REND LAKE COLLEGE
BOARD OF TRUSTEES MEETING

November 17, 2026
6:30 PM
Rend Lake College–Event Center
468 N Ken Gray Parkway
Ina, IL 62846

Page No.

I. Call to Order

II. Roll Call

III. General Information

A. **Announcements**

1. Wednesday & Thursday, November 18-19, 2026
   11am-1pm both days
   Thanksgiving Feast for Students, Staff & Faculty
   Student Center

2. Tuesday, December 1, 2026; 7:00pm
   Winter Concert
   RLC Theater

3. Saturday-Thursday, December 5-10, 2026
   Fall 2026 Semester Exams
   All Campuses

4. Tuesday, December 8, 2026; 6:30pm
   RLC Board of Trustees Meeting
   RLC Event Center

5. Thursday, December 10, 2026; 5:30pm-9:00pm
   RLC Foundation 47th Annual Dinner
   RLC Event Center

6. Friday, December 11, 2026; 11am-1pm
   RLC Employee Holiday Party
   (offices closed during party)
   RLC Event Center

7. Thursday, January 7, 2027; 9am-12pm
   Spring Warrior Day
   RLC Event Center

8. Friday, January 8, 2027; 8am-3pm
   Student Success Day
   LRC 206 & 207

9. Monday, January 11, 2027
   First Day of Spring 2027 Classes
   All Campuses

IV. **Executive Session** – The Board may go into closed session pursuant to Section 2(c)(1)(9)(11)(21) of the Open Meetings Act.

Subsection (1) appointment, employment, and compensation of specific employees; (9) student discipline; (11) litigation; (21) discussion of executive session minutes

V. **Resume Open Meeting**

VI. **Approval of Consent Agenda**
Consent Items are marked with an asterisk (*)

VII. **Approval of Minutes**

* October 13, 2026 Executive Session
02 * October 13, 2026 Board of Trustees Meeting
11 * November 7, 2026 Board of Trustees Meeting

VIII. **New Business**

15 * A. Course/Curriculum

17 * B. Approval of Revision to Job Description

20 * C. Approval of Revisions to Rend Lake College Board *Policy and Procedure* 4.1405 – Release of Student Information & Access to Student Records **(Second Reading)**

28 * D. Approval of Revisions to Rend Lake College Policy and *Procedure* 2.1200 – Addressing Discrimination and Harassment (to Include Sexual Assault, Sexual Misconduct, Sexual Violence, Domestic Violence, Dating Violence and Stalking)

51 * E. Approval of Revisions to Board Policy & Procedure 3.1115 - Stipends

54 F. Resolution to Adopt 2026 Tax Levy (Payable 2027)

61 G. Ratify Award for the Academic Building Efficiency Project

63 H. Permission to Advertise for Bids for Custodial Services at Rend Lake MarketPlace

64 I. Approval of 2027-2028, 2028-2029 and 2029-2030 Academic Calendars

IX. Personnel

A. Appointment of Associate Dean of Applied Science and Technology **(To Be Provided)**

69 B. Appointment of Administrative Assistant – Enrollment Services

71 C. Appointment of Instructor – Welding

X. Financial Information

74 A. Ratification of the Payment of College Expenses including Travel Expense Reimbursements

75 B. Financials (INFORMATIONAL)

XI. Reports

1. Academic Council
2. ICCTA Representative
3. Rend Lake College Foundation
4. Accreditation Report

XII. Public Comment

XIII. President's Comments

XIV. Adjournment

MINUTES

ILLINOIS COMMUNITY COLLEGE DISTRICT NO. 521
MINUTES OF MEETING OF BOARD OF TRUSTEES

October 13, 2026

Rend Lake College – Event Center
468 N Ken Gray Parkway
Ina, IL 62846

CALL TO ORDER

Chairman, Larry Manning, called the regular Board of Trustees meeting to order at 6:30 pm in the Rend Lake College Event Center.

ROLL CALL

Mr. Tony Wielt, Secretary, called the roll.

Those present were:
Mr. John D. Aiken
Mr. Ron Daniels
Mr. Brian Dorris
Mr. Larry Manning
Mr. Tony Wielt
Mr. Landen Catron (Student Trustee)

Those absent were:
Dr. David Asbery
Mr. Joe Coy

Others present were:
Dr. Lori Ragland, Dr. Chad Copple, Mr. John Gulley, Mrs. Cathy DeJarnette, Mr. Henry "Buster" Leeck, Mr. Kent McKown, Ms. Kendra Gregory, Mrs. Jena Jensik, Mr. Greg Hollmann, Mr. Brett Crocker, Mrs. Mary Huggins, Mrs. Shari Carpenter, Mrs. Glenna Maxwell, Mr. Donnie Millenbine, Mrs. Amy Epplin, Mrs. Sarah Hopfinger, Ms. Emma Thompson

GENERAL INFORMATION

A. Announcements

1. Friday, October 23, 2026; 8:00am-4:30pm
   CNA Conference
   RLC Event Center

2. Thurs-Saturday, November 5-7, 2026; 7:00pm
   Sunday, November 8, 2026; Matinee at 2:00pm
   RLC Fall Play: *The Jungle Book*
   RLC Theater

3. Friday-Saturday, November 6-7, 2026
   Meeting: Saturday 9:00am-3:00pm
   RLC Board of Trustees Retreat
   Four Seasons, St. Louis

4. Monday -Tuesday, November 9-10, 2026;
   9:00am-1:00pm
   Career Days 2026
   RLC Event Center

5. Tuesday, November 17, 2026; 6:30pm
   RLC Board of Trustees Meeting
   RLC Event Center

6. Tuesday, December 1, 2026; 7:00pm
   Winter Concert
   RLC Theater

7. Tuesday, December 8, 2026; 6:30pm
   RLC Board of Trustees Meeting
   RLC Event Center

8. Thursday, December 10, 2026; 5:30pm-9:00pm
   RLC Foundation 47th Annual Dinner
   RLC Event Center

9. Saturday-Thursday, December 5-10, 2026
   Fall 2026 Semester Exams
   All Campuses

MOTION FOR EXECUTIVE SESSION

Chairman Manning asked for a motion to move into Executive Session pursuant to Section 2(c)(1)(9)(11)(21). Mr. Wielt made a motion; seconded by Mr. Daniels. On a roll call vote, all voted yes. Student Trustee voted yes. The Board went into executive session at 6:32 pm.

RESUME OPEN MEETING

Chairman Manning asked for a motion to reopen the public meeting; Mr. Wielt motioned; seconded by Mr. Aiken. On a roll call vote, all voted yes. Student

Trustee voted yes. At 6:52 pm, Chairman Manning reconvened the open session of tonight's meeting.

CONSENT AGENDA

Dr. Ragland recommended approving the Consent Agenda, which included the following items:

1. September 8, 2026 Board of Trustees Meeting*;
2. September 22, 2026 RLC/SIC Joint Board of Trustees Meeting*;
3. Approval of Revisions to Rend Lake College Board *Policy* 6.1075 – Jeanne Clery Act Compliance Policy **(Second Reading)***;
4. Approval of Revisions to Rend Lake College Board *Policy* and *Procedure* 2.1100 – Freedom of Information *,

Mr. Daniels made a motion to approve the Consent Agenda as recommended; seconded by Mr. Aiken. On a roll call vote, all present voted yes. Student Trustee voted yes. Those items marked with an asterisk (*) are a part of these minutes.

NEW BUSINESS

APPROVAL OF REVISIONS TO REND LAKE COLLEGE BOARD *POLICY* AND *PROCEDURE* 4.1405 – RELEASE OF STUDENT INFORMATION AND ACCESS TO STUDENT RECORDS **(FIRST READING)**

Dr. Ragland recommended to approve revisions to Rend Lake College Board Policy & Procedure 4.1405 – Release of Student Information and Access to Student Records, first reading, as presented, effective November 17, 2026.

As recommended, Mr. Daniels made a motion to approve revisions to Rend Lake College Board Policy & Procedure 4.1405 – Release of Student Information and Access to Student Records, first reading, as presented, effective November 17, 2026. This motion was seconded by Mr. Catron On a roll call vote, all voted yes. Student Trustee voted yes.

APPROVAL TO REMODEL THE STUDENT WELCOME CENTER IN THE BAKER ADMINISTRATION BUILDING; ADVERTISE FOR SEALED BIDS WHERE REQUIRED

Dr. Ragland recommended to approve the remodeling of the Student Welcome Center in the Baker Administration Building, and to authorize administration to advertise for sealed bids for aspects of the project where required.

As recommended, Mr. Aiken made a motion to approve the remodeling of the Student Welcome Center in the Baker Administration Building, and to authorize administration to advertise for sealed bids for aspects of the project where required. This motion was seconded by Mr. Wielt On a roll call vote, all voted yes. Student Trustee voted yes.

RESOLUTION OF INTENT TO LEVY SPECIAL TAX FOR EDUCATIONAL AND OPERATIONS AND MAINTENANCE PURPOSES PURSUANT TO 110 ILCS 805, SECTION 3-14.3 OF THE ILLINOIS PUBLIC COMMUNITY COLLEGE ACT

Dr. Ragland recommended to approve a resolution of intent to levy a special tax for educational and operations and maintenance purposes pursuant to 110 ILCS 805, Section 3-14.3 of the Illinois Public Community College Act, as presented, effective October 13, 2026.

As recommended, Mr. Aiken made a motion to approve a resolution of intent to levy a special tax for educational and operations and maintenance purposes pursuant to 110 ILCS 805, Section 3-14.3 of the Illinois Public Community College Act, as presented, effective October 13, 2026. This motion was seconded by Mr. Wielt. On a roll call vote, all voted yes. Student Trustee voted yes.

RESOLUTION REGARDING NECESSARY AMOUNTS TO BE LEVIED FOR THE YEAR 2026 PAYABLE 2027

Dr. Ragland recommended to accept/determine the 2026 Tax Levy (Payable 2027). The proposed tax levy will be filed in accord with the Truth in Taxation compliance laws.

As recommended, Mr. Daniels made a motion to accept/determine the 2026 Tax Levy (Payable 2027). The proposed tax levy will be filed in accord with the Truth in Taxation compliance laws. This motion was seconded by Mr. Dorris. On a roll call vote, all voted yes. Student Trustee voted yes.

APPROVAL OF ARTICULATION AGREEMENT WITH BLACKBURN COLLEGE

Dr. Ragland recommended to approve Program Articulation Agreement between Rend Lake College, District #521 and Blackburn College, as presented, effective October 13, 2026, through July 31, 2030.

As recommended, Mr. Wielt made a motion to approve Program Articulation Agreement between Rend Lake College, District #521 and Blackburn College, as presented, effective October 13, 2026, through July 31, 2030. This motion was seconded by Mr. Daniels. On a roll call vote, all voted yes. Student Trustee voted yes.

PERSONNEL

RATIFY RESIGNATION OF ADVISOR – UPWARD BOUND

Dr. Ragland recommended to accept with regret the resignation of Ms. Emily Minor, Upward Bound Advisor, effective September 30, 2026.

As recommended, Mr. Dorris made a motion to accept with regret the resignation of Ms. Emily Minor, Upward Bound Advisor, effective September 30, 2026. This motion was seconded by Mr. Aiken On a roll call vote, all voted yes. Student Trustee voted yes.

RATIFY RESIGNATION OF ADMINISTRATIVE ASSISTANT -ENROLLMENT SERVICES

Dr. Ragland recommended to accept with regret the resignation of Ms. Jennifer Junkins, Administrative Assistant of Enrollment Services, effective October 8, 2026.

As recommended, Mr. Dorris made a motion to accept with regret the resignation of Ms. Jennifer Junkins, Administrative Assistant of Enrollment Services, effective October 8, 2026. This motion was seconded by Mr. Catron. On a roll call vote, all voted yes. Student Trustee voted yes.

APPOINTMENT OF COORDINATOR – COMMUNITY AND CORPORATE EDUCATION

Dr. Ragland recommended to appoint Ms. Lexi Allen as Coordinator of Community and Corporate Education, on a full-time, 50-week, non-tenure track contract at an annual salary of $40,000 prorated for the remainder of the fiscal year, effective October 14, 2026.

As recommended, Mr. Wielt made a motion to appoint Ms. Lexi Allen as Coordinator of Community and Corporate Education, on a full-time, 50-week, non-tenure track contract at an annual salary of $40,000 prorated for the remainder of the fiscal year, effective October 14, 2026. This motion was seconded by Mr. Dorris. On a roll call vote, all voted yes. Student Trustee voted yes.

APPOINTMENT OF SPECIALIST – FINANCIAL AID

Dr. Ragland recommended to appoint Ms. Ashley Whitelow as Financial Aid Specialist on a full-time, 50-week, non-tenure track, contract at an annual salary of $39,000, prorated for the remainder of the fiscal year, effective October 16, 2026.

As recommended, Mr. Aiken made a motion to appoint Ms. Ashley Whitelow as Financial Aid Specialist on a full-time, 50-week, non-tenure track,

contract at an annual salary of $39,000, prorated for the remainder of the fiscal year, effective October 16, 2026. This motion was seconded by Mr. Dorris. On a roll call vote, all voted yes. Student Trustee voted yes.

PERMISSION TO CREATE THE POSITION, JOB DESCRIPTION AND ADVERTISE FOR ASSOCIATE DEAN – APPLIED SCIENCE AND TECHNOLOGY

Dr. Ragland recommended to grant permission to create the position, job description, and advertise for an Associate Dean for Applied Science and Technology effective October 13, 2026.

As recommended, Mr. Dorris made a motion to grant permission to create the position, job description, and advertise for an Associate Dean for Applied Science and Technology effective October 13, 2026. This motion was seconded by Mr. Wielt. On a roll call vote, all voted yes. Student Trustee voted yes.

PERMISSION TO ADVERTISE FOR AND RATIFY THE APPOINTMENT OF AN ADDITIONAL FULL-TIME WELDING INSTRUCTOR

Dr. Ragland recommended to grant permission to advertise for an additional Welding Instructor on a full-time, 50-week, industrial tenure-track faculty contract to be ratified at a board meeting at a later date.

As recommended, Mr. Daniels made a motion to grant permission to advertise for an additional Welding Instructor on a full-time, 50-week, industrial tenure-track faculty contract to be ratified at a board meeting at a later date. This motion was seconded by Mr. Aiken. On a roll call vote, all voted yes. Student Trustee voted yes.

FINANCIAL INFORMATION

RATIFICATION OF THE PAYMENT OF COLLEGE EXPENSES INCLUDING TRAVEL EXPENSE REIMBURSEMENTS

Dr. Ragland recommended to ratify the payment of college expenses including travel expense reimbursements as presented.

As recommended, Mr. Dorris made a motion to ratify the payment of college expenses including travel expense reimbursements as presented. This motion was seconded by Mr. Daniels. On a roll call vote, all voted yes. Student Trustee voted yes.

REPORTS

ACADEMIC COUNCIL

Ms. Sarah Hopfinger, the newly elected Academic Council Chair, introduced herself to the board. Since their meeting is next week, she had nothing to report.

ICCTA REPRESENTATIVE

No Report

RLC FOUNDATION

Mrs. Cathy DeJarnette, Executive Director of Administrative Services, reported Mr. Rodney Cabaness stepped down from the Foundation Board and Ms. Melanie Andrews was newly seated on the Board of Directors. Also, the foundation audit went well with no findings reported.

ACCREDITATION

Dr. Chad Copple, VP of Institutional Effectiveness, informed the board our date choices for accreditation were submitted to HLC with one in fall 2028 and two in spring 2029. Dr. Copple also made the trustees aware that the HLC accreditation team may want to meet with our Board during their time on campus. This may result in the need to schedule a special board meeting during that time for this purpose.

PUBLIC COMMENT

None

PRESIDENT'S COMMENTS

Dr. Lori Ragland gave an update on the 10th day census numbers sent to ICCB for Fall 2026 semester. The numbers are close to last year's numbers with our headcount within six students of last year and remaining more than 5% above Fall 2024. Dual credit

continues to grow with 780 students. There is also a modest shift toward part-time enrollment.

RLC applied in April for state funding to expand SIMA by renovating existing space. Five of the six awards were recently granted to community colleges, all to the north of RLC.

Dr. Ragland stated the pre-bid meeting for the Allied Health building is October 28 at 11am with construction bids due December 1st, 2026.

ADJOURNMENT

There being no other business, at 7:19 pm all Trustees present voted aye in favor of adjourning.

The motion to adjourn was made by Mr. Daniels and seconded by Mr. Wielt.

_____
Chairman

_____
Secretary

ILLINOIS COMMUNITY COLLEGE DISTRICT
NO. 521
MINUTES OF MEETING OF BOARD OF TRUSTEES RETREAT

November 07, 2025

Four Seasons St. Louis
Mississippi Room
999 N 2nd St.
St. Louis, MO 63102

CALL TO ORDER

Chairman Manning called the Board of Trustees Retreat meeting to order at 9:01am in the Four Seasons St. Louis, Mississippi Room.

ROLL CALL

Mr. Tony Wielt, Secretary, called the roll.

Those present were:
Mr. John D. Aiken
Mr. Ron Daniels
Mr. Brian Dorris
Mr. Larry Manning
Mr. Tony Wielt
Mr. Landen Catron (Student Trustee)

Those absent were:
Dr. David Asbery
Mr. Joe Coy

Others present were:
Mrs. Lori Ragland, Mr. Chad Copple, Mrs. Cathy DeJarnette, Mr. John Gulley, Mr. Henry "Buster" Leeck, Mrs. Kim Wilkerson

A COPY OF ALL HANDOUTS AND SLIDES ARE AVAILABLE IN THE PRESIDENT'S OFFICE

MOTION FOR EXECUTIVE SESSION N/A

RESUME OPEN MEETING N/A

LEADERSHIP REPORTS

CTE AND STUDENT SUPPORT & GRANTS	Mrs. Kim Wilkerson, Vice President of CTE and Student Support, gave a presentation covering her areas of responsibility.
ACADEMIC & STUDENT SERVICES	Mr. Henry "Buster" Leeck, Vice President of Academic & Student Services, highlighted for the board his areas of responsibility.
FINANCIALS & BUSINESS OFFICE	Mr. John Gulley, Vice President of Finance & Auxiliary Services, gave an update on the college's financial standing and overviewed other areas of his responsibility.
ADMINISTRATIVE SERVICES	Mrs. Cathy DeJarnette, Executive Director of Administrative Services, gave an update on Human Resources, the RLC Foundation, and Event Scheduling.
INSTITUTIONAL OUTREACH	Mr. Chad Copple, Vice President of Institutional Effectiveness, provided an update on his areas of responsibility.
PRESIDENT'S UPDATES	President Lori Ragland provided college updates and presented a draft of the RLC FY28-FY30 Strategic Plan. Dr. Ragland provided the board members with a blank SWOT form to complete. The President's Evaluation Forms were distributed to the board members as the Chairman of the Board, Mr. Larry Manning, asked the members to fill them out and return them to Mrs. Cathy DeJarnette or himself at the November 17, 2026, regular meeting. The

expectation is to give Dr. Ragland her evaluation at the December meeting.

ADJOURNMENT

There being no other business, Mr. Daniels made a motion at 4:06 pm to adjourn, seconded by Mr. Aiken. All trustees present voiced aye in favor of adjourning.

_____

Chairman

_____

Secretary

NEW BUSINESS

COURSE / CURRICULUM APPROVALS

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To approve the development of new courses, changes to existing course, and to authorize their submission to the Illinois Community College Board (ICCB) for action effective on the dates listed.

RATIONALE: The attached items have been approved by the Curriculum Committee and Academic Council. These changes improve the college's educational offerings and support efforts to enhance the quality of instruction.

Curriculum Committee Meeting – October 19, 2026
Academic Council Meeting – October 30, 2026

The following requests for new courses and changes to new curriculum were approved:

Approval – Withdraw Courses
ENGL 2105 Intro to Poetry
Effective 12/30/2026

The following changes are for informational purposes only and do not need submission to ICCB approval
RAD 0147 Radiologic Technology
CMA 0001 Medical Assistant
ADN 0003 Associate Degree Nursing
LPN 0040 Practical Nursing

Signatures

Curriculum Committee Chair Kathryn Helmers Date 11/13/2026

Academic Council Chair Sarah Hopfinger Date 11/12/2026

Vice President Kimberly Wilkerson Date 11/13/2026

APPROVAL OF REVISION TO JOB DESCRIPTION

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To revise the job description as presented, effective November 17, 2026.

RATIONALE: This job description revision is needed to better meet the needs of the institution.

EFFECTIVE DATE: November 17, 2026

Specialist – ~~Sustainable~~ **Precision** Agriculture

JOB DESCRIPTION

POSITION TITLE: Specialist – ~~*Sustainable*~~ **Precision** Agriculture
DEPARTMENT: Agronomy Innovation Center/Land Lab
REPORTS TO: Vice President—CTE and Student Support
SUPERVISES: N/A
DATE: ~~10/1/2025~~ **11/17/2026**

ESSENTIAL FUNCTIONS

1. Lead development and pilots of ~~new courses~~ **offerings** for the Agronomy Innovation Center (AIC).
2. Assist in fostering partnerships with educators, agencies, service organizations, and businesses and industry in support of the land lab and the Agronomy Innovation Center (AIC).
3. Assist with coordinating land lab activities.
4. ~~Oversee equipping of instructional spaces for the Agricultural Automation Program.~~
5. ~~Assist in project evaluation efforts as assigned.~~
6. Coordinate with Rend Lake College faculty and staff to institutionalize new AIC programs, including providing assistance to Rend Lake College administration with program approval/accreditation process.
7. Assist in preparing formative, summative, and performance reports of AIC programs.
8. ~~Coordinate with Ag industry to ensure grant objectives are appropriately addressed.~~
9. **Assist in s~~S~~chedul**ing**, coordinat~~e~~**ion**, and provide training within the AIC and Land Lab.
10. **Assist with s~~S~~chedul**ing** and coordinat~~e~~**ion of** outreach events for students and industry partners highlighting access to the AIC.
11. ~~Recruit both students and industry partners with interest in the AIC and Land Lab.~~
12. **Assist with the facilitation and tracking of AIC leases.**
13. **Provide hands-on demonstrations and technical assistance to students and the community using precision ag equipment and software**
14. **Stay current with emerging ag technologies and industry workforce needs**
15. **Assist students with internships, employment opportunities, & industry recognized credentials.**
16. **Support program growth by attending recruitment events, ag field days and community outreach.**

OTHER FUNCTIONS

17. Perform other duties as assigned.

ENVIRONMENT

Works in an office and lab setting. Works hours required to accomplish objectives.

DISCLAIMER

The above statements are intended to describe the general nature and level of work being performed for the referenced position. This is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the referenced position.

	Academic Support	Administrative	Clerical	Custodial / Maintenance	Professional / Technical	Supervisory	Teaching Faculty
Tenure Track (Y/N)					**N**		
Grant Funded (Y/N)					**N**		
Full Time/Part Time					**FT**		

(FT/PT)							
Perm/Temp*					**Perm**		
Exempt/Non-exempt					**Exempt**		
Exemption Classification					**Professional**		

** Temp = a) grant funded or b) ending date is known.*

APPROVAL OF REVISIONS TO REND LAKE COLLEGE BOARD *POLICY AND PROCEDURE* 4.1405 – RELEASE OF STUDENT INFORMATION & ACCESS TO STUDENT RECORDS (SECOND READING)

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To approve revisions to Rend Lake College Board *Policy & Procedure* 4.1405 – Release of Student Information and Access to Student Records, second reading, as presented, effective November 17, 2026.

RATIONALE: The revisions are needed to better meet the needs of the institution.

EFFECTIVE DATE: November 17, 2026

4.1405 Release of Student Information & Access to Student Records

POLICY

The College will abide by all applicable laws and regulations with respect to access and release of student records. The policy, which shall be published annually, shall read as follows:

POLICY ON THE RELEASE OF STUDENT INFORMATION AND ACCESS TO STUDENT RECORDS FOR REND LAKE COLLEGE

A. Purpose

Rend Lake College at Ina, Illinois, hereinafter referred to as the College, maintains individual records and information about students for the purpose of providing educational, vocational and personal services to the student.

B. Definitions

1. "Student" is defined as a person who is or has been enrolled at the College in a course of study either on campus or off campus. Solely for the purpose of this policy, any student attending the College will be considered to be an adult and to have sole control over the release of his / her information except as provided in this policy. The term "enrolled" is defined as "having registered and paid fees for a course of study."

2. "Education records" means:
   a. those records which are directly related to a student, and are maintained by the College or any subunit, or by any party acting for the College;
   b. the term does not include:
      i. Personal records of instructional, supervisory, and administrative personnel which are not revealed to other individuals.
      ii. Employment records, so long as they are maintained separately from any educational record.
      iii. Records of a physician, psychologist, or other recognized professional or paraprofessional acting in his or her professional capacity which are used only in connection with treatment and are not disclosed to individuals other than those providing the treatment, provided that these records can be personally reviewed by a physician or other appropriate professional of the student's choice.
      iv. Records which contain only information relating to a person after that person is no longer a student at the College, such as alumni files.

3. "Student information" means any information contained in an educational record. Students who wish to verify or correct the existing student directory information must also contact in person the Office of Student Records, Administration Building.
4. "Personally identifiable information" includes:
   a. The name of a student, the student's parent, student's spouse, or other family member.
   b. The address of the student.
   c. A personal identifier such as the student's social security number or student number.
   d. A list of personal characteristics which would make the student's identity easily traceable.
   e. Other information that would make the student's identity easily traceable.

5. "Directory information" includes:

Name
Address
Date of birth
Dates of attendance
Major fields of study
Full or part-time status
Degrees and awards received
Most recent previous institution attended
Participation in officially recognized activities/sports
~~Photograph~~

C. Basic Policy Regarding Disclosure of Information about Educational Records

1. Disclosure not requiring prior consent

a. The appropriate record-keeping office shall obtain the written consent of the student before disclosing personally identifiable information from the records of a student except in the case of directory information or disclosure to:
   i. The student himself / herself.
   ii. College personnel who have a legitimate educational need to permit their functioning or research. The sufficiency of the need will be determined by the head of the unit from which the records are sought. Student information supplied to any College personnel or unit is provided on the basis that it is needed to permit their necessary functioning. All members of the faculty, administration, and clerical staff must respect confidential information about students which they require in the course of their work. They are bound by the conditions outlined in this policy statement relative to the release of student information. All institutional personnel should be alert to refer promptly to the appropriate office requests for transcripts, certifications or other information which that office typically provides. They should restrict their responses to acknowledging, when appropriate, the receipt of requests for student information germane to their share of responsibility.
   iii. Officials of other schools or school systems in which the student seeks or intends to enroll, if there is a legitimate need. The sufficiency of the need will be determined by the head of the unit from which the records are sought. A copy of any information sent will be provided to the student upon request.
   iv. Faculty or students conducting student characteristic research providing the research project has written approval of the academic unit executive officer sponsoring the research and providing guarantees are made that no personally identifiable information will be published or released.
   v. Certain state and federal representatives specified by law for the sole purpose of evaluation and auditing of governmentally funded programs in which the College participates, with the guarantee that the identity of the students shall be protected.
   vi. State and local officials as directed by State Statute adopted prior to November 19, 1974, as approved by College legal counsel.
   vii. Organizations conducting studies for, or on behalf of, state or federal educational agencies or institutions for the purpose of developing, validating, or administering predictive tests, administering student aid programs, and improving instruction, with the guarantee that the identity of the student shall be protected.

viii. In connection with financial aid for which the student has applied or received.
ix. Accrediting organizations to carry out their accrediting function, with the guarantee that the identity of the student shall be protected.
x. Appropriate persons in connection with an emergency, if knowledge of such information is necessary to protect the health or safety of a student or other persons.
xi. Comply with a judicial order or subpoena, but the College should make a reasonable effort to notify the student first. The sufficiency of the order or subpoena will be determined by College legal counsel and that office shall send the required notice to the student.

2. Disclosure Requiring Prior Consent
   a. Except as listed in (a) above, all requests for student information other than directory information must be accompanied by a written consent of the student.
   b. The written consent required by this section must be signed and dated by the student giving the consent and shall include (a) a specification of the records to be disclosed, and (b) the party or parties to whom the disclosure may be made.
   c. When a disclosure is made pursuant to this section, the appropriate recordkeeping office shall, upon request, provide a copy of the records which are disclosed to the student.
   d. Student information will not be released to parents of students without the student's permission.

3. Disclosure of Directory Information

   Directory information pertaining to students, may be released by the College at any time provided that it publishes the definition at least once each academic year in an official college publication with wide circulation, and the individual student is given a reasonable period of time to inform the College in writing, through the Office of Student Records, that he / she does not wish such information concerning himself / herself to be released without his/her prior consent. The Admission and Records Office will be responsible for identifying or deleting all information which the student desires not to be released outside the College and for informing all College recipients of that information that such information is not to be released. The student must request deletion of information each year.

   The procedural requirements of this section do not apply to the disclosure of directory information from the education records of an individual who is no longer in attendance at the College. Thus, the College (or appropriate record keeping office) is not required to give public notice of the above to former students.

   All recipients of student information will be bound by this policy. Lists of student information are never knowingly provided to any requesting party for a commercial or political purpose. If a student directory is published, it shall be equally available to all.

4. Records of Disclosure Made

The College shall maintain a record, kept with the education records of each student, which will indicate all individuals (other than the student), agencies, or organizations which have requested or obtained access to a student's education records maintained by the College and which will indicate specifically the legitimate interest that each such person, agency or organization has in obtaining this information. Records of such access shall be available to the student, school official and assistants who are responsible for the custody of such records, and to such persons or organizations authorized in, and given express authority, to audit the operation of the system.

The College may disclose personal information to a third person on the condition that such party will not permit any other party to have access to such information without the written consent of the student, except in the case of disclosure of directory information.

The College shall, except for disclosure of directory information, inform the party to whom the disclosure is made of the obligation to receive the student's consent for further disclosure to other parties.

5. Waiver of Right to Inspect and Review Education Records
   a. The student may waive his/her right to inspect and review education records. The waiver, in order to be valid, must be in writing and signed by the student. The College (or each appropriate record keeping office) may not require a waiver of rights but it may request such a waiver.
   b. If a student has waived his/her right to see confidential letters of recommendation placed in his/her record after January 1, 1975, the waiver will be effective only if:
      i. the applicant or student is, upon request, notified of the names of all individuals providing the letters or statements;
      ii. the letters or statements are used only for the purpose for which they were originally intended, and
      iii. such waiver is not required by the College as a condition of admission to or receipt by any other service or benefit from the College.

   c. A waiver may be revoked, but the revocation must be in writing and signed by the student. Revocation of waiver will affect only documents received after its execution.

D. Identification and Description of Student Information
   1. Academic Records
      The Office of Student Records retains the official academic record of a student. It is a cumulative history of a student's admission, registration and academic participation and performance. Certain biographic and demographic information is also kept for identification for enrollment and research-related purposes. For information concerning these records contact the Office of Student Records.

   2. Financial Records
      The Business Office maintains certain financial records which relate to the payment and accounting of tuition, fees, and other charges. For information concerning these records, contact the Accounts Receivable Specialist / Cashier.

      The Financial Aid~~s~~ Office maintains records of students receiving loans, grants and aid along with scholarship information and some academic information. It also maintains records pertinent to student employment including the family financial statement. For information concerning these records, contact the Financial Aids Office.

   3. Disciplinary Records
      The Office of the Vice President of Student Services maintains records of disciplinary action which has been taken against a student with documentation pertaining thereto and maintains records pertaining to the counseling function. That office also maintains only the academic information necessary to permit its functioning. For information concerning these records, contact the Vice President of Student Services.

E. Access to Records

1. Right to Inspect or Review Educational Records
   a. The student has the right to physically review his / her records in the presence of a designated College representative.
   b. Requests for review may be required to be submitted in writing to the appropriate office.
   c. That office shall comply with the request within a reasonable time, but in any case, compliance shall be no more than thirty (30) days after the receipt of the request.
   d. Where necessary, interpretation of the record shall be provided by qualified College personnel.
   e. Original records cannot be removed from College premises. A copy will be provided if requested, but only if not providing a copy would preclude review of the educational record by the student.
   f. Copies of transcripts from other educational institutions will be provided only if the original source of those transcripts is no longer available or going to the original source would cause undue hardship as determined by the College.

2. Limitations on Right to Inspect or Review
   a. The student may not inspect the following records:
      i. Financial records and statements of their parents.
      ii. Confidential letters or materials placed in records before January 1, 1975, so long as they were solicited with an understanding of confidentiality and are used only for the purpose for which they are written.
      iii. Confidential letters of recommendation and confidential statements of recommendation placed in the educational records of the student after January 1, 1975, are subject to the student's right to inspect and review unless the student has signed a written waiver.

   b. Reports that involve two or more persons may be censored to protect the identity of the other person(s).

3. Administrative Hold on College Records
   On occasion it is necessary for the College to place an administrative hold on a student's ability to request a transcript, to register for a subsequent term, to re-enter the College after a period of attendance interruption, or to be officially graduated.
   In cases where an administrative hold has been placed on a student's record, the student may view such records but will not be able to obtain a copy of said record until the administrative hold is removed through the appropriate College channels.

F. Challenging the Contents of a Student's Educational Record

1. Purpose

A student has the right to challenge the content of a record on the ground that he/she believes it is inaccurate, misleading, or otherwise in violation of his/her privacy or other rights and to have inserted in the record his/her written explanation of its contents. Academic grade review procedures are covered in the College catalog and/or such particular academic unit, department or division and not by this policy.

2. Procedure

To initiate such a challenge, the student shall, within sixty (60) days after he/she has inspected and reviewed the record in question for the first time, file with the College office responsible for maintaining such record a written request for correction, on a form specified by the College. Within thirty (30) days following receipt of such request, the head of such office, or his/her designated representative, shall review the record in question with the student and either order the correction or deletion of such alleged inaccurate, misleading or otherwise inappropriate data as specified in the request or notify the student of the right to a hearing at which the student and other persons directly involved in the establishment of the record shall have an opportunity to present evidence to support or refute the contention that the data specified in the request are inaccurate, misleading, or otherwise inappropriate.

3. Hearing

The student shall be given written notice sent to his/her last known address of the time and place of such hearing not less than ten (10) days in advance. The hearing will be conducted by a College representative who does not have a direct interest in the outcome. The student might well challenge the hearing officer. Any disagreement regarding the hearing officer will be resolved by the appropriate Dean.

The student shall have the right to attend the hearing, to be advised by an individual of his/her choice at his/her own expense, including an attorney, and to call witnesses in his/her behalf. The student shall be notified in writing of the decision within ten (10) days following the hearing or within five (5) days of a decision without a hearing. Such decision is final. The decision reached shall be based solely upon the evidence presented at the hearing and shall include a summary of the evidence and reasons for the decision.

(Note: A hearing may not be requested by a student to contest the assignment of a grade; however, a hearing may be requested to contest whether or not the assigned grade was recorded accurately in the education records of the student.)

G. Destruction of Records

1. The College may destroy education records when they are no longer necessary, with the following limitations:
   a. Education records may not be destroyed if there is an outstanding request to inspect and review them.
   b. Explanations placed in the record by the student and the record of disclosure of information must be maintained as long as the education record to which it pertains is maintained.

2. Right to File Complaints
   a. If the student thinks his or her rights have been violated, he or she should first file a complaint with the head of the office which maintains the records in question.

   b. After exhausting all the internal remedies available within the College, if the student still thinks his or her rights have been violated, written complaints can be filed with:

      Family Policy Compliance Office
      U.S. Department of Education
      400 Maryland Avenue, S.W.
      Washington, D.C. 20202-~~4605~~ **5920**

The office shall notify the complainant and the College of the receipt of the complaint and an investigation will follow.

PROCEDURE

The Board will abide by all applicable laws and regulations with respect to access and release of student records and data as provided by the RLC Policy Manual.

The notice shown below will be published annually in accordance with the Disclosure of Directory Information.

PUBLIC NOTICE
DIRECTORY INFORMATION
The Family Educational Rights and Privacy of 1974, as amended.
REND LAKE COLLEGE
INA, ILLINOIS

Under Public Law 93-380 as amended, the College may make accessible to any person external to the College "directory information" concerning a student, unless that student notifies the Office of Student Records that he or she objects to the release of such information. Directory information is considered to be public in nature and will be released at any time upon request without prior approval from the student. Notice is therefore given that the directory information listed below in respect to each student enrolled at Rend Lake College will be available to any person unless the student files in writing with the Office of Student Records a request to restrict release of student directory information to external sources. The College has designated ~~as~~ "directory information" ~~the following student information:~~ **under Section B.5 of this policy.**

~~Name~~
~~Address~~
~~Date of birth~~
~~Dates of attendance~~
~~Major fields of study~~
~~Full or part-time status~~
~~Degrees and awards received~~
~~Most recent previous institution attended~~
~~Participation in officially recognized activities/sports~~
~~Photograph~~

Any student who does not wish to have released any or all of the above listed items of information should contact, in person, the Office of Student Records in the Administration Building. Students who elect to restrict release of student information must sign a statement to that effect. The restriction on the release of student information will be valid for one school year and must be renewed annually each fall semester.

Revised: November 2026

APPROVAL OF REVISIONS TO REND LAKE COLLEGE BOARD POLICY *AND PROCEDURE* 2.1200 – ADDRESSING DISCRIMINATION AND HARASSMENT (TO INCLUDE SEXUAL ASSAULT, SEXUAL MISCONDUCT, SEXUAL VIOLENCE, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To approve revisions to Rend Lake College Board Policy *& Procedure* 2.1200 – Addressing Discrimination and Harassment (to Include Sexual Assault, Sexual Misconduct, Sexual Violence, Domestic Violence, Dating Violence and Stalking, as presented, effective November 17, 2026.

RATIONALE: The revisions are needed to better meet the needs of the institution.

EFFECTIVE DATE: November 17, 2026

2.1200 Addressing Discrimination and Harassment (to Include Sexual Assault, Sexual Misconduct, Sexual Violence, Domestic Violence, Dating Violence and Stalking)

POLICY

The commitment of Rend Lake College to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from discrimination in all its forms. Rend Lake College does not engage in discrimination or harassment, or tolerate discrimination or harassment against any person because of the following protected categories: race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, arrest record status, military status, and unfavorable discharge from military service.

In furtherance of Rend Lake College's commitment to the principles of equality and equal opportunity for applicants, students, faculty, staff, and visitors, this policy and the associated procedures are established to provide a means to address complaints of discrimination or harassment based on the protected categories described herein. The College will comply with all federal, state, and applicable local nondiscrimination, equal opportunity and affirmative action laws, orders and regulations.

Rend Lake College is committed to providing prompt and effective resolution of alleged or suspected incidents of discrimination or harassment. If disciplinary action is warranted, discipline will be imposed in accordance with applicable established College rules and regulations. Retaliation against any person for coming forward with a complaint or a concern, or for otherwise participating in this process, will not be tolerated. Additionally, the College can unilaterally initiate any and all steps under this policy and procedure when it learns, either directly or indirectly, that discrimination, sexual harassment or retaliation is alleged to be taking place.

This policy is designed to promote a safe and healthy learning and work environment and to comply with multiple laws that prohibit discrimination, including: Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act Amendments Act, the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act, Title IX of the Education Amendments Act of 1972, the Pregnancy Discrimination Act of 1978, the Uniformed Services Employment and Re-employment Act, the Veterans' Readjustment Act of 1974, the Genetic Information Nondiscrimination Act of 2008, the Illinois Human Rights Act and the Illinois Preventing Sexual Violence in Higher Education Act.

A. Policy Definitions

For purposes of this policy, the following definitions will apply. In the event of a conflict with federal or state definitions, the federal or state definition, in order of supremacy, shall apply.

Actual Knowledge: Notice of sexual harassment or allegations of sexual harassment to the college's Title IX Coordinator or any college official who has authority to institute corrective measures on behalf of the college. Imputation of knowledge based solely on vicarious liability or

constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only person with actual knowledge is the respondent. The mere ability or obligation to report

sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the college.

Campus Security Authorities: Campus security authorities (CSAs) are defined as: the RLC Police Department; any individual or individuals who have responsibility for campus security but who do not constitute the RLC Police Department; any individual or organization specified in RLC's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses; and RLC officials who have significant responsibility for student and campus activities. These individuals are normally required to fully document all operative facts of an incident that are reported or that are developed throughout the course of a criminal investigation.

Campus Visitor: Includes any person who is not affiliated with the college as either a student or employee.

Complainant: An individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Consent: voluntary, positive agreement between the participants to engage in specific sexual activity. This definition includes the following parameters:

(1) consent is a freely given agreement to sexual activity
(2) a person's lack of verbal or physical resistance or submission resulting from the use or threat of force does not constitute consent
(3) a person's manner of dress does not constitute consent
(4) a person's consent to past sexual activity does not constitute consent to future sexual activity
(5) a person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another
(6) a person can withdraw consent at any time
(7) a person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:
    (a) the person is incapacitated due to the use or influence of alcohol or drugs;
    (b) the person is asleep or unconscious;
    (c) the person is under age; or
    (d) the person is incapacitated due to a mental disability. See 720 ILCS 5/11-1.70 for the Illinois definition of consent.

In Illinois, the age of consent is 17 years.

Course of Conduct: Two or more incidents, including but not limited to acts through which the stalker directly, indirectly, or through a third party, by an action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.

Dating Violence: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence: a felony or misdemeanor crime of violence committed: by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Education Program or Activity: Includes locations, events, or circumstances over which the college exercised substantial control over both the respondent and the context in which the sexual harassment occurs.

Employee: Any individual who performs services for the campus or the College in exchange for pay and/or benefits, or designated College volunteer.

Formal Complaint: A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the college investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in an education program or activity of the college. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed for the Title IX Coordinator under Title 34, Code of Federal Regulations, § 106.8(a), and by any additional method designated by the college. As used in this paragraph, the phrase ‘‘document filed by a complainant’’ means a document or electronic submission that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party under this part or under § 106.45, and must comply with the requirements of this part, including § 106.45(b)(1)(iii).

Harassment: unwelcome conduct based on (actual or as perceived by the alleged offender) race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, arrest record status, military status, and unfavorable discharge from military service. Harassment becomes unlawful when:

- the conduct is severe or pervasive enough to create a work or learning environment that a reasonable person would consider intimidating, hostile, or abusive; and
- enduring the offensive conduct becomes a condition of continued employment or participating in an educational program or activity.

Mandated Reporters: All faculty and staff are mandated reporters of violations of this comprehensive policy. They must report alleged violations of this comprehensive policy to a Title IX coordinator.

Responsible Employees: Any employee who has the authority to take action to redress sexual violence, who has been given the duty to report to appropriate school officials about incidents of sexual violence or any other misconduct by students, or who a person could reasonably believe has this authority or responsibility. At RLC, all those designated as "mandated reporters" are also "responsible employees".

Retaliation: any acts, threats, or attempts to discourage a person from reporting prohibited conduct or participating in the investigation or hearing process.

Reasonable Person: Reasonable person under similar circumstances and with similar identities to the victim.

Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Sexual Abuse: any nonconsensual sexual act proscribed by Federal or State law, including when the victim lacks capacity to consent. Sexual abuse occurs when a person 1) commits an act of sexual conduct by the use of force or the threat of force, or 2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent. See 720 ILCS 5/11-1.50 for additional definitions related to the ages of the offender and the victim.

Sexual Assault: is defined as any nonconsensual sexual act proscribed by Federal or State law, including acts committed by force or the threat of force and acts in which the victim lacks capacity to consent.

Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following:

(1) An employee of the college conditioning the provision of an aid, benefit, or service of the college on an individual's participation in unwelcome sexual conduct;
(2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the college's education program or activity;
(3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).
Sexual assault is defined in U.S. Code as an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. This includes the following crimes:
- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification without consent of the victim, including instances where the

victim is incapable of giving consent because of his/her age or temporary or permanent mental or physical incapacity

- Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- Rape: penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim
- Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent

Sexual Misconduct: includes but is not limited to: intentional and undesired physical contact, stalking, attempted or actual kissing or fondling, intimate partner violence, coerced sexual activity, indecent exposure, repeated unsolicited propositions for dates and/or sexual relations, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing (physically or psychologically) a person or persons.

Sexual Violence: Physical sexual acts attempted or perpetrated against a person's will or when a person is incapable of giving consent, including without limitation rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Stalking: a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or to suffer substantial emotional distress.

Student: Includes any person enrolled in a course or program of study at Rend Lake College.

Substantial Emotional Distress: Significant mental suffering or anguish that may, but does not necessarily require, medical or other professional treatment or counseling.

Supportive Measures: Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the college's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the college's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The college must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the college to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Title IX Advisory Committee: This group convenes biannually (or more frequently as needed) to review and discuss reported incidents of sexual harassment (including sexual assault and sexual violence), undergo training, identify educational opportunities for the campus, and make policy recommendations. The committee is chaired by the Title IX Coordinator and is comprised of the Title IX Deputy Coordinators and individuals from select College departments and the community. A regional advisory committee or task force also may perform this function.

Title IX Coordinators: The Title IX Coordinator is responsible for overseeing all of Rend Lake College's Title IX compliance efforts, including gender discrimination, sexual harassment, retaliation, sexual assault, and athletics. The Title IX Coordinator coordinates the College's efforts to end the alleged discrimination, prevent its recurrence, and remedy its effects on the victim and the College community. Title IX Deputy Coordinators are College employees who have been trained and designated by the Title IX Coordinator to receive and investigate allegations of sexual harassment.

B. Discrimination: No Rend Lake College student, faculty, staff, applicant, or visitor shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in connection with any College service, program or activity on the basis of any of the following protected categories (actual or as perceived by the alleged offender): race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, arrest record status, military status, and unfavorable discharge from military service.

Discrimination is prohibited in all contexts at Rend Lake College, including but not limited to the following matters: recruitment, testing, hiring, compensation, assignments and promotions, training and development opportunities, leave, performance evaluations, and access to educational programs, activities, services, or facilities, and access to educational programs and activities, including career technical programs / courses. Information about CTE program offerings and admissions requirements is available at www.rlc.edu/programs-degrees.

C. **Harassment**: Harassment, including sexual harassment, is a form of discrimination. Rend Lake College does not tolerate any form of harassment in work or study. The College considers such behavior – whether physical or verbal – to be a breach of its standards of conduct. It will seek to prevent such incidents and will investigate and take corrective actions in response to alleged or suspected violations of this policy. Sexual abuse, sexual assault, dating violence and domestic violence are severe forms of sexual harassment and are violations of this policy as well as the State Criminal Code.

D. Title IX: Title IX is a federal law that prohibits sex-based discrimination in education programs and activities receiving federal financial assistance. Title IX states as follows: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

E. Discrimination on the basis of sex (i.e., sex discrimination) includes sexual harassment, sexual assault, and sexual violence. Title IX also prohibits gender-based harassment, which includes acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

F. Title IX also applies to admissions, employment, financial aid, athletics, academic matters, career services, and all other Rend Lake College programs and activities. The Title IX

statute applies to persons in the United States with respect to education programs or activities that receive federal financial assistance.

Retaliation: It is unlawful to retaliate against an individual for opposing practices that discriminate based on a protected class or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation. Rend Lake College strictly prohibits and will not tolerate reprisals or retaliation against persons due to their assertion of their protected civil rights.

Disciplinary Sanctions

If a party is found to be in violation of one or more of the sections of this policy, disciplinary sanctions may be imposed. Imposed sanctions can include, but are not limited to:

- Dismissal of charges
- Oral reprimand of the respondent
- Censure stating further misconduct by the respondent will bring additional sanctions Disciplinary probation of the respondent
- Community service of the respondent
- College-imposed order of protection limiting the respondent's contact with the complainant
- Restitution by the respondent to the complainant Suspension of the respondent
- Expulsion of the respondent
- Barring the respondent from college property
- Referral for charges within the state of Illinois criminal justice system

PROCEDURE

A. Reporting

Individuals alleging violation of the policies herein are encouraged to report the alleged violation immediately upon experiencing the alleged misconduct or learning of the alleged misconduct. Individuals reporting alleged or suspected violations of this policy should contact the Rend Lake College Police Department by visiting their office in the Student Center on campus, by calling them at 618-525-1911, or by email at police@rlc.edu (non-emergencies only). Reports also may be made using the complaint form available on the college's website, www.rlc.edu.

Title IX sexual harassment, as defined above, can be reported directly to the Title IX Coordinator. Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by e-mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report, including by making a report to the RLC Police Department. Such a report may be made at any time, including during non-business hours, by using the telephone number or e-mail address, or by mail to the office address, listed for the Title IX Coordinator.

The college will respond promptly to Title IX sexual harassment in a manner that is not deliberately indifferent, meaning a response that is not clearly unreasonable in light of the known circumstances.

Notice of or allegations of sexual harassment to the college's Title IX Coordinator, or to any college officials with authority to institute corrective measures on the college's behalf (i.e., the President's Executive Leadership Team), will constitute actual knowledge and thus trigger a response from the college. The Title IX Coordinator shall confer with and/or seek guidance from the President on matters that he/she deems appropriate.

College employees to whom misconduct is reported are required to report the alleged misconduct to the Rend Lake College Police Department immediately. Employees who fail to report alleged or suspected violations of this policy to the appropriate campus office in a timely manner may be subject to disciplinary action, up to and including termination.

Persons visiting the campus who believe that they are subject to conduct that would constitute a violation of the policies herein as perpetrated by a Rend Lake College employee or student should contact the Rend Lake College Police Department on campus or at 618-525-1911.

A student, employee or visitor who has experienced a sexual assault or other act of sexual violence may also contact proper law enforcement authorities (e.g., by calling 911), including Rend Lake College police or local police, about possibly filing a criminal complaint. The Title IX Coordinator is available to assist students in making contact with appropriate law enforcement authorities upon request. Any pending criminal investigation or criminal proceeding may have some impact on the timing of the College's investigation, but the College will commence its own investigation as soon as is practicable under the circumstances. Rend Lake College reserves the right to commence and/or complete its own investigation prior to the completion of any criminal investigation or criminal proceeding.

Victims of sexual violence are strongly encouraged to report this in a timely manner to the Rend Lake College Police Department. Filing a police report with the Rend Lake College Police Department will not obligate the victim to prosecute, but it will: ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim; provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later; and ensure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

Upon receiving a report of an allegation of sexual violence, dating violence, domestic violence or stalking, the college will provide survivors with concise information, written in plain language, concerning their rights and options.

1. Anonymous & Confidential Reporting
   Crime victims who do not want to pursue action with the College or the Illinois criminal justice system still have the option of making a confidential report. With the reporting person's permission, the Rend Lake College Chief of Police can file a report concerning the details of the incident without revealing that person's identity. The purpose of a confidential report is to comply with the victim's wish to keep the matter confidential, while taking steps

to ensure the future safety of the victim and others. Those wishing to file a confidential report will be referred to the Rend Lake College Chief of Police or any of the Campus Security Authorities. Reports filed in this manner are counted and disclosed in the Rend Lake College Annual Security Report crime statistics for the institution. Those who wish to pursue action within the college or the Illinois criminal justice system should be aware that police reports are public record and thus cannot be held in confidence.

2. Third-Party & Bystander Reporting
   Third parties and bystanders who wish to report violations of these policies may use the same reporting procedures outlined above.

CONTACT INFORMATION

Campus Police Department & Local Law Enforcement

Main Campus (Ina)

Rend Lake College Police Department: 618-525-1911 or 618-437-5321, Ext. 1911, police@rlc.edu, 468 N. Ken Gray Pkwy, Ina, IL 62846. Confidential reporting is available through the RLC Police Department.

Jefferson County Sheriff's Office: 618-244-8004, 911 E. Casey Ave., Mt. Vernon, IL 62864

RLC MarketPlace (Mt. Vernon) MarketPlace Security: 618-237-1911
Mt. Vernon Police Department: **Call 911 for emergencies.** 618-242-2131, 600 South 27th St., Mt. Vernon, IL 62864

RLC Murphy-Wall Pinckneyville Campus
Pinckneyville Police Department: **Call 911 for emergencies.** 618-357-8231, 104 South Walnut Street, Pinckneyville, IL 62274

RLC Police Department (non-emergencies): 618-437-5321, Ext. 1911, 468 N. Ken Gray Pkwy, Ina, IL 62846

Community-Based Sexual Assault Crisis Centers

S.A.F.E. (Sexual Assault & Family Emergency) 24-hour Crisis Hotline: 1-800-625-1414 http://safecrisiscenter.org
NOTE: Rend Lake College has partnered with S.A.F.E. for their services. They can provide a referral to an agency closer to the alleged victim if they wish.

The Survivor Empowerment Center 24-hour Hotline: 1-800-334-2094
https://www.empoweringsurvivors.org

Confidential Advisors & Resources

Rend Lake College does not employ pastoral counselors or professionally licensed or certified counselors to provide any counseling services to crime victims. However, confidential advisors are available through S.A.F.E. (see contact information above), which provides confidential counseling, crisis intervention and referrals along with information to victims of sexual assault and sexual abuse. Victims of crime will be provided a copy of the Illinois Attorney General's Crime Victim Rights in Illinois brochure. This brochure explains victims' rights under Illinois law and also provides some resources available to victims.

Hospitals
Crossroads Community Hospital
#8 Doctors Park Road
Mt. Vernon, Illinois 62864 (618) 244-5500
http://www.crossroadshospital.com

Franklin Hospital
201 Bailey Lane
Benton IL 62812
618-439-3161
http://www.franklinhospital.net

Pinckneyville Community Hospital
5383 State Route 154
Pinckneyville, IL 62274
618-357-2187
http://www.pvillehosp.org

SSM Health Good Samaritan Hospital
1 Good Samaritan Way
Mt. Vernon, IL 618-242-4600
http://www.ssmhealth.com

Title IX Coordinators
Title IX Coordinator – Chad Copple, 618-437-5321, Ext. 1237 • copplec@rlc.edu ~~• ADM 137~~
Administration Building
Title IX Deputy Coordinator – Cathy DeJarnette, 618-437-5321, Ext. 1243 • dejarnettec@rlc.edu ~~• ADM 126~~ **Administration Building**
Title IX Deputy Coordinator – Henry Leeck, 618-437-5321, Ext. 1790 • leeckh@rlc.edu ~~• ADM 110~~ **Administration Building**

B. Procedures for Addressing Violations of this Policy

NOTE: Procedures for addressing Title IX sexual harassment are included in Section C below.

Rend Lake College is committed to the prompt and equitable resolution of all alleged or suspected violations of this policy about which the College knows or reasonably should know, and in the case of Title IX, when the college has received actual knowledge of an allegation. Complainants alleging violation of the comprehensive policy shall have the opportunity to request that the complaint resolution procedure begin promptly and proceed in a timely manner. The College's

ability to investigate in a particular situation, or the extent of the investigation in any given situation, may be affected by any number of factors, including whether the complainant iswilling to file a complaint or to consent to an investigation, the location where the alleged conduct occurred, and the College's access to information relevant to the alleged or suspected violation of this policy. Rend Lake College is nonetheless committed to investigating all alleged and suspected violations of this policy to the fullest extent possible under the circumstances. The College may, upon finding good cause, modify these procedures in the interests of promoting full and fair resolution of suspected or alleged violations of this policy in accordance with applicable law.

1. Informal Resolution

To the extent they feel comfortable, individuals are encouraged to first discuss and seek resolution with the individual(s) against whom the complaint is alleged. Any member of the campus community may consult with the Rend Lake College Police Department or the Vice President of Academic and Student Services about conduct that they believe may violate this policy. At any point, an individual may choose to engage the resolution procedures outlined below.

Informal resolutions are designed to operate in an expeditious manner and to empower the parties to reach a mutually satisfactory agreement with the assistance of a neutral third party. The investigator does not make a determination of fact as to whether College policy has been violated as part of the informal resolution process. Instead, the investigator will use conflict resolution techniques to attempt to resolve the concern(s) brought forward in a manner that is satisfactory to all parties. Informal resolution is flexible and invites active participation of all the parties in order to resolve the matter. Moreover, the investigator will only speak to the individuals whose involvement is necessary to facilitate a resolution. In some instances, this might include only the parties directly involved.

Informal resolution techniques will not be employed in instances in which sexual misconduct that constitutes sexual assault or sexual violence, or conduct constituting dating violence, domestic violence or stalking, is alleged.

a. Informal Resolution Request

b. The investigator who receives a complaint or request for informal resolution will attempt to resolve concerns by informal or collegial processes, including mediation if the complaining party seeks such assistance. To request resolution via informal means, individuals must (1) contact the Rend Lake College Police Department or Vice President of Academic and Student Services within 60 days following the last occurrence of the behavior or incident of discrimination that is the subject of the informal resolution, and (2) complete a Complaint Form. This form is available on the RLC website at www.rlc.edu and at the RLC Student Services Office and the RLC Police Department Office. The Complaint Form must provide details sufficient to inform the investigator about the behavior or incident of discrimination. The investigator will review the request for resolution and determine if the matter is appropriate for informal resolution and whether the allegations set forth in the request form, if substantiated, would constitute a violation of this policy. If not, the investigator will make a referral to an appropriate office.

c. If the individual declines to complete the Complaint Form, the investigator will either (1) close the matter; or (2) invoke the formal investigation process below if the alleged or suspected misconduct would constitute prohibited discrimination, harassment, or

retaliation in violation of this policy.

d. Informal Resolution Disposition

e. If the investigator determines that the allegations are sufficient to establish a claim of discrimination, harassment, or retaliation, he/she shall initiate the informal resolution process. The investigator will attempt to achieve a mutually acceptable resolution within 15 days from the receipt of the Complaint Form. Any party may pursue a formal investigation if he or she is dissatisfied with a proposed informal resolution.

f. Informal efforts to address the allegations will conclude with one of the following: (1) a resolution of the complaint by agreement of the parties; or

g. (2) a decision to stop further action. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the initiating party; assisting the responding party to better understand the effects of his or her conduct and ways in which this behavior could be changed; participation in educational programs about equal opportunity or harassment; verbal or written reprimands; or other interventions or actions aimed at ending the alleged misconduct.

In concluding the informal resolution phase, the investigator shall submit a report to the parties involved in the allegation and the appropriate Title IX Coordinator if necessary, but not normally to any other campus-level office. Informal resolution reports will usually be brief. Reports prepared by an investigator, and all records collected during the investigation, shall be kept separate from the official personnel files of the parties.

2.Formal Investigation

If a complaint proceeds to a formal investigation or the matter is not appropriate for informal resolution, a prompt, thorough, and impartial investigation is conducted to determine if a violation of this policy occurred. A formal investigation includes interviewing the parties and relevant witnesses, and reviewing written statements, documents, records, and other communications. At the conclusion of the investigation, a determination based on all of the evidence is provided to the President and Title IX Coordinator along with a recommendation for further action if warranted.

a.Investigation Request

If there is no mutually acceptable informal resolution, a request for a formal investigation must be submitted within 14 days of the informal resolution disposition, or the College may invoke the formal investigation process on its own. A request for a formal investigation should be submitted in writing. Individuals are encouraged to provide as much information as possible, including a description of the discriminatory decisions and/or alleged incident(s) of harassment or other actions that form the basis of the complaint, together with relevant date(s) and the name(s) of the individual alleged to have violated the policy, i.e. Respondent. The complainant should also include the name(s) of any witnesses, if applicable. Even absent a complaint or investigation request, Rend Lake College will nonetheless investigate suspected violations of this policy to the extent possible and to the extent necessary to comply with applicable law. The complainant and respondent shall (i) receive notice of the individual or individuals with authority to make a finding or impose a sanction in their proceeding before the individual or individuals initiate contact with

either party and (ii) have the opportunity to request a substitution if the participation of an individual with authority to make a finding or impose a sanction poses a conflict of interest.

b.Investigation Notification

Prompt notification of a complaint will be provided by the Rend Lake College Police Department to the Vice President of Academic and Student Services and to the Title IX Coordinator by delivery of a copy of the written complaint. The notification to the Respondent(s) will include a copy of any written complaint or a description of any complaint submitted orally, the identity of the Complainant(s), and these procedures. Delivery by electronic means is appropriate. The Respondent(s) will be requested to respond in writing to the complaint within a reasonable time, not to exceed 14 days from the date of delivery of the notification of the complaint. Any extension of time must be approved by the Title IX Coordinator. A copy of the Respondent(s)'s response will be provided to the Complainant.

c. Investigation Assurances

Both the Complainant and Respondent will be provided with the following in connection with the investigation of alleged or suspected violations of this policy:

- The opportunity to speak on their own behalf.
- The opportunity to identify witnesses who can provide information about the alleged conduct at issue.
- The opportunity to submit other evidence on their behalf.
- The opportunity to review any information that will be offered by the other party in support of the other party's position (to the greatest extent possible and consistent with the Family Educational Rights and Privacy Act ("FERPA") or other applicable law).
- The right to be informed of the outcome of the investigation (to the greatest extent possible and consistent with FERPA or other applicable law).
- The opportunity to appeal the outcome of the investigation.
- Any proceeding, meeting, or hearing held to resolve complaints of alleged student violations of the comprehensive policy shall protect the privacy of the participating parties and witnesses.

d. Investigation Dispositoin

All employees and students have an obligation to cooperate in the conduct of these procedures. Failure to do so may result in disciplinary action. In the event that a Complainant does not cooperate by failing to furnish information requested by the investigator or failing to make himself or herself available for interview by the investigator, that may affect the College's ability to investigate the matter and may result in the complaint being dismissed. The investigator shall provide written notice of the outcome of the investigation to the Complainant(s) and the Respondent(s). In the event that a Respondent does not cooperate by failing to furnish information requested by the investigator or to make himself or herself available for interview by the investigator, the investigator may conclude that such information or interview, if provided or conducted, would be adverse to the Respondent.

A disciplinary committee chosen by the College President will preside over hearings. The alleged victim and accused will either be notified in person or by certified return receipt

mail of the date, time, and location for the disciplinary hearing which will be conducted by the appropriate Vice President. Both the alleged victim and the accused are afforded the same opportunity to be accompanied by one advisor for a disciplinary hearing if so desired. The advisor may attend the disciplinary hearing to counsel the student. In no event may the advisor participate directly by speaking or questioning either party. At any time during the disciplinary hearing, the advisor may be asked to leave should they not adhere to their role of acting in an advisory capacity only. The complainant and the respondent may not be compelled to testify in the presence of the other party. If a party invokes this right, the college will make arrangements by which each party can, at a minimum, hear the other party's testimony. The complainant and the respondent may not directly cross examine one another, but may, at the discretion and direction of the committee, suggest questions to be posed by the committee and respond to the other party. If either the alleged victim or the accused do not attend the scheduled hearing, it may still be conducted in absentia and the verdict rendered regardless of their attendance or participation in the disciplinary hearing.

Within 7 days following the disciplinary hearing, the Vice President will prepare a report to include (1) the Complainant's allegations or a summary of any other suspected violations; (2) the Respondent's replies to the allegations or suspected violations; (3) information provided by witnesses, documents, or other information obtained during the investigation; (4) a description of the investigation process; (5) the investigator's analysis of evidence and findings of fact on each element of the complaint; and (6) any recommendation(s) disciplinary committee members may consider pertinent to the disposition of the complaint.

The Vice President's findings of fact shall be made using the preponderance of the evidence standard (i.e., more likely than not). Individuals are presumed innocent unless a preponderance of the evidence supports a finding of misconduct. The preponderance of the evidence standard requires that the evidence supporting each finding is more convincing than the evidence offered in opposition to it. If there is evidence that the complaint was filed without a reasonable basis in fact and honest belief, the investigator shall include that evidence in his or her report. Such conduct could constitute a violation of this policy.

The Vice President shall submit his or her conclusion and recommendation to the Complainant, the Respondent, and the President. The Vice President, in consultation with legal counsel, the President, and his/her designee(s) deemed to be relevant to the decision-making process, shall make his or her decision as to the disposition of the case as soon as possible, but no later than 7 days of the disciplinary hearing (or as soon as feasible when extensions are necessary). This decision shall be in writing and shall include an explanation of the decision, any and all sanctions imposed, and appeal rights. Copies of the decision will be sent to the Complainant, the Respondent, and other appropriate executive officers. The Complainant and Respondent shall be informed of the decision contemporaneously to the greatest extent possible. The College also may disclose to the Complainant information about any sanctions or corrective actions taken that relate directly to the complainant (e.g., a "no contact" order).

3.Appeals

This part of the procedure allows either the Complainant or the Respondent to appeal the Vice President's disposition to the college President.

a. Appeals

The Complainant and the Respondent each have the right to appeal the Vice President's decision within 14 days of his/her written decision from the formal investigation. This appeal may be based on either substantive or procedural grounds. The appeal must be submitted in writing with all supporting materials attached.

b. Appeal resolution

The President shall decide the appeal as soon as possible, but no later than 15 days after the final submission of appeal materials (or as soon as feasible when extensions are necessary). The President's decision shall be in writing, shall include an explanation, and shall be submitted to the Complainant, the Respondent, the appropriate Vice President, and the Title IX Coordinator. This written decision on the appeal shall constitute the final administrative action of the College.

C. Procedure for Addressing Title IX Sexual Harassment Complaints

A report of sexual harassment will first be investigated to determine if it falls under Title IX of the Education Amendments Act of 1972 (see the definition of Sexual Harassment – Title IX above). If the report does fall under Title IX, it will follow this separate process. If not, the matter may still be pursued as an alleged violation of the comprehensive policy and will be addressed as outlined in Section B of Policy 2.1200.

The college will respond promptly to Title IX sexual harassment in a manner that is not deliberately indifferent, meaning a response that is not clearly unreasonable in light of the known circumstances.

The college will treat complainants and respondents equitably by offering supportive measures to a complainant, and by following a grievance process before the imposition of any disciplinary sanctions or other actions that are not supportive measures, against a respondent. The Title IX Coordinator will promptly contact the complainant confidentially to discuss the availability of supportive measures as defined above, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.

PROCESS FOR FILING A FORMAL COMPLAINT – To file a formal complaint, the complainant may fill out the electronic complaint form found on the college's website at www.rlc.edu/titleix-policy and check the "Sexual Harassment" box. Alternately, the complainant may make a formal complaint in person at the office of the Title IX Coordinator, by emailing the complaint to the Title IX Coordinator, or by mailing the formal complaint to the office of the Title IX Coordinator. Only the complainant or the Title IX Coordinator may file a formal complaint, which is required before a Title IX investigation can commence.

Upon receipt of a formal complaint, the college will provide to the parties known a written notice including:

- Notice of the grievance process, including the informal resolution process.

- Notice of the allegations of sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known.
- A statement that the respondent is presumed not responsible and that a determination regarding responsibility will be made at the end of the grievance process.
- Notification that the parties each may have an advisor of their choice, who may be but is not required to be an attorney. If a party is not able to secure an advisor, the college will provide one at no cost to that party.

If, during the investigation, the college chooses to investigate any additional allegations against either the complainant or respondent, the college will send an amended notice.

Dismissals under Title IX

1. Under Title IX regulations, the college must dismiss sexual harassment complaints when the conduct alleged in the formal complaint would not constitute sexual harassment as defined in this section even if proved, did not occur in the college's education program or activity, or did not occur against a person in the United States.

2. The college may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing: A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; the respondent is no longer enrolled or employed by the college; or specific circumstances prevent the college from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

3. If a formal complaint is dismissed for any of the above reasons, prompt notification of the dismissal and the reason for it will be sent to the parties. Dismissals of formal complaints under Title IX do not preclude the college from pursuing matters under the other sections of Policy 2.1200.

The college may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

1.Informal Resolution Process for Title IX Complaints

If both parties agree in writing, a formal complaint may go through an informal resolution process. In this event, the college will provide both parties with a written notice including the allegations; the requirements of the informal resolution process; any circumstances under which the parties are precluded from resuming a formal complaint arising from the same allegations, provided that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint; and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared. The informal resolution process will follow that outlined in section B(1)(b) of this policy.

Informal resolution is not an option in an allegation of an employee sexually harassing a student, nor in instances in which sexual misconduct that constitutes sexual assault or sexual violence, or conduct constituting dating violence, domestic violence, or stalking, is alleged.

2. Formal Resolution Process for Title IX Complaints

The formal resolution process will include a thorough, impartial investigation by a trained Title IX investigator. The investigation includes interviewing the parties and relevant witnesses, and reviewing written statements, documents, records, and other communications or forms of evidence not protected by unwaived privilege.

The formal resolution process must include a live hearing, resulting in a determination of the respondent's responsibility. The respondent is presumed to be not responsible, and the preponderance of evidence standard will be used. The burden of gathering evidence and burden of proof is on the college.

During the formal resolution process, the college will:

- Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; however, the college may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties;
- Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the college does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Prior to completion of the investigative report, the college will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The college will make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and
- Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response.

3. Live Hearings

The live hearing will be conducted by a disciplinary committee formed by the college President and chaired by the appropriate Vice President or other designee of the President. As the decision

maker, the committee chair cannot be the Title IX Coordinator nor the investigator. At the live hearing, each party's advisor is permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally.

At the request of either party, the college will provide for the entire live hearing (including cross-examination) to occur with the parties located in separate rooms with technology enabling the parties to see and hear each other.

Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the chair will first determine whether the question is relevant and explain to the party's advisor asking cross-examination questions any decision to exclude a question as not relevant. It is strongly recommended that questions be submitted to the chair prior to the live hearing.

If a party does not have an advisor present at the live hearing, the college will provide, without fee or charge to that party, an advisor of the college's choice who may be, but is not required to be, an attorney to conduct cross-examination on behalf of that party.

Complainants have rape shield protections, deeming irrelevant questions and evidence about a complainant's prior sexual behavior unless offered to prove that someone other than the respondent committed the alleged misconduct or offered to prove consent.

Live hearings may be conducted with all parties physically present in the same geographic location or, at the college's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually.

The college will create an audio or audiovisual recording, or transcript, of any live hearing, and will be made available for inspection or review by the parties.

4. Determination Regarding Responsibility

The decision-maker must issue a written determination regarding responsibility. The written determination must include:

- Identification of the allegations potentially constituting sexual harassment as defined by Title IX A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held
- Findings of fact supporting the determination
- Conclusions regarding the application of the college's code of conduct to the facts
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the college imposes on the respondent, and whether remedies designed to restore or preserve equal access to the college's education program or activity will be provided to the complainant.
- The range of potential sanctions can be found in Section B(2)(d) of Policy 2.1200
- The college's procedures and permissible bases for the complainant and respondent to appeal.

The college will provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the college

provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. The Title IX Coordinator is responsible for effective implementation of any remedies.

5. Appeals

The college offers both parties an appeal from a determination regarding responsibility, and from dismissal of a formal complaint or any allegations therein, on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

If pursuing an appeal, a party must file notice of appeal within 14 days of the issuance of the written determination. Upon receiving notice of appeal, the college will:

- Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties;
- Ensure that the decision-maker for the appeal is not the same person as the decision-maker who reached the determination regarding responsibility or dismissal, the investigator, or the Title IX Coordinator;
- Ensure that the decision-maker for the appeal has no conflict of interest and has been trained as required;
- Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;

The decision maker for the appeal will be designated by the college President. The decision maker will review the written statements of both parties, as well as any relevant evidence from the investigation. The decision maker will issue a written decision describing the result of the appeal and the rationale for the result, and provide that decision simultaneously to both parties. The decision will be issued within a reasonable time frame, generally within 15 days of the receipt of written statements from the parties.

If any portion of this policy regarding Title IX processes conflicts with the provisions of Title IX of the Education Amendments Act of 1972, the provisions of Title IX will control.

D.General Provisions

A. Administrative Responsibility

The Title IX Coordinator will have the lead responsibility for overseeing all aspects of this policy. The President and his designees will share the responsibility for the effective functioning of these procedures within their units.

When a complaint concerns a College Administrative employee, the Office of the President shall be responsible for implementing the procedures described in this policy, and the final decision or concurrence shall rest with the President, or his or her designee.

B. Alteration of Procedure

The College can unilaterally initiate any and all steps under this policy and procedures when it learns, either directly or indirectly, that discrimination, harassment or retaliation is alleged to be taking or has taken place. The Title IX Coordinator may alter any of the requirements of these procedures, including extending timelines, provided that the alteration does not impair the ability of the complainant to bring a complaint or the respondent to defend himself or herself. Any substantive alterations of these procedures will be communicated to the pertinent parties.

C. Bystander Intervention

In instances of sexual assault, a bystander may be able to intervene and prevent harm to others. A bystander should notice and recognize the event as a risky situation, take responsibility for helping the situation, ask for assistance from other bystanders, call 911, record any details as soon as possible, and intervene in a safe and sensitive manner.

D. Confidentiality

Rend Lake College strives to maintain confidentiality to the greatest extent possible and may require those involved to maintain confidentiality, particularly when confidentiality is required to protect witnesses, prevent evidence from being destroyed, avert a threat that subsequent testimony would be fabricated, or prevent a cover-up. Information will be protected to the extent permitted by law. Complainants are advised, however, that confidentiality can only be respected insofar as it does not interfere with the College's obligation to investigate alleged or suspected violations of this policy and to take corrective action.

E. Conflict of Interest

A conflict of interest may arise if a participant, administrator, or investigator has a significant professional or personal involvement with the facts or the parties to a dispute. Any participant, administrator, or investigator, who has a conflict of interest in a dispute covered by these procedures, or a concern about a conflict on the part of another, shall report it to the President. The President shall decide how to address the situation. If there is a conflict of interest involving the President, the Chair of the Board of Trustees shall decide how to address the situation.

F. Supportive Measures / Interim Corrective Administrative Action

At any time after informal resolution or a complaint has been filed, and before final disposition of the dispute, the Title IX Coordinator may authorize supportive measures (in an alleged Title IX violation, in which such measures must be non-punitive and non- disciplinary; see above definition) or corrective/interim administrative action (in allegations of violations of other components of Policy 2.1200) to protect the best interests of the College. Rend Lake College reserves the right to take any interim administrative action deemed appropriate and permissible by law, pending the outcome of an investigation or grievance, so long as such action is permitted by and taken in accordance with any other applicable disciplinary procedures. Other interim administrative action can include, but are not limited to, removing a student from campus or an employee from a particular work environment, modifying work or course schedules, and issuing a "no contact" order. In situations involving suspected or alleged sexual harassment, sexual violence, domestic violence, dating violence, or stalking, the College also reserves the right to take steps to protect the complainant as deemed necessary during the pendency of the investigation and resolution process (e.g., allowing for a change in academic situation, issuing a "no contact" order to the accused, etc.). Any such interim steps will be taken in a manner that

minimizes the burden on the complainant to the extent possible and in accordance with any other applicable disciplinary procedures.

G. Days
All references to days mean calendar days unless specified otherwise.

H. Education and Awareness Programs
Rend Lake College is committed to continually educating and training the campus community about the various forms of discrimination and harassment and the procedures available to address complaints of discrimination and harassment. During new student orientations and as part of the First Year Experience (FYE) courses, students will be provided with Sexual Assault Awareness and Prevention training, safety tips and resources. Verbiage will be included on all College syllabi stating that sexual assault is not tolerated on campus and will provide the necessary contact information to report complaints. The College will utilize an email campaign each semester to remind students of the forms of prohibited conduct, consent, bystander intervention, and other resources available. Informational flyers will be placed in common student and staff areas.

The College will publish its policy and procedures on its website, and also will publish summarized versions in the Student Handbook and in the employee handbook, with reference to the complete policy and procedures on the website. New employees will be informed of the College's policies and procedures as part of the New Employee Orientation and subsequent trainings held in conjunction with Faculty/Staff In-Service programs.

I. Exclusivity
Except as otherwise noted above, these procedures are intended to be the exclusive procedures used for all complaints alleging violations of this policy. However, these procedures shall not deprive students or employees of access to other appeal or problem- solving processes on campus, including those negotiated grievance procedures in collective bargaining agreements.

These procedures may be implemented irrespective of any criminal proceeding or administrative action pursued in accordance with applicable College policies.

J. Impartiality
Investigators, Title IX Coordinator(s) and decision makers do not function as advocates for complainants or respondents. Rather, they are designated to serve as problem solvers, fact finders or investigators as appropriate. Investigators and Title IX Coordinator(s) will inform complainants and respondents about other campus offices where they may seek support or advocacy.

In cases in which a complainant files his/her complaint with a federal or state agency while his/her complaint is pending with the Title IX Coordinator, the internal complaint may be terminated if it is determined that the College's ability to continue its inquiry or investigation in an impartial manner is compromised.

K. Imposition of Sanctions
The imposition of sanctions or discipline, if recommended, will proceed in accordance with state and federal statutes and relevant campus policy, rules and regulations.

L. Records

The reports and other records created or compiled under these procedures are to be generated, distributed and maintained as specified at the different steps. Records are not intended to become part of the official personnel files of the Complainant or the Respondent, although there are circumstances where this may be appropriate. Access to records is to be limited to the disputants and, on a need-to-know basis, to appropriate unit- level or campus-level administrators.

M. Representation

Any party to a dispute may be accompanied by an advisor of choice at any meeting that occurs under these procedures. If any party's advisor of choice at a meeting is to be an attorney, all participants must be informed at least three working days prior to the meeting. The investigator may request the advice of legal counsel at any time. An advisor or support person may not, however, stand in place of either the Complainant or the Respondent, or otherwise participate in the process.

N. Employees

If an employee leaves the College, the employee is encouraged to file a complaint relating to alleged discrimination and/or harassment occurring during that individual's employment with the College within 30 days following the employee's termination of employment from the College.

The procedures described in this document will apply to complaints against any and all Rend Lake College employees engaging in his/her professional capacity.

Revised: November 2026

APPROVAL OF REVISIONS TO BOARD POLICY & *PROCEDURE* 3.1115 – STIPENDS

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To approve revisions to current Board Policy & *Procedure* 3.1115 – Stipends, as presented, effective November 17, 2026.

RATIONALE: The stipend list reflects revisions to better meet the needs of the college.

EFFECTIVE DATE: November 17, 2026

3.1115 Stipends

POLICY

Stipends may be awarded for performance of duties which are not included in contractual job descriptions and that are outside the scope of an employee's regular job duties. Hours worked in stipend positions are not paid on a per hour basis and do not count toward full-time status. Due to the nature of some of the duties involved with a stipend position, the Board of Trustees may choose to limit the hours worked per fiscal year for specified positions.

The Board of Trustees approves the creation of the position and the amount of the stipend. The President of the College is authorized to appoint personnel to stipend positions and at the end of the appointment period to remove personnel from such positions or terminate the positions. The President may, with Board approval, terminate a stipend position with or without cause at any time during the appointment term.

PROCEDURE

Letters of appointment to stipend positions will be issued by the President. An appointment to a stipend position is for one year or less and does not imply continuous employment. Stipends will be paid throughout the fiscal year and prorated as needed for partial years. The Board of Trustees will be provided an annual report of stipend positions and appointments at the July meeting.

Stipend may be:

POSITION	STIPEND	MAX HOURS WORKED PER FISCAL YEAR
Archery Coach	$12,000	800
Archery Assistant Coach	$5,000	330
Assessment or Dual Credit Mentor(s)/Reviewer(s)	$100per semester	
Athletic Director	$21,000	
Chocolate Factory Facilitator	$10,000	
Coordinator Of CNA	$4,500	
EMT / Paramedic Medical Director	$3,000	
EMT / Paramedic Program Director	$3,000	
Entrepreneurship coordinator	3 equated load hours per semester	
Lab Manual Developer	$500 per manual + $100 per lab activity	
Men's Baseball Assistant Coach	$12,000	800
Men's Basketball Coach	$18,000	1200
Men's Golf Coach	~~$12,000~~ **$18,000**	800
Mine Training Coordinator	$3,000	
Online Quality – Reviewer(s)	$50	
OSHA Coordinator	$2,500	
Smart Start Workforce Grant Expert	$11,690	

Smart Start Workforce Grant Technical Assistant	$5,010	
Softball Coach	$18,000	1,200
Softball Assistant Coach	$12,000	800
Sustainability and renewable energy coordinator	$5,000	
Trap Shooting Coach	$18,000	1,200
Women's Basketball Coach	$18,000	1,200
Women's Basketball Assistant Coach	$12,000	800
Women's Golf Coach	$12,000	800
Women's Volleyball Coach	$18,000	1,200

Last Revised: July 14, 2026
Revised: November 2026

RESOLUTION TO ADOPT 2026 TAX LEVY (PAYABLE 2027)

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To adopt the 2026 Tax Levy (Payable 2027). The proposed tax levy will be filed in accord with the Truth in Taxation compliance laws.

RATIONALE: The proposed taxes to be levied for tax year 2026 payable 2027 will be as follows:

	2025 Payable 2026 extension	2026 Payable 2027	Percentage Incr/(Dec)
Corporate and Special Purpose	$6,566,073	$6,893,421	4.99%
Debt Service	$3,511,985	$3,386,424	
TOTAL	**$10,078,058**	**$10,279,845**	**2.00%**

Due to the fact that the amount of the proposed corporate and special purpose tax levy is NOT greater than 105% of the prior year's levy, Rend Lake College is not required to publish a notice of tax increase nor conduct a Truth in Taxation hearing.

CERTIFICATE OF TAX LEVY

Community College District No. 521 Counties of Franklin, Hamilton, Jefferson, Perry, Washington, Wayne, White, & Williamson
Community College District Name: Rend Lake College and State of Illinois

We hereby certify that we require:

the sum of $ 4,082,737	to be levied as a tax for educational purposes (110 ILCS 805/3-1), and
the sum of $ 1,020,684	to be levied as a tax for operations and maintenance purposes (110 ILCS 805/3-1), and
the sum of $ 495,000	to be levied as an additional tax for educational and operations and maintenance purposes (110 ILCS 805/3-14.3), and
the sum of $ 900,000	to be levied as a special tax for purposes of the Local Governmental and Governmental Employees Tort Immunity Act (745 ILCS 109-107), and
the sum of $ 175,000	to be levied as a special tax for Social Security and Medicare insurance purposes (40 ILCS 5/21-110 & 5/21-110.1), and
the sum of $ 70,000	to be levied as a special tax for financial audit purposes (50 ILCS 310/9), and
the sum of $ 150,000	to be levied as a special tax for Protection, Health, and Safety purposes (110 ILCS 805/3-20.3.01), on the taxable property of our community college district for 2026.

Signed this 17th day of November, 2026

_____
Chairman of the Board of Rend Lake College District 521

_____
Secretary of the Board of Rend Lake College District 521

When any community college district is authorized to issue bonds, the community college board shall file in the office of the county clerk in which any part of the community college district is situated a certified copy of the resolution providing their issuance and levying a tax to pay them. The county clerk shall each year during the life of a bond issue extend the tax for bonds and interest set forth in the certified copy of the resolution. Therefore, to avoid a possible duplication of tax levies, the community college board should not include in its annual tax levy a levy for bonds and interest.

The Number of bond issue of said community college district which have not been paid in full is –TWO (SERIES 2023A & 2023B).

This certificate of tax levy shall be filed with the county clerk of each county in which any part of the community college district is located on or before the last Tuesday in December.

DETACH AND RETURN TO COMMUNITY COLLEGE DISTRICT

This is to certify that the Certificate of Tax Levy for Community College District No. 521 Counties of Franklin, Hamilton, Jefferson, Perry, Washington, Wayne, White, and Williamson, and State of Illinois on the equalized assessed value of all taxable property of said community college district for the year 2026 was filed in the office of the County Clerk of this county on _____, 2026.

In addition to an extension of taxes authorized by levies made by the board of the said community college district additional extension(s) may be made and authorized by resolutions(s) on file in this office to provide funds to retire bonds and pay interest thereon. The total amount, as approved in the original resolutions(s), for said purpose for the year 2026 is $ 3,386,424 .

_____
County Clerk & County

_____
Date

RESOLUTION REGARDING ESTIMATED AMOUNTS NECESSARY TO BE LEVIED FOR THE YEAR 2026 PAYABLE 2027

WHEREAS, the Truth in Taxation Act requires that all taxing districts in the State of Illinois determine the estimated amounts of taxes necessary to be levied for the year not less than twenty (20) days prior to the official adoption of the aggregate tax levy of the district; and

WHEREAS, if the estimated aggregate amount necessary to be levied, exclusive of election costs and bond and interest costs, exceeds 105% of the aggregate amount of property taxes extended or estimated to be extended, including any amount abated by the taxing district prior to such extension, upon the levy of the preceding year, public notice shall be given and a public hearing shall be held on the district's intent to adopt a tax levy in an amount which is more than 105% of such extension or estimated extension for the preceding year; and

WHEREAS, it is hereby determined that the amount of taxes extended for the year 2025 was as follows:

Education Purposes	$3,829,369.85
Operation & Maintenance Purposes	$ 957,342.46
Additional Tax for Educational & Maintenance Purposes	$ 542,056.58
Local Governmental & Governmental Employees Tort Immunity Act	$ 884,758.92
Social Security & Medicare Insurance Purposes	$ 165,903.43
Audit Purposes	$ 73,621.96
Protection, Health, & Safety Purposes	$ 155,698.27
Prior Year Adjustment	$ (42,678.80)
TOTAL	**$ 6,566,072.67**

WHEREAS, it is hereby determined that the estimated amount of taxes necessary to be raised by taxation for the year 2026 is as follows:

Education Purposes	$4,082,737.00

Operation & Maintenance Purposes	$ 1,020,684.00
Additional Tax for Educational & Maintenance Purposes	$ 495,000.00
Local Governmental & Governmental Employees Tort Immunity Act	$ 900,000.00
Social Security & Medicare Insurance Purposes	$ 175,000.00
Audit Purposes	$ 70,000.00
Protection, Health, & Safety Purposes	$ 150,000.00
TOTAL	**$ 6,893,421.00**

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees, Rend Lake College District No. 521, Counties of Jefferson, Franklin, Hamilton, Perry, Wayne, White, Williamson, and Washington, State of Illinois, as follows:

Section 1: The aggregate amount of Corporate and Special Purpose taxes estimated to be levied for the year 2026 Payable 2027 is **$6,893,421.00.**

Section 2: The aggregate amount of taxes, exclusive of election costs and bond and interest costs, estimated to be levied for the year 2026 Payable 2027 does **NOT** exceed 105% of the taxes extended by the district in the year 2025 Payable 2026.

Section 3: In light of Section 2 above, the provisions of Sections Five through Seven of the Truth in Taxation Act do not apply to the adoption of the 2026 aggregate levy, and the district is not required to publish notice of or to conduct a hearing thereon.

Section 4: The sum of four million, eighty-two thousand, seven-hundred thirty seven dollars ($4,082,737) to be levied for Educational Purposes; the sum of one million, twenty thousand, six hundred eight four dollars ($1,020,684) to be levied for Operations and Maintenance Purposes; the sum of four hundred, ninety-five thousand dollars ($495,000) to be levied as an additional tax for educational and operations and maintenance purposes; the sum of nine hundred thousand dollars ($900,000) to be levied for the purpose of Local Governmental and Governmental Employees Tort Immunity Act; the sum of one hundred seventy-five thousand dollars ($175,000) to be levied for the purpose of a special tax for Social Security and Medicare Insurance; the sum of seventy thousand dollars ($70,000) to be levied for Audit Purposes; and the sum of one hundred fifty thousand dollars ($150,000) to be levied for the purpose of Protection, Health, and Safety for the year 2026 to be collected in the year 2027 to be allocated 100% for the Fiscal Year 2028.

Section 5: A Resolution of Intent to Levy Special Tax for Educational and Operations

and Maintenance Purposes pursuant to 110 ILCS 805, Section 3-14.3 of the Illinois Public Community College Act was adopted by the Board of Trustees at its regularly scheduled meeting on October 13, 2026, following notification of eligibility by the Illinois Community College Board. On October 20, 2026, the district caused publication of the resolution in The Sentinel, a newspaper published in the District. The publication included notice of the specific number of voters required to sign a petition requesting that the proposition of the adoption of the resolution be submitted to the voters of the district, the time in which the petition must be filed, and the date of the prospective referendum.

Section 6: This resolution shall be in full force and effect forthwith upon its passage.

ADOPTED this 17th day of November, 2026.

BOARD OF TRUSTEES
REND LAKE COLLEGE DISTRICT NO. 521
COUNTIES OF JEFFERSON, FRANKLIN,
HAMILTON, PERRY, WAYNE, WHITE,
WILLIAMSON, AND WASHINGTON
STATE OF ILLINOIS

ATTEST

BY

_____
Secretary

_____
Chairman

REND LAKE COLLEGE

DISTRICT NO. 521

2026 PAYABLE 2027 TAX LEVY RESOLUTION

On November 17, 2026, the Board of Trustees of Illinois Community College District No. 521 (Rend Lake College) formally adopted the 2026 payable 2027 Tax Levy as follows:

_____made a motion to adopt the 2026 payable 2027 tax levy as presented.

_____seconded the motion.

The roll call vote was as follows:

Asbery _____

Wielt _____

Dorris _____

Aiken _____

Coy _____

Manning _____

Daniels _____

A copy of the adopted tax levy is enclosed.

_____
Secretary, Board of Trustees

_____
Chairman, Board of Trustees

CERTIFICATE OF COMPLIANCE WITH THE TRUTH IN TAXATION ACT

I, the undersigned, do hereby certify that I am the Chairman of the Board of Trustees of Rend Lake College District No. 521, Counties of Jefferson, Franklin, Hamilton, Perry, Wayne, White, Williamson, and Washington, State of Illinois; and

I do further certify that the Board of Trustees of said District adopted a "Resolution Regarding Estimated Amounts Necessary to be Levied for the Year 2026 Payable 2027" at a regularly convened meeting held on the 13th day of October, 2026, said date being at least twenty (20) days preceding the adoption of the aggregate tax levy of the district; and

I do further certify that the estimated amount of taxes necessary to be levied for the year 2026, and the aggregate tax levy of said district for 2026 as adopted, did NOT exceed 105% of the amounts extended or estimated to be extended, exclusive of election costs and bond and interest costs, upon the levy of the district for 2025, such as the provisions of Sections Five through Seven of the Truth in Taxation Act were not applicable to the adoption of said 2026 aggregate levy.

CERTIFIED this 17th day of November, 2026.

_____

CHAIRMAN
BOARD OF TRUSTEES
REND LAKE COLLEGE DISTRICT NO. 521
COUNTIES OF JEFFERSON, FRANKLIN,
HAMILTON, PERRY, WAYNE, WHITE,
WILLIAMSON, AND WASHINGTON.
STATE OF ILLINOIS

RATIFY AWARD FOR THE ACADEMIC BUILDING EFFICIENCY PROJECT

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To ratify the award for the Student Center efficiency project for the base bid amount of $460,000.

RATIONALE: In response to the advertisement for competitive bids, we received six submissions for the Academic Building efficiency project. Mettler Development, Highland, IL, is the recommended bidder based on competitive pricing and meeting all bid specifications as provided below. The recommendation letter is attached.

Rend Lake College has partnered with Illinois Green Economy Network (IGEN) to fund this project.

BIDDER	BASE BID
Mettler Development, LLC **12359 Highland Road** **Highland, IL 62249**	**$460,000**
Samron Midwest Contracting PO Box 1555 Murphysboro, IL 62966	$490,000
Fager McGee Commercial Construction, Inc. 347 S. Williams Street Murphysboro, IL 62966	$497,000
Litteken Construction Company 10208 Holy Cross Lane Breese, IL 62230	$518,000
Smith Hafeli, Inc 1825 W Main St Marion, IL 62959	$539,000
Heartland Services 4014 District 204 Road Tamaroa, IL 62888	$546,405

Effective Date: November 17, 2026

EGGEMEYER ASSOCIATES
ARCHITECTS

T 618.988.2380
F 618.988.2381

3029 South Park Ave.
P.O. Box 640
Herrin, IL 62948
eaarchitects.com

November 6, 2026

Mr. Donnie Millenbine
Dean of Facilities Management & Campus Operations
Rend Lake College
468 N. Ken Gray Parkway
Ina, IL 62846

RE: Academic Building Façade Renovation
Rend Lake College
Ina, Illinois
EAA #2649

Dear Mr. Millenbine,

We have reviewed the bids received and have discussed the bids with the low bidder, Bian Willman of Mettler Development, LLC. Brian has stated that he has reviewed his numbers and is comfortable with his bid. The bids received are above our estimate and within your available funds. The prices are fair and reasonable costs for the work included in the project. Acceptance of the Alternate Bids will not change the low bidder.

Mettler Development, LLC has supplied a list of projects and references attached to this letter.

Brian has worked for the College on past projects. I know of no reason for the College not to accept the low bidder, Mettler Development, LLC.

Enclosed is the Bid Tabulation, record of attendance at the bid opening, and list of projects and references. If you have any questions, please feel free to contact our office.

Respectfully Submitted,

Edward J Kirchner, AIA
Vice President

encl. Bid Tab, Attendance Sheet

PERMISSION TO ADVERTISE FOR BIDS FOR CUSTODIAL SERVICES AT REND LAKE COLLEGE MARKETPLACE

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To grant permission to advertise for bids for custodial services at the Rend Lake College MarketPlace for January 1, 2027 – December 31, 2029.

RATIONALE: Our current contract expires as of December 31, 2026.

EFFECTIVE DATE: November 17, 2026

APPROVAL OF 2027-2028, 2028-2029 AND 2029-2030 ACADEMIC CALENDARS

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To approve the 2027-2028, 2028-2029 and 2029-2030 Academic Calendars as presented.

RATIONALE: The attached calendars were approved by the Calendar Committee and fulfill the requirements set forth for Rend Lake College by the Illinois Community College Board, RLC Board policy, and the faculty contract.

EFFECTIVE DATE: November 17, 2026

ACADEMIC CALENDAR

2027 - 2028

FALL SEMESTER 2027

Faculty Orientation ..... Thursday, August 12
Student Learning Day (Faculty) ..... Friday, August 13
First Day of Classes ..... Monday, August 16
Labor Day Holiday..... Monday, September 6
Fun Fest (no classes 11:00 AM – 1:00 PM)…….. Wednesday, September 15
Midterm .....Friday, October 8
Columbus Day Holiday.....Monday, October 11
In-Service (no classes day or night - on or off campus).....Tuesday, October 12
Veteran's Day Holiday …….. .....Thursday, November 11
No Night Classes .....Wednesday, November 24
Thanksgiving Holiday .....Thursday - Saturday, November 25 - 27
Last Day of Regular Classes.....Friday, December 3
Semester Exams..... Monday - Friday, December 6 - 10

INTERSESSION

5 Week Intersession..... Monday, December 13 - Friday, January 14
(Online Courses Only)

SPRING SEMESTER 2028

Student Learning Day (Faculty)…….…….. ....Friday, January 7
First Day of Classes .....Monday, January 10
Martin Luther King's Birthday .....Monday, January 17
President's Day ..... Monday, February 21
In-Service (no classes day or night - on or off campus)..... Tuesday, February 22
Midterm ..... Friday, March 3
Spring Break (offices open Monday-Friday).....Monday - Saturday, March 6 - 11
Good Friday Holiday..... Friday, April 14
Last Day of Regular Classes.....Friday, May 5
Semester Exams.....Monday - Friday, May 8 - 12
Commencement..... Saturday, May 13

SUMMER SEMESTER 2028

First Day of Classes .....Monday, June 5
Juneteenth…..Monday, June 19
Midterm .....Friday, June 30
Independence Day ..... Tuesday, July 4
Last Day of Classes .....Friday, July 28

ACADEMIC CALENDAR

2028 - 2029

FALL SEMESTER 2028

Faculty Orientation ..... Thursday, August 10
Student Learning Day (Faculty) ..... Friday, August 11
First Day of Classes ..... Monday, August 14
Labor Day Holiday..... Monday, September 4
Fun Fest (no classes 11:00 AM – 1:00 PM)……..Wednesday, September 20
Midterm .....Friday, October 6
Columbus Day Holiday.....Monday, October 9
In-Service (no classes day or night - on or off campus).....Tuesday, October 10
Veteran's Day Holiday …….. .....Friday, November 10
No Night Classes .....Wednesday, November 22
Thanksgiving Holiday ..... Thursday - Saturday, November 23 - 25
Last Day of Regular Classes.....Friday, December 1
Semester Exams.....Monday - Friday, December 4 - 8

INTERSESSION

5 Week Intersession..... Monday, December 11 - Friday, January 12
(Online Courses Only)

SPRING SEMESTER 2029

Student Learning Day (Faculty)…….…….. ....Friday, January 5
First Day of Classes .....Monday, January 8
Martin Luther King's Birthday .....Monday, January 15
President's Day ..... Monday, February 19
In-Service (no classes day or night - on or off campus)..... Tuesday, February 20
Midterm ..... Friday, March 2
Spring Break (offices open Monday-Friday).....Monday - Saturday, March 5 - 10
Good Friday Holiday..... Friday, March 30
Last Day of Regular Classes.....Friday, May 4
Semester Exams.....Monday - Friday, May 7 - 11
Commencement..... Saturday, May 12

SUMMER SEMESTER 2029

First Day of Classes .....Monday, June 4
Juneteenth….....Tuesday, June 19
Midterm .....Friday, June 29
Independence Day ..... Wednesday, July 4
Last Day of Classes .....Friday, July 27

ACADEMIC CALENDAR

2029 - 2030

FALL SEMESTER 2029

Faculty Orientation ..... Thursday, August 9
Student Learning Day (Faculty) ..... Friday, August 10
First Day of Classes ..... Monday, August 13
Labor Day Holiday..... Monday, September 3
Fun Fest (no classes 11:00 AM – 1:00 PM)……..Wednesday, September 19
Midterm .....Friday, October 5
Columbus Day Holiday.....Monday, October 8
In-Service (no classes day or night - on or off campus).....Tuesday, October 9
Veteran's Day Holiday …….. ..... Monday, November 12
No Night Classes .....Wednesday, November 21
Thanksgiving Holiday .....Thursday - Saturday, November 22 - 24
Last Day of Regular Classes.....Friday, November 30
Semester Exams.....Monday - Friday, December 3 - 7

INTERSESSION

5 Week Intersession..... Monday, December 10 - Friday, January 11
(Online Courses Only)

SPRING SEMESTER 2030

Student Learning Day (Faculty)……..……. ..Friday, January 11
First Day of Classes .....Monday, January 14
Martin Luther King's Birthday .....Monday, January 21
President's Day ..... Monday, February 18
In-Service (no classes day or night - on or off campus)..... Tuesday, February 19
Midterm ..... Friday, March 8
Spring Break (offices open Monday-Friday)..... Monday - Saturday, March 11 - 16
Good Friday Holiday..... Friday, April 19
Last Day of Regular Classes.....Friday, May 10
Semester Exams.....Monday - Friday, May 13 - 17
Commencement..... Saturday, May 18

SUMMER SEMESTER 2030

First Day of Classes .....Monday, June 3
Juneteenth…..Wednesday, June 19
Midterm .....Friday, June 28
Independence Day .....Thursday, July 4
Last Day of Classes .....Friday, July 26

PERSONNEL

APPOINTMENT OF ADMINISTRATIVE ASSISTANT – ENROLLMENT SERVICES

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To appoint Ms. Bethaney Galant as Administrative Assistant -Enrollment Services, on a full-time, 50-week, non-tenure track contract at an annual salary of $37,500 prorated for the remainder of the fiscal year, pending a successful background check and transcript audit, effective December 4, 2026.

RATIONALE: Ms. Galant meets all job requirements and has employment background providing customer service which will allow her to be successful in this position that serves both Academic Advisement and Financial Aid.

EFFECTIVE DATE: December 4, 2026

If Employment:

JOB TITLE: Administrative Assistant – Enrollment Services

SALARY: $37,500

CLASSIFICATION : Clerical

 # OF WEEKS: 50

TENURE TRACK: Yes _____ No ___X_____

GRANT FUNDED: Yes _____ No ___X_____

EXEMPT/NON-EXEMPT: Non-Exempt

EXEMPT CLASSIFICATION: NA

RECOMMENDATION FOR APPOINTMENT

General Information

Position to be Filled:	Administrative Assistant – Enrollment Services
Number of Applicants:	18
Number of Applicants who met the Advertised Requirements:	7
Number of Applicants Interviewed:	4
Applicants Interviewed by:	Jena Jensik, Buster Leeck, ReAnne May, Mindy Reach, Dara Whaley

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Applicant Recommended: Bethaney Galant

Educational Preparation:

B.A.
SIU-C
2016-2019

A.S.
Rend Lake College
2013-2016

Experience:

Polly English
ESL Teacher
2025—Present

First Financial Bank
Teller / CSR
2022-2025

APPOINTMENT
WELDING INSTRUCTOR

Rend Lake College Board of Trustees

November 17, 2026

RECOMMENDATION: To appoint Mr. Dustin Brandon as Welding Instructor on a full-time, 50-week, tenure-track industrial contract at an annual salary of $73,655, prorated for the remainder of the fiscal year, pending a successful background check, effective November 30, 2026.

RATIONALE: Mr. Brandon brings more than 30 years of welding industry experience and has demonstrated effectiveness as an adjunct instructor and trainer, making him well qualified for this position. His technical expertise, industry knowledge, and commitment to student success will be significant assets to the welding program and the college.

EFFECTIVE DATE: November 30, 2026

If Employment:

JOB TITLE: Welding Instructor

SALARY: $73,655

CLASSIFICATION: Faculty

 # OF WEEKS: 50

TENURE TRACK: Yes ___X___ **No** _____

GRANT FUNDED: Yes _____ **No** ___X___

EXEMPT/NON-EXEMPT: Exempt

EXEMPT CLASSIFICATION: Learned Professional

RECOMMENDATION FOR APPOINTMENT

General Information

Position to be Filled:	Welding Instructor
Number of Applicants:	7
Number of Applicants who met the advertised requirements:	3
Number of Applicants contacted for an interview	3
Number of Applicants Interviewed:	3
Applicants Interviewed by:	Shari Carpenter, Jo Christian, Matt Jackson, Michael Meinert

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Applicant Recommended: Dustin Brandon

Educational Preparation:

Associate in Manufacturing
Rend Lake College
1998

Experience:

Site Technician
IDNR
2026-Present

Welding Supervisor
Taylor Brothers, Tamaroa
2005-2026

Welder/Owner
Brandon Welding & Fabrication
2023-Present

FINANCIAL INFORMATION

RATIFICATION OF THE PAYMENT OF COLLEGE EXPENSES INCLUDING TRAVEL EXPENSE REIMBURSEMENTS

Rend Lake College Board of Trustees

{tc \l1 "Rend Lake College Board of Trustees}November 17, 2026

RECOMMENDATION: To ratify the payment of college expenses including travel expense reimbursements as presented.

Annual Board Retreat, St. Louis, MO: November 6-8, 2026

Mileage:

- Mr. John D. Aiken - $135.28
- Mr. Ron Daniels - $135.28
- Mr. Brian Dorris - $135.28
- Mr. Larry Manning - $135.28
- Mr. Landen Catron - $135.28
- Mr. Tony Wielt - $135.28

EFFECTIVE DATE: November 17, 2026

REND LAKE COLLEGE
Summary of Operating Funds (Education, Operations & Maintenance, Auxiliary)
For the Four Months Ending October 31, 2026

	BUDGET	ACTUAL OCTOBER	ACTUAL YEAR-TO-DATE	REMAINING BUDGET	% USED
REVENUES					
ED, OP & MAINT, & AUX FUNDS					
LOCAL GOVERNMENT	$ (6,136,254.00)	$ (785,833.14)	$ (3,380,952.86)	$ (2,755,301.14)	55.10%
STATE GOVERNMENT	$ (7,885,858.00)	$ (630,367.90)	$ (2,426,414.36)	$ (5,459,443.64)	30.77%
FEDERAL GOVERNMENT	$ (22,000.00)	$ (2,141.43)	$ (3,617.94)	$ (18,382.06)	16.45%
TUITION & FEES	$ (7,976,500.00)	$ (937,153.50)	$ (5,578,487.75)	$ (2,398,012.25)	69.94%
SALES & SERVICE	$ (1,049,151.00)	$ (55,435.03)	$ (362,082.52)	$ (687,068.48)	34.51%
FACILITIES REVENUE	$ (600,100.00)	$ (12,178.31)	$ (120,482.93)	$ (479,617.07)	20.08%
INVESTMENTS	$ (401,500.00)	$ (134,232.50)	$ (485,600.15)	$ 84,100.15	120.95%
NON GOVERNMENT	$ -	$ -	$ (5,225.00)	$ 5,225.00	0.00%
OTHER	$ (445,650.00)	$ (24,290.86)	$ (79,614.54)	$ (366,035.46)	17.86%
TOTAL REVENUES	**$ (24,517,013.00)**	**$ (2,581,632.67)**	**$ (12,442,478.05)**	**$ (12,074,534.95)**	**50.75%**
EXPENSES					
ED, OP & MAINT, & AUX FUNDS					
SALARIES	$ 12,512,713.00	$ 1,038,417.73	$ 3,298,748.76	$ 9,213,964.24	26.36%
EMPLOYEE BENEFITS	$ 3,184,927.00	$ 175,512.37	$ 707,622.20	$ 2,477,304.80	22.22%
CONTRACTUAL SERVICES	$ 1,873,250.00	$ 260,862.35	$ 730,427.79	$ 1,142,822.21	38.99%
MATERIALS/SUPPLIES	$ 2,215,000.00	$ 154,662.44	$ 918,321.60	$ 1,296,678.40	41.46%
CONF/MEETING/TRAVEL	$ 490,175.00	$ 54,347.21	$ 110,263.45	$ 379,911.55	22.49%
FIXED CHARGES	$ 154,150.00	$ 6,805.94	$ 84,486.05	$ 69,663.95	54.81%
UTILITIES	$ 1,092,700.00	$ 119,069.57	$ 327,017.36	$ 765,682.64	29.93%
CAPITAL OUTLAY	$ 936,000.00	$ 54,079.37	$ 399,165.50	$ 536,834.50	42.65%
OTHER EXPENSES	$ 2,599,000.00	$ 93,473.04	$ 1,431,698.19	$ 1,167,301.81	55.09%
TOTAL EXPENSES	**$ 25,057,915.00**	**$ 1,957,230.02**	**$ 8,007,750.90**	**$ 17,050,164.10**	**31.96%**
TRANSFERS					
OP TRANSFER TO OTHER FUNDS	$ 1,299,877.00	$ -	$ -	$ 1,299,877.00	
OP TRANSFER FROM OTHER FUNDS	$ (1,849,877.00)	$ -	$ -	$ (1,849,877.00)	
TOTAL TRANSFERS	$ (550,000.00)	$ -	$ -	$ (550,000.00)	
GRAND TOTAL	**$ (9,098.00)**	**$ (624,402.65)**	**$ (4,434,727.15)**	**$ 4,425,629.15**	

REND LAKE COLLEGE
Summary of Non-Operating Funds (Op/Maint Rest, Bond & Int, Restricted, Trust & Agency, Audit, Tort)
For the Four Months Ending October 31, 2026

	ACTUAL OCTOBER	ACTUAL YEAR-TO-DATE
REVENUES		
RESTRICTED FUNDS		
LOCAL GOVERNMENT	$ (634,370.12)	$ (2,601,014.11)
STATE GOVERNMENT	$ (139,703.00)	$ (442,957.52)
FEDERAL GOVERNMENT	$ (731,155.16)	$ (2,412,740.69)
TUITION & FEES	$ -	$ -
SALES & SERVICE	$ -	$ (40,820.32)
FACILITIES REVENUE	$ -	$ -
INVESTMENTS	$ (24,899.05)	$ (210,365.75)
NON GOVERNMENT	$ (5,383.74)	$ (258,528.72)
OTHER	$ (38,568.66)	$ (80,308.71)
TOTAL REVENUES	**$ (1,574,079.73)**	**$ (6,046,735.82)**
EXPENSES		
RESTRICTED FUNDS		
SALARIES	$ 210,127.30	$ 733,859.15
EMPLOYEE BENEFITS	$ 52,960.37	$ 232,772.72
CONTRACTUAL SERVICES	$ 60,700.82	$ 786,866.76
MATERIALS/SUPPLIES	$ 18,454.17	$ 48,833.94
CONF/MEETING/TRAVEL	$ 16,537.25	$ 82,566.04
FIXED CHARGES	$ 13,424.90	$ 125,435.03
UTILITIES	$ 713.02	$ 2,862.99
CAPITAL OUTLAY	$ -	$ 32,117.50
OTHER EXPENSES	$ 586,046.52	$ 2,533,566.54
TOTAL EXPENSES	**$ 958,964.35**	**$ 4,578,880.67**
TRANSFERS		
OP TRANSFER TO OTHER FUNDS	$ -	$ -
OP TRANSFER FROM OTHER FUNDS	$ -	$ -
TOTAL TRANSFERS	$ -	$ -
GRAND TOTAL	**$ (615,115.38)**	**$ (1,467,855.15)**

STATEMENT OF CASH POSITION - REND LAKE COLLEGE

	October 2026	September 2026	August 2026	July 2026	June 2026	May 2026
Operating Account	$ 39,073,204.33	$ 39,019,784.78	$ 36,527,515.05	$ 36,022,311.08	$ 35,927,033.20	$ 37,719,384.23
Working Cash	$ 180,989.09	$ 148,697.01	$ 161,884.97	$ 126,050.15	$ 453,302.43	$ 415,668.34
*Working Cash CD's	$ 9,300,000.00	$ 9,300,000.00	$ 9,254,903.26	$ 9,254,903.26	$ 9,254,903.26	$ 9,254,903.26
2023B Bond Account	$ -	$ 293,412.28	$ 292,502.31	$ 326,104.19	$ 1,140,390.98	$ 1,136,850.72
Investments**						
Liquid Fund	$ 321,927.30	$ 320,894.14	$ 294,811.98	$ 38,824.24	$ 283,357.22	$ 282,531.15
MAX Fund	$ 108,865.82	$ 108,514.38	$ 108,186.68	$ 107,856.94	$ 107,530.15	$ 107,215.52
Cert of Deposit	$ 2,089,800.00	$ 2,089,800.00	$ 2,089,800.00	$ 2,549,700.00	$ 2,549,700.00	$ 2,549,700.00
Cert of Deposit (DTC)	$ 1,713,024.03	$ 1,713,024.03	$ 1,713,024.03	$ 1,713,024.03	$ 1,468,349.88	$ 1,468,349.88
Savings Deposit	$ -	$ -	$ -	$ -	$ -	$ -
Securities	$ 249,152.81	$ 249,152.81	$ 249,152.81	$ -	$ -	$ -
TOTAL	**$ 53,036,963.38**	**$ 53,243,279.43**	**$ 50,691,781.09**	**$ 50,138,773.89**	**$ 51,184,567.12**	**$ 52,934,603.10**

	April 2026	March 2026	February 2026	January 2026	December 2025	November 2025
Operating Account	$ 37,542,341.07	$ 38,109,106.00	$ 38,475,661.53	$ 39,270,203.43	$ 39,311,873.48	$ 41,352,682.51
Working Cash	$ 414,335.79	$ 333,744.74	$ 297,178.80	$ 228,645.90	$ 227,915.19	$ 191,643.42
*Working Cash CD	$ 9,254,903.26	$ 9,300,000.00	$ 9,300,000.00	$ 9,300,000.00	$ 9,300,000.00	$ 9,300,000.00
2023B Bond Account	$ 1,816,585.58	$ 1,810,936.04	$ 1,805,115.13	$ 1,799,875.04	$ 1,794,080.49	$ 1,787,932.23
Investments**						
Liquid Fund	$ 281,681.67	$ 280,859.78	$ 255,302.48	$ 140.48	$ 140.17	$ 74,936.19
MAX Fund	$ 106,891.96	$ 106,578.94	$ 106,257.67	$ 105,965.76	$ 105,641.92	$ 30,510.43
Cert of Deposit	$ 2,549,700.00	$ 2,549,700.00	$ 2,549,700.00	$ 2,776,850.00	$ 2,776,850.00	$ 2,776,850.00
Cert of Deposit (DTC)	$ 1,468,349.88	$ 1,468,349.88	$ 1,468,349.88	$ 1,468,349.88	$ 1,468,349.88	$ 1,468,349.88
Savings Deposit	$ -	$ -	$ -	$ -	$ -	$ -
Securities	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL	**$ 53,434,789.21**	**$ 53,959,275.38**	**$ 54,257,565.49**	**$ 54,950,030.49**	**$ 54,984,851.13**	**$ 56,982,904.66**

*Funds invested as follows:
$6,100,000.00 - 12 month CD at a rate of 4% - Maturity date of 9/2/2027
$3,200,000.00 - 12 month CD at a rate of 4.05% - Maturity date of 9/16/2027

**The College currently has cash and marketable securities which are invested with the Illinois School District Liquid Asset Fund. These funds are unrestricted funds which can be used for general operating expenses following a directive from the Board of Trustees. These funds are the result of the issuance of Alternate Revenue Source Bonds Series 2010. Investments in the MAX Fund are in a AAA-rated uncollateralized money market account. The underlying investments are authorized under state law. DTC certificates of deposit pay interest in the form of coupon payments, similar to securities.