.0825 × Actively Enrolled Students*.

Equated hours for CBE courses accrue toward the full-load (30-32) and overload (33+) thresholds in Section 14.1, combined with any other courses taught in the same period. The low-enrollment proration in Section 14.1.6 does not apply to CBE courses, since this formula already scales with actual headcount.

4. CBE Course Development

(a) Compensation Rates. Development or redevelopment of a CBE course is compensated consistent with Article XXI (On-Line Course Development): \$700.00 per equated semester hour for Development, independently, and \$350.00 per equated semester hour for Redevelopment, or collaborative development as described below.

(b) First CBE Course. A faculty member's first course developed in CBE format will be developed in collaboration with the College's Instructional Design Department — specifically the CBE Director and the Online Coordinator — and will be compensated at the Redevelopment rate (\$350.00 per equated semester hour).

(c) Subsequent CBE Courses. For any subsequent CBE course a faculty member develops after their first CBE course, the faculty member may elect, in writing, before development begins, either to:

- (i) develop the course independently, compensated at the full Development rate (\$700.00 per equated semester hour); or
- (ii) develop the course collaboratively with the Instructional Design Department, compensated at the Redevelopment rate (\$350.00 per equated semester hour).

(d) Ownership and Resource Support. Ownership and resource-support provisions are as set forth in Article XXI(3)–(5): the Board retains 100% ownership, resource support is provided by the Board, and the Board retains the right to use any CBE course developed under this Section.

(e) Faculty members who have developed a CBE course will be given the right of first refusal to teach a section of the course for the first 4 consecutive semesters, including summer.

5. General

Disputes are subject to the grievance and arbitration procedures of the CBA.

This agreement is not precedent setting for either party. Because this is a pilot, the parties agree to meet before its expiration to review outcomes and negotiate whether, and in what form, these provisions continue in the successor Agreement.

6. Signatures

REND LAKE COLLEGE BOARD OF TRUSTEES
DISTRICT NO. 521

REND LAKE COLLEGE FEDERATION OF
TEACHERS LOCAL 3708, IFT, AFT, AFL-CIO

By: _____

Larry Manning

By: _____

Chris Edwards

Title: Board Chair

Title: President, Local 3708

Date: _____

Date: _____

PERSONNEL

**APPOINTMENT
ASSISTANT DIRECTOR OF DEVELOPMENT –
REND LAKE COLLEGE FOUNDATION
(TO BE PROVIDED)**

Rend Lake College Board of Trustees

August 14, 2026

RECOMMENDATION: To appoint Mrs. Charlotte Loss as Assistant Director of Development of the Rend Lake College Foundation on a full-time, 49-week, non-tenure track contract, effective September 16, 2026. Salary will remain the same.

RATIONALE: Mrs. Loss has been employed at the College for the past nine years in the Community and Corporate Education Department. Her experience, institutional knowledge, and established working relationship position her for continued success in this new position.

EFFECTIVE DATE: September 16, 2026

If Employment:

JOB TITLE: Assistant Director of Development Rend Lake College Foundation

SALARY: \$49,920

CLASSIFICATION : Administrative

OF WEEKS: 49

TENURE TRACK: Yes _____ No X

GRANT FUNDED: Yes _____ No X

EXEMPT/NON-EXEMPT: Exempt

EXEMPT CLASSIFICATION: Administrative

RECOMMENDATION FOR APPOINTMENT

General Information

Position to be Filled:	Assistant Director of Development – Rend Lake College Foundation
Number of Applicants:	19
Number of Applicants who Met Advertised Requirements:	17
Number of Applicants Contacted For an Interview:	8
Number of Applicants Interviewed:	7
Applicants Interviewed by:	Amy Newell, Cathy DeJarnette, ReAnne May, Rachel Lewis, Sue Scattone, Brett Crocker

<u>Applicant Recommended:</u>	Charlotte Loss
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<u>Educational Preparation:</u>	Southern Illinois University–Carbondale B.A. – English 2009
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<u>Experience:</u>	Rend Lake College Coordinator – Community & Corporate Education May 2017 – Present Franklin Co. Circuit Clerk’s Office Clerk / Bookkeeper September 2014 – May 2017
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