

**Rock Valley College**  
**Community College District No. 511**  
**3301 N Mulford Road, Rockford, IL 61114**  
**COMMITTEE OF THE WHOLE MEETING**  
**Educational Resource Center, Performing Arts Room, Room 0214**  
**5:15 p.m. Tuesday, August 12, 2025**

**Livestreaming Link:** [https://www.youtube.com/channel/UCwa3Fs6l4pWAR\\_4iDZPTNZA](https://www.youtube.com/channel/UCwa3Fs6l4pWAR_4iDZPTNZA)

(The link opens to the YouTube page; access the Board meeting by clicking on the “Live” video icon with the date shown above)

**AGENDA**

- A. Call to Order**
- B. Roll Call**
- C. Board Member Attendance by Means Other than Physical Presence**
- D. Communications and Petitions (Public Comment)**
- E. Recognition of Visitors**
- F. Review of Minutes:** Committee of the Whole, July 8, 2025
- G. General Presentation**
- H. Teaching, Learning & Communications Discussion: Board Liaison Trustee Goldsmith**
  - 1. Enrollment Update
  - 2. Strategic Plan Update: Workforce Development Non-Credit Metrics Report Update
  - 3. Adult Education Federal Funding Update
  - 4. \*Information Only
    - a. Rock Valley College Music Program Update
- I. Finance Discussion: Board Liaison Trustee Cardenas Cudia**
  - 1. Purchase Reports (A)
  - 2. Cash and Investment Report
  - 3. \*Informational Only
    - a. Quarterly Report: Purchase Orders \$10,000 - \$25,000
- J. Operations Discussion: Board Liaison Trustee Trojan**
  - 1. Amendment to Board Policy 3:20.010 Job Posting and Hiring (Second Reading)
  - 2. Leasing of Advanced Technology Center (ATC) Farmland
  - 3. Personnel Report
  - 4. Annual Employee Personnel Update
  - 5. Downtown West Update
  - 6. Change Order Update
  - 7. Rock Valley College Events Calendar
- K. Other Business: Unfinished Business/New Business**
- L. Adjourn to Closed Session** to discuss 1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting per Section 2 (c) (1); and/or 2) The purchase or lease of real property for the use of the public body per Section 2 (c) (5), all in accordance with the Illinois Open Meetings Act.
- M. Reconvene Open Session**
- N. Next Regular Board of Trustees Meeting:** August 26, 2025, at 5:15 p.m. The meeting will be held in the Performing Arts Room (PAR, Room 0214) in the Educational Resource Center (ERC) on the main campus.

**Rock Valley College  
Community College District No. 511  
3301 N Mulford Road, Rockford, IL 61114  
COMMITTEE OF THE WHOLE MEETING  
Educational Resource Center, Performing Arts Room, Room 0214  
*5:15 p.m. Tuesday, August 12, 2025***

**O. Next Committee of the Whole Meeting:** September 9, 2025, at 5:15 p.m. The meeting will be held in the Performing Arts Room (PAR, Room 0214) in the Educational Resource Center (ERC) on the main campus.

**P. Adjourn**

Paul Gorski, Board Chair

**Rock Valley College  
Community College District No. 511  
3301 N. Mulford Road, Rockford, IL 61114  
BOARD OF TRUSTEES COMMITTEE OF THE WHOLE MEETING  
5:15 p.m. Tuesday, July 8, 2025  
MINUTES**

**Call to Order**

The Rock Valley College (RVC) Board of Trustees Committee of the Whole meeting convened on Tuesday, July 8, 2025, in the Performing Arts Room (PAR, Room 0214) in the Educational Resource Center (ERC). The meeting was called to order at 5:15 p.m. by Chairman Paul Gorski.

**Roll Call**

The following members of the Board of Trustees were present at roll call:

Mr. Paul Gorski

Mr. Robert Trojan

Dr. Jenna Goldsmith

Mr. John Nelson

Ms. Crystal Soltow

Mr. Isiah Blake, Student Trustee

The following Trustees were absent at roll call: Ms. Gloria Cardenas Cudia and Ms. Kristen Simpson.

Also present: Dr. Howard J. Spearman, President; Dr. Keith Barnes, Vice President of Cultural Excellence; Dr. Patrick Peyer, Vice President of Student Affairs; Dr. Terrica Huntley, Vice President of Human Resources; Ms. Heather Snider, Vice President of Institutional Effectiveness and Communications; Dr. Hansen Stewart, Vice President of Career and Technical Education and Workforce Development; Mr. Rick Jenks, Vice President of Operations; Dr. Amanda Smith, Vice President of Academic Affairs; Ms. Ellen Olson, Vice President of Finance; Ms. Ann Kerwitz, Assistant to the President; Ms. Carly Huotari, Assistant to the President; Ms. Tracy Luethje, Executive Assistant to the Vice President of Operations, Attorney Matthew J. Gardner, Robbins Schwartz.

**Board Member Attendance by Means Other than Physical Presence**

There were no Board Members attending by any other means.

**Communications and Petitions**

There were no public comments, communications, or petitions to be recognized.

**Recognition of Visitors**

There were no visitors to be recognized.

**Review of Minutes**

Trustee Nelson stated that he felt the minutes from June 10, 2025, were lacking some important points. He will put the information in writing and send it to the President's office.

**General Presentations**

There were no general presentations. However, Dr. Spearman, president, introduced and welcomed Ms. Carly Huotari, who will be joining the team in the President's office as Assistant to the President. Dr. Spearman stated that Carly has a K-12 background, and most recently, she served as a part-time instructor for the Adult Education English as a Second Language (ESL) program at RVC. Dr. Spearman said she will replace Araceli Olvera, who has decided to attend RVC as a student in the nursing program.

## **Teaching, Learning & Communications Discussion: Board Liaison Trustee Goldsmith**

### **1. FY2025 Enrollment Update**

Ms. Heather Snider, vice president of institutional effectiveness and communications, presented the FY2026 Enrollment Update. Since the meeting packet was released, Fall is 5% ahead of FY25, accounting for 80% of the budget and 88% of the stretch goal. Ms. Snider stated that RVC's year-to-date performance for the entire fiscal year is 7% ahead of last year, with 86% of the budget and 82% of the stretch goal achieved.

### **2. Human Services Generalist Certificate**

Dr. Amanda Smith, vice president of academic affairs, presented the Human Services Generalist Certificate. Dr. Smith explained that the Human Services Generalist Certificate is designed to prepare students to become compassionate, skilled, and culturally competent professionals who positively impact the well-being of those served. The courses will cover human resource theory, group processes, families and children, ethical and legal issues, addictions, and crisis intervention. The Human Services program is proposed to address the need for increased social work and human services in the region. Dr. Smith provided labor market data and program objectives along with the courses needed to complete the Human Services Generalist Certificate. Dr. Smith explained that this certificate is the first of a series of stackable certificates that will lead to an Associate of Arts degree in Science and Human Services, as well as a Bachelor's degree. Discussion ensued.

### **3. Studer Education Professional Development Partnership**

Dr. Smith explained that RVC has been working with Studer Education on the proposal for continued work and noted that in the version presented at tonight's meeting, two board retreats were added for continued collaboration and alignment with the board with higher levels of accountability. Board Chair Gorski stated that he didn't specifically recall asking for board retreats, but noted that it is always a good idea. He also wanted to inform the fellow trustees that Studer Education offers three basic services: coaching, training, and strategic planning assistance. Board Chair Gorski added that, according to the Cabinet survey and discussions with Dr. Spearman, the three services were highly regarded. Board Chair Gorski stated that the Studer Education agreement will be on the agenda at the July 22, 2025, Regular Board meeting for a final vote on a two-year contract with one-year extensions.

Trustee Trojan asked if the only additions to the agreement were the two board retreats, and Dr. Spearman stated that there were some changes with some of Studer's language. Still, overall, yes, everything is the same except for the added board retreats. He explained that if RVC moves forward with Studer Education, the board can decide whether to take advantage of the retreats. Trustee Trojan would like to know what Studer Education has done to effect a change at RVC. Discussion ensued.

### **4. Strategic Plan Goals Update: Implement Culture Survey Action Steps**

Ms. Snider explained that the Employee Culture Survey was administered to faculty and staff in Fall 2021 and Fall 2023. Items are aligned with RVC's Strategic Plan Pillars III (Exceptional Training Opportunities) and IV (Cultural Excellence), and are used to track progress toward scorecard targets. Every category showed improvement from Fall 2021 to Fall 2023; however, scores on professional development and communications remained below a 3.0 on a 4.0 scale. Ms. Snider described the actions implemented. A popular action taken was holding Cabinet meetings at various RVC locations and having lunch with the staff and faculty. Another successful action has been for the Office of the President to send Board Meeting Recaps and Leadership Updates to the campus community. Ms. Snider provided further information, highlighting both the

successes and the next steps to be taken to determine whether the action steps related to communications have improved the scores.

## **5. Kishwaukee Education Consortium Emergency Medical Technician (EMT) Memorandum of Understanding (MOU)**

Dr. Hansen Stewart, vice president of career technical education and workforce development, presented the 2025-2027 Medical Technician Memorandum of Understanding between Kishwaukee Education Consortium, OSF St. Anthony Medical Center Northern Region, and RVC. Dr. Stewart explained that this Dual Articulated Credit initiative is designed to provide qualified high school students the opportunity to enroll in an EMT dual credit class at the Kishwaukee Education Consortium, which will lead to advanced standing for certificate and degree opportunities. This initiative facilitates students' transition from secondary coursework into RVC.

OSF St. Anthony Medical Center Northern Region will provide a dual credit instructor who is qualified to deliver dual credit instruction in compliance with the Illinois State Board of Education (ISBE), the Illinois Community College Board (ICCB), and the Higher Learning Commission (HLC). The Kishwaukee Education Consortium will also provide support to ensure the delivery of quality instruction. Discussion ensued.

## **6. and 7. Strengthening Community Colleges Training Grant Subaward Agreement: Highland Community College and McHenry County College**

Ms. Snider stated that RVC was awarded a Strengthening Community Colleges (SCC) grant of \$5,585,017 for a period from May 1, 2024, to April 30, 2028. The purpose of the SCC Grant program is to support community colleges in developing workforce training programs that meet local and regional labor market demands by enhancing collaboration between community colleges and employers.

RVC applied for the grant as a consortium with advanced manufacturing programs offered by RVC, Highland Community College, and McHenry County College. RVC can be reimbursed up to \$1,060,899 for the expenses incurred from May 1, 2024, to April 30, 2028, for the Highland Community College SCC Training Grant subaward agreement, and \$1,061,488 for the expenses incurred for the McHenry County College SCC Training Grant subaward agreement from May 1, 2024, through April 30, 2028. Discussion ensued.

## **8. \*Informational Only / Land Acknowledgement**

Rock Valley College is committed to creating an environment where everyone is empowered to contribute to the organization's success. The Administration at RVC requests that a formal statement be issued recognizing and respecting Indigenous peoples as the traditional stewards of the land on which an institution, event, or activity takes place. It acknowledges the historical and ongoing relationships between Indigenous communities and their ancestral territories. The decision to read the statement at an event or activity will be at the discretion of the host.

## **Finance Discussion: Board Liaison Trustee Cardenas Cudia**

### **1. Purchase Reports**

Ms. Ellen Olson, vice president of finance, presented the purchase reports.

#### ***Purchase Report A – FY2025 Amendments***

##### **A. Roof Repairs – (Maintenance Services Buildings – Plant Operations and Maintenance)**

1.	<b>BP Roofing Solutions</b>	<b>Loves Park, IL</b>	<b>\$ 7,100.00*(1)</b>
			<b>Not to Exceed</b>

### ***Purchase Report B – FY2026 Amendments***

#### **A. Software – (Academy for Teaching and Learning Excellence (ATLE) – Instructional Software)**

1.	<b>Instructure, Inc.</b>	<b>Salt Lake City, UT</b>	<b>\$ 6,748.20*(1)</b>
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#### **B. Library Databases – (Publications and Subscriptions – Library)**

2.	<b>NILRC</b>	<b>Buffalo Grove, IL</b>	<b>\$ 2,000.00*(2)</b>
			<b>Not to Exceed</b>

### ***Purchase Report C – FY2026 Purchases***

#### **A. Minivans – (Capital Service Equipment – Fleet Replacement)**

1.	<b>Bob Ridings Fleet Sales, Inc.</b>	<b>Taylorville, IL</b>	<b>\$ 134,094.00*(1)</b>
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#### **B. Fire Alarm Upgrade – (Other Capital Outlay – PHS Fire Alarm Upgrade)**

2.	<b>P&amp;H Electric Corp.</b>	<b>Stillman Valley, IL</b>	<b>\$ 577,500.00*(2)</b>
			<b>Not to Exceed</b>
	Hartwig Mechanical, LLC.	Rockford, IL	\$ 660,358.00
	The Morse Group	Beloit, WI	\$ 663,432.00
	Kelso-Burnett	Rockford, IL	\$ 792,000.00

#### **C. New Utility Service – (Other Capital Outlay – Downtown West Project)**

3.	<b>City of Rockford</b>	<b>Rockford, IL</b>	<b>\$ 26,132.40*(3)</b>
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Chairman Gorski would like Vice President Jenks to verify and determine when the sewer invoice will be approved and sent to RVC, so that payment can be planned accordingly.

## **2. Cash and Investment Report**

Vice President Olson presented the Cash and Investment Report through June 27, 2025, and stated that a revised report would be presented at the Regular Board Meeting on July 22, 2025, covering the complete month.

Total operating cash is \$38,227,541. Total operating cash and investments are \$105,690,572. The operating cash and investments have changed by \$1,956,795 since May 31, 2025. Total capital funds are \$79,384,989. Since May 31, 2025, the change in capital funds has been \$5,766,565. Ms. Olson stated that the total operating cash and investment funds were 103.91% of the FY2025 operating budget.

## **Operations Discussion: Board Liaison Trustee Trojan**

### **1. Personnel Report**

Rick Jenks, vice president of operations, reviewed the July 2025 Personnel Report, which included two appointments and four placeholders. There were no departures; however, the Board will receive a red-lined version at the Regular Board meeting on July 22, 2025, following the resignation of Dean Joseph Agbeko.

Chairman Gorski stated that he wanted to align the Personnel policy (3:10.090) and the Job Posting and Hiring Policy (3:20.010). Robert's Rules suggests that boards don't vote on overall reports because they would be voting on every single item in the report (ex, name, title, date, etc.). In the Board Policy Job Posting and Hiring, it states that the President shall have the authority to approve new hires, and to assign employment start dates. Therefore, Chairman Gorski would like to remove the sentence saying: "The Board shall approve the Personnel Report at each Regular Board meeting via a board report." Chairman Gorski stated that the board's role is to hire the president, attorneys, and auditors for the College.

## **2. Downtown West Construction Budget Update**

Vice President Jenks stated that the Downtown West construction project was on schedule and discussed RVC's progress, including the project's cost. Mr. Jenks noted that he will bring a budget update to the Board on a regular, quarterly basis. Discussion ensued.

## **3. Change Order Update**

Vice President Jenks provided an update on change orders. The first change order was for the Health Science Center for three change orders in the amount of \$505.00. The second change order was a credit coming back to RVC in the amount of <\$5,935.90>, this closed out the work on the Karl J. Jacobs Center for Science and Math (JCSM) new generator installation. The third change order was for closing out the Power Shed installation, and the fourth change order was for the security upgrade for \$2,822.29.

## **5. Rock Valley College Events Calendar**

Vice President Jenks reviewed the RVC Events Calendar and highlighted the end-of-the-week SMART Camp celebration, scheduled to take place at the Advanced Technology Center (ATC) on July 11, 2025, and the Robotics competition, set to occur in the Physical Education Center (PEC) on July 26, 2025.

### **New Business/Unfinished Business**

#### **1. New Business:**

Vice President Olson stated that the College received two grants up front and that RVC would need to return the money to the State of Illinois. Ms. Olson stated that the first grant to be refunded was the CTE Culinary grant for \$500,000, and the second grant to be refunded to the State of Illinois was the CTE Enrichment grant for \$359,000. Ms. Olson explained that the CTE Enrichment grant was used for the ATC SMART Camp. The College had multiple sources to pay for the SMART Camp, but was unable to utilize all of the funds before the end of the fiscal year. Discussion ensued.

#### **2. Unfinished Business:**

Dr. Spearman stated that Ms. Olson would provide a bond update, and then Mr. Jenks would speak about the tuck pointing going on at the main campus.

Ms. Olson stated that the bond sale was complete. Ms. Olson stated that on July 7, 2025, RVC received 14 bids, with a difference of 14 basis points, or 0.14%, between the lowest and highest bid. Ms. Olson stated that the estimated actual interest cost was projected at 3.51%, and the actual rate was 3.0%, resulting in a reduction in debt service obligations of \$1,132,000. This will save taxpayers money. Ms. Olson stated that RVC's last debt service payment will be on January 1, 2033, stating that RVC had a successful bond sale. Discussion ensued.

Mr. Jenks stated that in May 2025, Harris Masonry was approved to provide RVC with tuckpointing around the campus. Mr. Jenks stated that when RVC went to bid, there was a concern about the Stenstrom Student Center (SSC) bridge, and he had requested a 20% contingency due to the concerns with the SSC bridge. Mr. Jenks stated that one of the turrets on the bridge was failing and that the bridge had to be briefly closed to foot traffic. Mr. Jenks was appearing before the Board to discuss the action they wanted to take regarding the SSC bridge repair. Discussion ensued.

### **Adjourn to Closed Session**

At 6:57 p.m., Trustee Nelson made a motion, seconded by Trustee Trojan, to adjourn to closed session to discuss: 1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting per Section 2 (c) (1); and/or 2) The purchase or lease of real property for the use of the public body per Section 2 (c) (5), all in accordance with the Illinois Open meetings Act.

The motion was approved by a unanimous roll call vote.

### **Reconvene Open Session**

At 8:01 p.m., a motion was made by Trustee Trojan, seconded by Trustee Nelson, to adjourn the closed session and return to open session. The motion was approved by a unanimous roll call vote. No action was taken as a result of the closed session.

### **Next Regular Board of Trustees Meeting**

The next Regular Board of Trustees Meeting will be held on Tuesday, July 22, 2025, at 5:15 p.m., in the Performing Arts Room (PAR, Room 0214) of the Educational Resource Center (ERC) on the main campus.

### **Next Committee of the Whole Meeting**

The next Committee of the Whole Meeting will be held on Tuesday, August 12, 2025, at 5:15 p.m., in the Performing Arts Room (PAR, Room 0214) of the Educational Resource Center (ERC) on the main campus.

### **Adjourn**

At 8:05 p.m., a motion was made by Trustee Trojan, seconded by Trustee Nelson, to adjourn the meeting. The motion was approved by a unanimous roll call vote.

Submitted by: Tracy L. Luethje

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Dr. Jenna Goldsmith, Secretary

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Paul Gorski, Chairman



## FY2026 Enrollment Update

Board of Trustees Committee of the Whole – August 12, 2025

Term	Unduplicated Headcount				Credit Hours				Budget		Stretch	
	FY2025	FY2026	Change	% Change	FY2025	FY2026	Change	% Change	Budget	% to Budget	Goal	% to Goal
Summer II	1,857	2,180	323	17.39%	8,236	9,561.5	1,325.5	16.09%	7,900	121%	8,200	117%
Fall	4,316	4,723	407	9.43%	44,984.5	48,918.5	3,934	8.75%	52,400	93%	54,600	90%
<b>Subtotal (Summer II + Fall)</b>	<b>6,173</b>	<b>6,903</b>	<b>730</b>	<b>11.83%</b>	<b>53,220.5</b>	<b>58,480</b>	<b>5,259.5</b>	<b>9.88%</b>	<b>60,300</b>	<b>97%</b>	<b>62,800</b>	<b>93%</b>
Winterim									1,400		1,500	
Spring									48,800		51,000	
<b>Subtotal (Summer II + Fall + Winterim + Spring)</b>									<b>110,500</b>		<b>115,300</b>	
Summer I									4,500		4,700	
<b>Total</b>									<b>115,000</b>		<b>120,000</b>	

Sources: FY2026 Summer II and Fall Enrollment Tickers (08/05/2025)

### Important Dates:

- Summer II (8-Week & First 4-week) classes began, Monday June 16. Second 4-week session began Monday, July 14.
- Summer II classes ended Tuesday, August 5.
- Fall tuition payment deadline was Tuesday, July 29.
- Fall weekend classes begin Saturday, August 16.
- Fall weekday classes begin Monday, August 18.

Strategic Plan Update:  
Workforce Development Non-Credit Metrics Report Update  
FY2024 and FY2025



Board of Trustees Committee of the Whole Meeting  
August 12, 2025

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Dr. Hansen Stewart, Vice President of Career Technical Education and  
Workforce Development

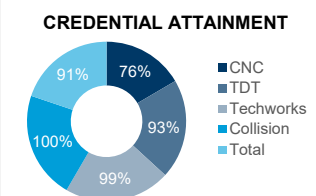
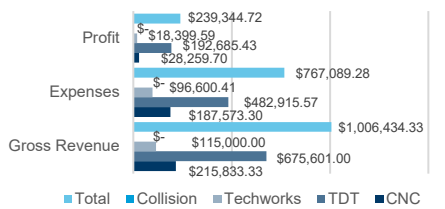
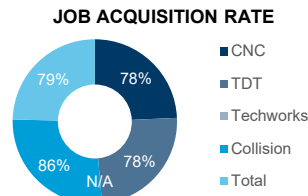
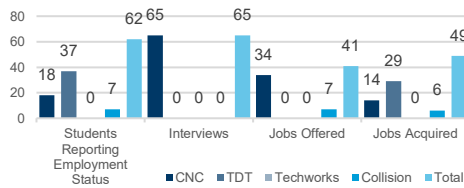
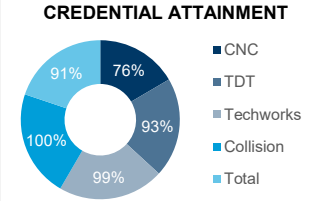
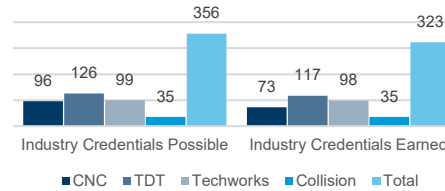
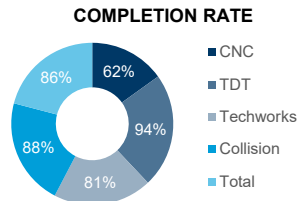
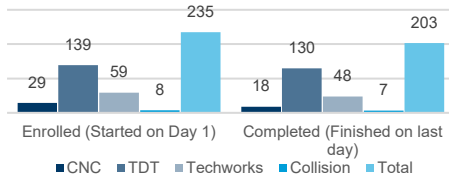
## Executive Summary of Non-Credit Workforce Development FY2024 and FY2025

- Non-Credit Workforce Development consists of Truck Driver Training, Collision Repair, CNC Machining, TechWorks, Customized Training and Development, Continuing Education (HCCTP-Highway Construction Careers Training Program), and Massage Therapy.
- During FY2023–FY2024, RVC engaged over 16 businesses/companies in Customized Training. In 2024-2025, several new companies were engaged for Customized Training, such as TH Foods, PCI Pharma, DSB Technologies, Wolter Inc., Taylor Freezer, and Forest City Gear, amongst others.
- Between FY2024 and FY2025, we offered 29 training sections and 46 training sections, respectively. 260 participants were trained in FY2024 and 341 in FY2025. Revenue was \$292,751 in FY2024 and \$318,224 in FY2025. This represents a 58% increase in training sections year over year. There was a 31% increase in students year over year and an 8% increase in revenue.
- CNC Machining had a starting enrollment of 29 students in FY2024 and 30 in FY2025. In FY2024, 18 students completed the program, and 24 students completed it in FY2025. In FY2024, 73 NIMS credentials were earned, and 74 in FY2025. In FY2024, there were a total of 65 interviews, while in FY2025, there were a collective 159 interviews. In FY2024, there were 34 jobs offered, and in FY2025, there were 41. In FY2024, the revenue was \$215,833.33, while in FY2025, the revenue was \$265,000.

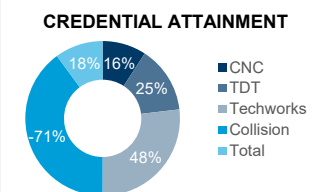
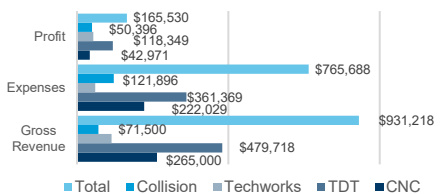
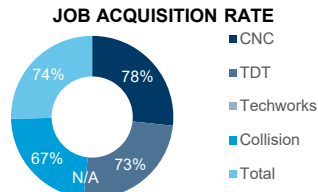
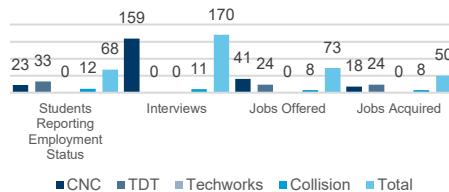
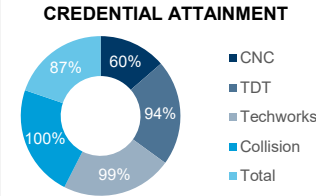
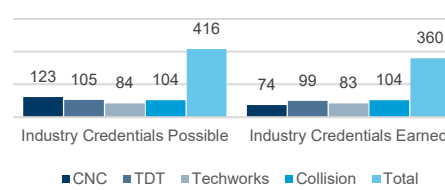
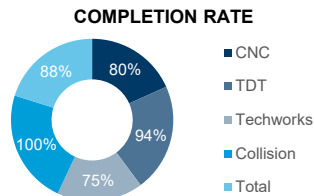
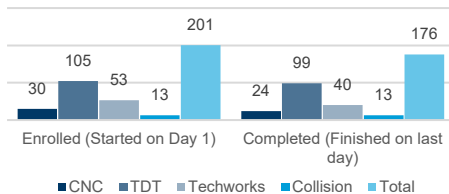
## Executive Summary of Non-Credit Workforce Development FY2024 and FY2025 (Continued)

- Truck Driver Training had a starting enrollment of 139 in FY2024 and 105 in FY2025. 130 students completed in FY2024 and 99 in FY2025. In FY2024, 117 students earned their CDL, and 99 earned their CDL in FY2025. 29 jobs acquired in FY2024 and 24 in FY2025. Gross revenue for FY2024 was \$675,601, and Total profit was \$192,685. In FY2025, gross revenue was \$479,718, and total profit was \$118,349.
- TechWorks occurs in the Winnebago County Jail. It saw a starting enrollment of 59 in FY2024 and 53 in FY2025. In FY2024, 48 people completed the program, and in FY2025, 40 people completed it. In FY2024, 98 NIMS credentials were earned, and in FY2025, 83 NIMS credentials were earned. Gross revenue was \$115,000 for FY2024 and \$115,000 for FY2025. In FY2024, the profit was \$18,399, and in FY2025, the profit was \$54,606.
- Collision Repair started off with eight students in FY2024 and 13 students in FY2025. Seven students completed in FY2024, and 13 students completed in FY2025. 35 certifications were obtained in FY2024, and 104 certifications were earned in FY2025. Six students acquired jobs in FY2024, and eight students acquired jobs in FY2025.

# Rock Valley College - Workforce Development FY2024 Dashboard



## ROCK VALLEY COLLEGE - WORKFORCE DEVELOPMENT FY2025 DASHBOARD



# Customized Training Growth

**July 2023 - June 2024**



**29: TRAINING SECTIONS**



**260: STUDENTS**



**\$292,751**



**July 2024-June 2025**



**46: TRAINING SECTIONS**



**341: STUDENTS**



**\$318,224**

**58%**

**INCREASE IN TRAINING  
SECTIONS YEAR OVER YEAR**

**31%**

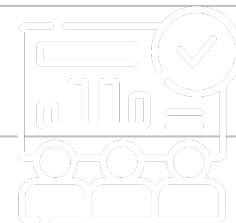
**INCREASE IN STUDENTS  
YEAR OVER YEAR**

**8%**

**INCREASE  
GROSS REVENUE**

# Customized Training Partners FY2023-FY2024

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• AEBI</li></ul>                       | <ul style="list-style-type: none"><li>• Mondelez</li></ul>                   |
| <ul style="list-style-type: none"><li>• AAR</li></ul>                        | <ul style="list-style-type: none"><li>• General Mills</li></ul>              |
| <ul style="list-style-type: none"><li>• RMTD</li></ul>                       | <ul style="list-style-type: none"><li>• Midwest Scale Company</li></ul>      |
| <ul style="list-style-type: none"><li>• Woodward</li></ul>                   | <ul style="list-style-type: none"><li>• Suter Company</li></ul>              |
| <ul style="list-style-type: none"><li>• Northwest Community Center</li></ul> | <ul style="list-style-type: none"><li>• Danfoss</li></ul>                    |
| <ul style="list-style-type: none"><li>• Modern Forge</li></ul>               | <ul style="list-style-type: none"><li>• KI Machining</li></ul>               |
| <ul style="list-style-type: none"><li>• Goodwill</li></ul>                   | <ul style="list-style-type: none"><li>• Treehouse Foods</li></ul>            |
| <ul style="list-style-type: none"><li>• Advanced Machine</li></ul>           | <ul style="list-style-type: none"><li>• Highland Community College</li></ul> |



# Customized Training Partners

## FY2024-FY2025

- TH Foods
- General Mills
- Danfoss
- Ipsen
- Mark's Tree Care
- PCI Pharma
- DSB Technologies
- Wolter Inc

- Taylor Freezer
- Slabaugh Services
- Forest City Gear
- Fire Dept. Coffee
- Pro Arc
- Highland Community College
- Woodward



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# Questions/Answers

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# Adult Education Federal Funding Update



Board of Trustees Committee of the Whole Meeting  
August 12, 2025

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Amanda Smith, Ed.D., Vice President of Academic Affairs

# Executive Summary

## **Current Programming**

Adult Education offers programming leading to a high school equivalency, as well as in English as a Second Language. Students in upper-level education are encouraged to consider transitioning to further education, either through credit or non-credit programming at RVC.

## **Proposed Programming**

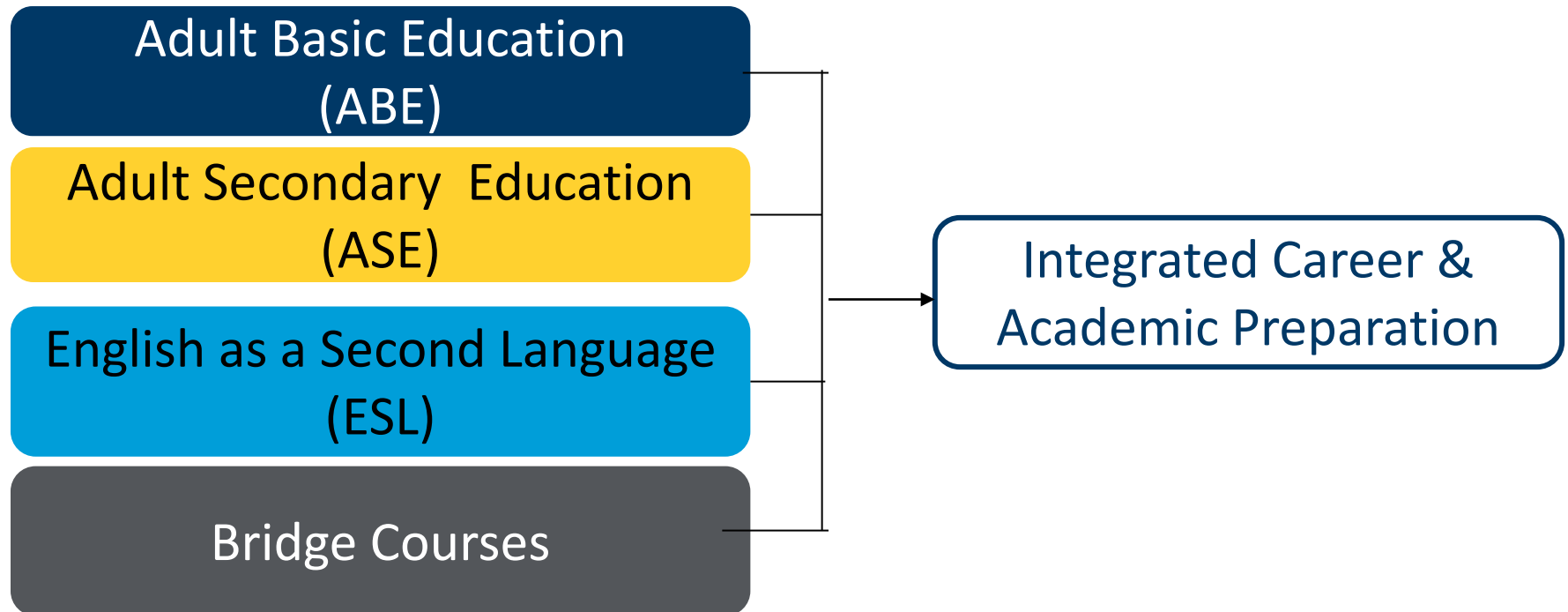
The program will be modified to place an emphasis on dual enrollment, allowing students the opportunity to improve their basic skills, leading to improved English language skills or a high school diploma at the same time they are pursuing a credential.

## **Funding**

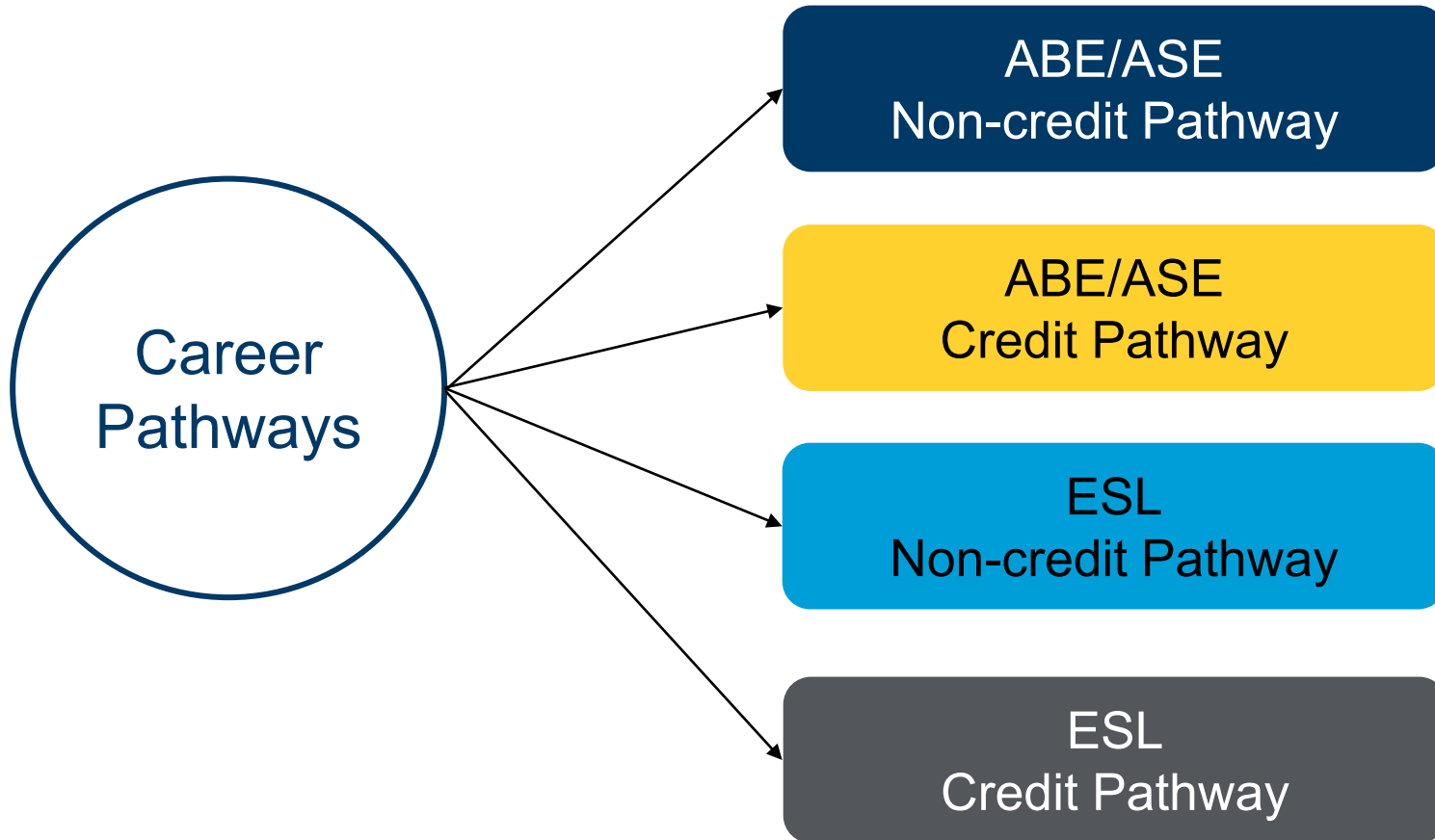
Currently, the program is primarily funded through grant funding. The amount and length of classes rely on the funding received through state and federal grants. As federal and state grants diminish, the College is in a position to fully fund the program.

# Current Programming

Programming is offered, leading to a high school equivalency, and in English as a Second Language. Students progress through their education and consider transitioning to further education at the end of their studies.



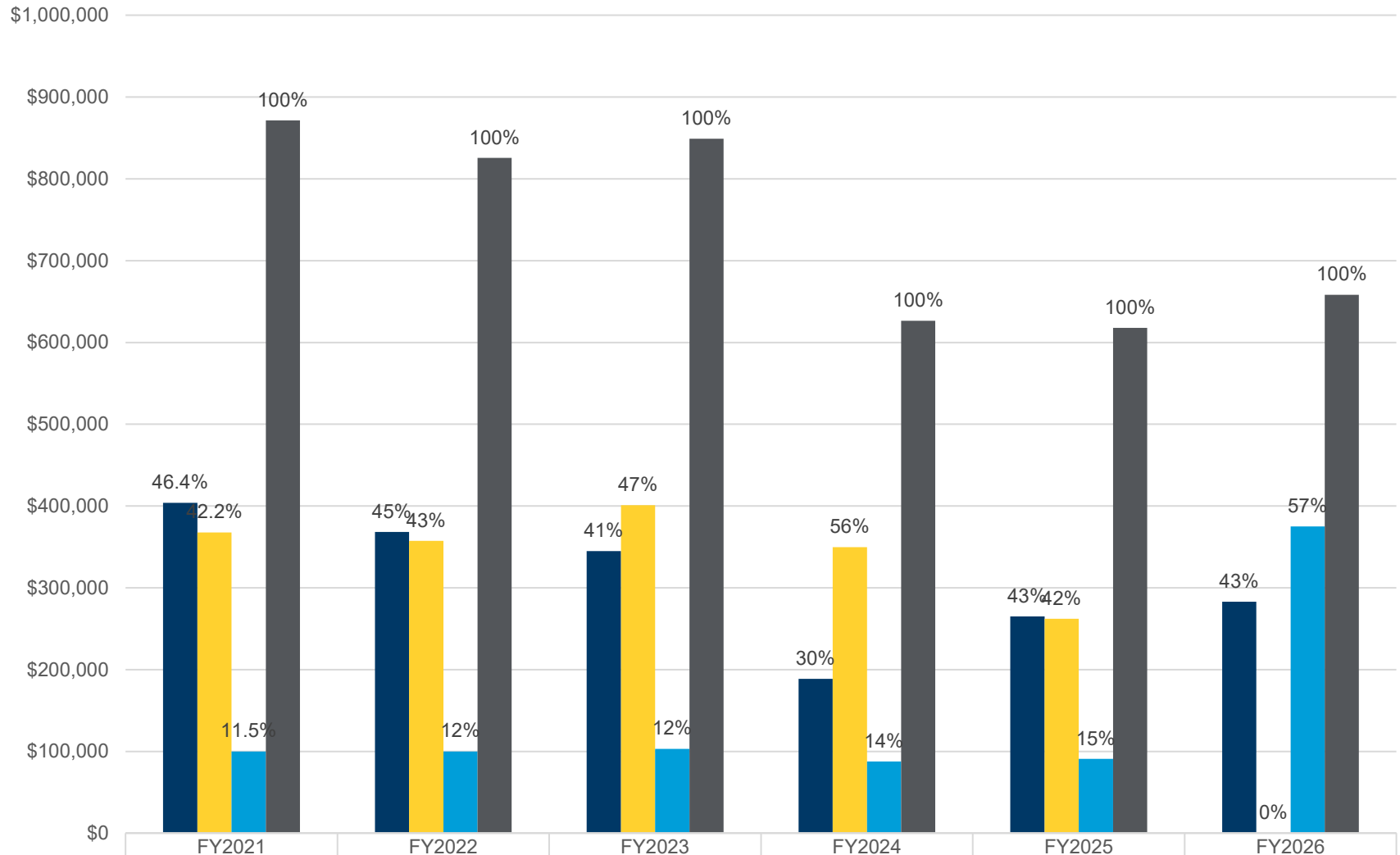
# New Programming



# Funding

- RVC has offered Adult Education courses for over 48 years, funded primarily through grant funding. The funding has decreased year-over-year, causing programming to be diminished.
- The College is adjusting to the decrease in federal funding and plans to increase efficiencies through a restructuring of the program. This blended approach of state, federal, and institutional funds will allow the program to be nimble in its response to community needs.

## Adult Education Funding by Source



■ State Funding	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026
■ Federal Funding	\$404,044.00	\$368,179.00	\$345,015.00	\$188,873.00	\$264,997.00	\$283,122.00
■ Institutional Funding	\$367,581.00	\$357,372.00	\$401,066.00	\$349,873.00	\$262,040.00	\$-
■ Institutional Funding	\$100,000.00	\$100,000.00	\$103,000.00	\$87,612.25	\$90,859.50	\$375,161.32
■ TOTAL	\$871,625.00	\$825,551.00	\$849,081.00	\$626,358.25	\$617,896.50	\$658,283.32

# Music Program Update



Board of Trustees Committee of the Whole Meeting  
August 12, 2025

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Amanda Smith, Ed.D., Vice President of Academic Affairs



# Executive Summary

The music program contributes to the broader mission of the college by fostering creativity, teamwork, and critical thinking - skills that are valuable not only in music but also in a wide range of other disciplines and future careers. By offering students a chance to study music from diverse traditions and genres, including non-Western music, the program supports the college's commitment to providing a well-rounded education that prepares students for the complexities of the world.



# Music Department Faculty

Christopher A. Joyner



Professor of Music  
Choral Director

Thomas S. Stein



Adjunct Instructor  
Jazz Ensemble Director

Jeremiah J. Kramper



Adjunct Instructor  
Concert Band Director

## **New Faculty:**

The teaching team is expanding by adding new adjunct instructors to meet student demand, including acclaimed teacher and composer Dr. Keith Hampton, who brings deep experience and energy to the program.



# Music Department Programming



Rock Valley College

**Concert Band  
Spring Concert**

*FOR LOVE, WAR AND COMEDY*

Thursday, April 24, 2025  
Performance | 7:00pm

Rock Valley College | Main Campus  
Education Resource Center (ERC)  
Performing Arts Room (PAR)

Director: Jeremiah Kramper

Rock Valley College  
[RockValleyCollege.edu/Music](http://RockValleyCollege.edu/Music)

The poster features a vertical strip of five images on the left: a Zappa album cover, a landscape with a blue sky, a classical painting of figures, the NASA logo with the text 'National Aeronautics and Space Administration', and a photograph of a large, ornate building.



**Spring  
CONCERT**

Rock Valley College  
Chorus • Jazz Band • Gospel Choir

Saturday, April 22 • 6 pm  
RVC Student Center Atrium

The poster has a blue background with white musical notes and a large, stylized yellow 'S' for 'Spring'.

## *Classes*

Take engaging classes such as music fundamentals, music literature, American music, and class piano. No prerequisites, and most music courses satisfy the humanities requirement of the associate degree.

## *Ensembles*

Earn college credit for participation in one of our ensembles. We offer chorus, band, jazz band, and orchestra. There is no audition required to participate.

## *Concerts*

The Music Department offers opportunities to perform throughout the academic year in concerts, masterclasses, and festivals. All performances are free and open to the public.

# Enrollment Trends & Projections

Students enrolling in music classes are pursuing an Associate of Arts degree, with music classes as elective classes.

The enrollment in the music program was affected by COVID-19, resulting in a decline in enrollment. It has taken some time to regrow the program, with FY2025 showing higher enrollment than the previous four years. Such growth is expected to continue.

Program	FY2021	FY2022	FY2023	FY2024	FY2025	Projected
Music	480	453	413	399	488	561



# Student Engagement

## **Strong Student Engagement:**

We've seen great student response across the board, from classes to concerts, and there's strong enthusiasm for new course offerings and performance opportunities.



# Highlights

## Community & Campus Engagement:

Our ensembles have been actively performing both on and off campus, through department concerts and as special guests at major college events like Sankofa, Black History Month, and Commencement.

New working relationships are being established with the Rock Valley Master Chorale and the music department at Rockford University, which opens additional performance and collaboration opportunities for the future.





# Highlights (Continued)

## Recruitment & Outreach:

Professor Joyner adjudicates choirs and solo/ensemble performances throughout the Rockford area, Northern Illinois, and Chicago, helping raise the department's visibility and strengthen connections.



# Highlights (Continued)

## Festival Revamp:

Our annual jazz festival has been reimagined as the RVC Music Festival.

- Jazz will continue to be a central focus every other year.
- Alternating years will spotlight other musical styles and student-led ensembles, giving us more flexibility and broader appeal.





# Looking Ahead

## **New Course Development:**

We're currently developing new courses based on student interests and workforce/transfer needs. These include guitar and percussion techniques, applied voice, Music Business, and Songwriting.

## **Curriculum Alignment:**

A review of the music curriculum is underway to ensure stronger alignment with transfer pathways and evolving music industry standards.

## **Ensemble Expansion:**

Based on student feedback, we're planning to introduce new ensembles that reflect diverse musical interests, including a Gospel Choir, to offer more inclusive and relevant experiences.



**Purchase Report-A - FY2026 Purchases**

Recommendation: Board approval for items marked with an asterisk.

**A. Grounds – (Capital Expense)****Team REIL****Union, IL****\$837,971.04\*(1)****Not to exceed**

1. This expense is for the base groundwork and field preparation for a new turf installation for the RVC Soccer Field. This includes the site work and all necessary preparation of the field for the installation of the turf. The Sourcewell consortium awarded Team REIL a contract for the installation of the base construction work. The contract number is IL-R1-GC-122122-TRI through competitive bidding. This price includes a 5% contingency. The overall cost of the project for all three fields was previously approved at the July 22, 2025, Regular Board Meeting.

*The College may participate in joint purchases by governmental units pursuant to 110 ILCS 805/3-27.2.*

FY2026 Capital Expense

**B. Grounds – (Capital Expense)****Fieldturf USA****Chicago, IL****\$555,052.30\*(2)****Not to exceed**

2. This expense is for the turf material and installation of the turf on the prepared groundwork for the RVC Soccer Field. The Sourcewell consortium awarded a contract for the turf material and the final installation of the product. The contract number is #031622-FTU through competitive bidding. This price includes a 5% contingency. The overall cost of the project for all three fields was previously approved at the July 22, 2025, Regular Board Meeting.

*The College may participate in joint purchases by governmental units pursuant to 110 ILCS 805/3-27.2.*

FY2026 Capital Expense

**Purchase Report-A - FY2026 Purchases****C. Professional Services – (Other Contractual Services – Board of Trustees)**

<b>Studer Education</b>	<b>Littleton, CO</b>	<b>\$129,390.00*(3)</b>
		<b>Not to exceed</b>

3. This expense is for the professional development partnership and services provided by Studer Education as approved on Board Report #8302 on July 22, 2025. This is the first year of a two-year professional agreement with Studer Education, which includes two additional one-year extension options. These professional development services will align with the College's Strategic Plan and will prepare the College for developing and advancing the new Strategic Plan in 2027. This is a not to exceed.

*This is exempt from Bid under the Illinois State Statute (110 ILCS 805/3-27.1)*

*Exemption A: Contracts for the services of individuals possessing a high degree of professional skill where the ability or fitness of the individual plays an important part.*

FY2026 Budgeted Expense

**D. Automotive Lifts – (Capital – Downtown West New Facilities)**

<b>Standard Industrial Inc.</b>	<b>Hanover Park, IL</b>	<b>\$ 742,500.00*(4)</b>
		<b>Not to exceed</b>

Midwest Millwright Services	Rockford, IL	\$1,098,394.00
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4. This expense is for the equipment and installation of automotive lifts at the Downtown Training Center. Bid #25-17-D08 Automotive Lifts for Downtown Campus received two (2) submittals, which were opened on Wednesday, July 30, 2025. These lifts will be used by the Automotive Department and Collision Repair. Standard Industrial Inc. was the lowest responsible bidder, and this award is recommended in coordination with Ringland-Johnson Construction as the Construction Manager at Risk for the project. The recommended amount includes a 10% contingency and is a not to exceed.

FY2026 Capital Expense

**E. Computer Equipment – (Information Technology – Office Computer Equipment)**

<b>TBD</b>	<b>TBD</b>	<b>\$TBD.00*(5)</b>
		<b>Not to exceed</b>

5. This expense is for new computer equipment as part of the College's ongoing lifecycle replacement project. Microsoft will end support for Windows 10 on October 14, 2025, and many existing devices cannot run Windows 11. This purchase replaces unsupported equipment. RFP #25-04 Computer Equipment for Lifecycle received (TBD#) submittals, which were opened on Friday, August 8, 2025. The selected vendor is the lowest responsible bidder.

FY2026 Budgeted Expense

**Purchase Report-A - FY2026 Purchases****F. Grant Expense – (Other Contractual Services – SCC4)**

<b>McHenry Community College</b>	<b>Crystal Lake, IL</b>	<b>\$1,061,468.00*(6)</b>
		<b>Not to exceed</b>

6. This expense is part of the sub-awards for the Strengthening Community Colleges (SCC) Grant for the grant period that ends April 30, 2028. RVC is partnering with McHenry Community College and Highland Community College to develop workforce training programs aligned with local and regional labor market needs through enhanced collaboration with employers. This is a not to exceed. The sub-award agreement was approved at the July 22, 2025, Regular Board meeting.

*This is exempt from Bid under the Illinois State Statute (110 ILCS 805/3-27.1)*

*Exemption L: Contracts for goods or services which are economically procurable from only one source*

FY2026 Grant Expense

**G. Grant Expense – (Other Contractual Services – SCC4)**

<b>Highland Community College</b>	<b>Freeport, IL</b>	<b>\$1,060,899.00*(7)</b>
		<b>Not to exceed</b>

7. This expense is part of the sub-awards for the Strengthening Community Colleges (SCC) Grant for the grant period that ends April 30, 2028. RVC is partnering with McHenry Community College and Highland Community College to develop workforce training programs aligned with local and regional labor market needs through enhanced collaboration with employers. This is a not to exceed. The sub-award agreement was approved at the July 22, 2025, Regular Board meeting.

*This is exempt from Bid under the Illinois State Statute (110 ILCS 805/3-27.1)*

*Exemption L: Contracts for goods or services which are economically procurable from only one source*

FY2026 Grant Expense

**Purchase Report-A - FY2026 Purchases**

H. <u>Professional Services – (Other Contractual Services – Starlight Theatre)</u>		
<b>Associated Controls + Design</b>	<b>Indianapolis, IN</b>	<b>\$72,768.00*(8)</b>
		<b>Not to exceed</b>

8. This expense is for repair services for Starlight Theatre. The loft blocks and wire supporting the lighting system need replacement. Additionally, maintenance is required to rebuild the motors powering the rigging equipment, and some arbor shoes need replacement. This is a not to exceed and includes a 10% contingency.

*This is exempt from Bid under the Illinois State Statute (110 ILCS 805/3-27.1)*

*Exemption A: Contracts for the services of individuals possessing a high degree of professional skill where the ability or fitness of the individual plays an important part.*

FY2026 Budgeted Expense

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Howard J. Spearman, Ph.D.  
President

Board Approval: \_\_\_\_\_  
Secretary, Board of Trustees

**ROCK VALLEY COLLEGE**  
Cash and Investment Report  
July 31, 2025

	<u>Month End Balance</u>
<u>Operating Cash Accounts</u>	
Illinois Bank & Trust	3,826,980
PMA Operating Cash	11,535,939
Petty Cash	7,665
ISDLAF*	23,154,729
Total Operating Cash:	<u>38,525,314</u>
<u>Operating Investments Accounts</u>	
PMA Operating	43,740
ISDLAF*	1,343,208
CD's and CDARS	45,728,019
Treasuries	13,138,163
ISDLAF Term Series	7,500,000
Total Operating Investments:	<u>67,753,130</u>
<b>Total Operating Cash &amp; Investments:</b>	<b><u>106,278,443</u></b>
<hr/>	
<b>Total Operating Cash and Investments on June 30, 2025</b>	<b><u>106,950,507</u></b>
<b>Total Operating Cash and Investments on July 31, 2025</b>	<b><u>106,278,443</u></b>
<b>Total Operating Cash and Investments on July 31, 2024</b>	<b><u>94,170,928</u></b>
<b>% of Operating Budget</b>	<b><u>99.54%</u></b>
<b>Change in Operating Cash and Investments since June 30, 2025</b>	<b><u>(672,064)</u></b>

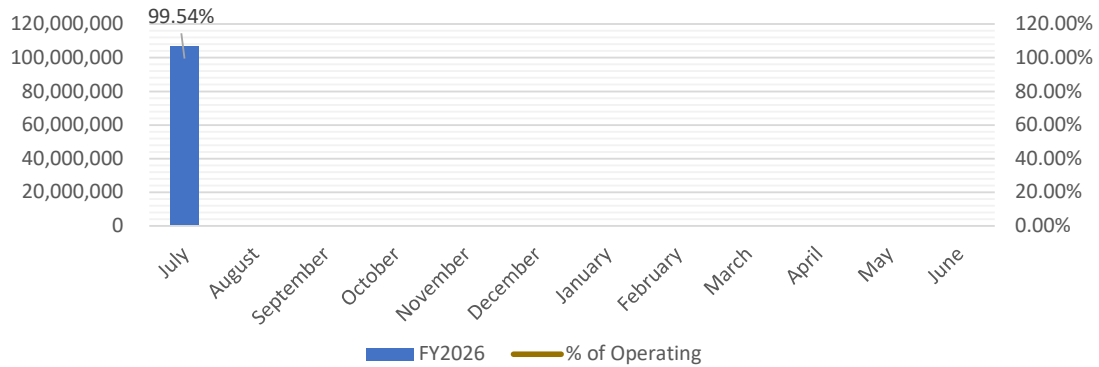
\*Illinois School District Liquid Asset Fund

	<u>Month End Balance</u>
<u>Working Cash Accounts</u>	
ISDLAF*	1,859,621
Total Working Fund Cash:	<u>1,859,621</u>
<hr/>	
<b>Total Working Cash Funds on June 30 , 2025</b>	<b><u>2,400,378</u></b>
<b>Total Working Cash Funds on July 31 , 2025</b>	<b><u>1,859,621</u></b>
<b>Change in Working Cash Funds since June 30, 2025</b>	<b><u>(540,757)</u></b>

\*Illinois School District Liquid Asset Fund

	<u>Month End Balance</u>
<u>Capital Funds</u>	
Debt Service	7,495,920
Life Safety	3,927,688
CDB Escrow	19,912,424
Building Funds	50,849,364
Total Capital Funds:	<u>82,185,396</u>
<hr/>	
<b>Total Capital Funds on June 30, 2025</b>	<b><u>80,801,115</u></b>
<b>Total Capital Funds on July 31, 2025</b>	<b><u>82,185,396</u></b>
<b>Change in Capital Funds since June 30, 2025</b>	<b><u>1,384,281</u></b>

### Operating Cash Balance and % Coverage of FY'26 Operating Budget



Month / Year	Cash & Investments	Capital	Total
July 2025	106,278,443	82,185,396	188,463,840
July 2024	94,170,928	18,966,575	113,137,503
June 2025	106,950,507	80,801,115	187,751,622
June 2024	95,190,321	18,733,561	113,923,882
May 2025	103,733,777	73,618,424	177,352,201
May 2024	87,363,344	13,008,319	100,371,663
April 2025	99,245,776	70,778,111	170,023,887
April 2024	86,332,941	12,124,823	98,457,764
March 2025	95,499,192	23,655,986	119,155,178
March 2024	86,836,088	12,144,016	98,980,104
February 2025	93,595,008	23,564,036	117,159,044
February 2024	88,191,264	12,055,291	100,246,555
January 2025	97,793,062	23,489,305	121,282,367
January 2024	89,622,418	12,080,229	101,702,648
December 2024	97,836,468	22,888,518	120,724,986
December 2023	86,619,649	12,022,984	98,642,633
November 2024	86,593,948	34,956,285	121,550,233
November 2023	87,396,331	20,349,393	107,745,724
October 2024	86,909,426	36,439,132	123,348,557
October 2023	86,279,617	20,962,436	107,242,052
September 2024	88,096,984	36,073,771	124,170,755
September 2023	88,021,757	19,753,543	107,775,300
August 2024	81,392,300	31,630,251	113,022,551
August 2023	85,365,989	18,758,217	104,124,206
July 2024	94,170,928	18,966,575	113,137,503
July 2023	82,104,819	17,993,199	100,098,019

Rock Valley College  
Quarterly Purchase Activity Report  
4th Quarter FY2025  
Items between \$10,000 to \$25,000

**New Blanket Purchase Orders**

BPO #	BPO Date	Vendor Name	Fund	Original Amount
B0012208	04/02/2025	APCO Graphics Inc	02	\$23,500.00
B0012237	06/27/2025	ACC Business	02	\$10,000.00
B0012238	06/27/2025	A T & T	02	\$15,000.00
B0012240	06/27/2025	Central Management Services	02	\$20,000.00

**Amended Blanket Purchase Orders**

BPO #	BPO Date	Vendor Name	Fund	Original Amount	BPO New Total	BPO Maintenance Date
B0012172	1/30/2025	B & R Bleachers	12	\$15,000.00	\$15,891.00	06/25/2025
B0011768	7/5/2024	YBP Library Services	01	\$15,000.00	\$15,100.00	05/19/2025
B0011816	7/10/2024	Bennie's Dry Cleaning	05	\$9,651.00	\$10,667.50	06/30/2025
B0011887	7/25/2024	Pepsi Cola Co	05	\$9,500.00	\$12,545.24	06/30/2025
B0011888	7/25/2024	Nothing Bundt Cakes	05	\$9,000.00	\$14,000.00	04/03/2025
B0011896	7/29/2024	Grainger	02	\$17,000.00	\$18,000.00	06/04/2025
B0011898	7/29/2024	Menard's	02	\$10,000.00	\$10,919.00	06/30/2025
B0011904	7/29/2024	Full Compass Systems Ltd	05	\$10,000.00	\$10,208.67	06/30/2025
B0011915	7/30/2024	Speedy Metals LLC	01	\$9,000.00	\$13,480.00	05/20/2025
B0012065	8/12/2024	Uni-Systems Engineering, Inc.	12	\$17,500.00	\$18,370.00	04/28/2025
B0012068	8/12/2024	Automatic Fire Systems	02 and 12	\$21,150.00	\$21,450.00	04/03/2025
B0012077	8/12/2024	Rush Power Systems LLC	02	\$20,000.00	\$22,741.00	06/04/2025
B0012082	8/12/2024	Central Management Services	02	\$15,000.00	\$18,500.00	06/02/2025
B0012100	8/15/2024	Global Water Technology Inc	02	\$8,000.00	\$11,513.00	04/25/2025
B0012106	8/22/2024	Lowe's Home Improvement	05	\$10,000.00	\$10,107.42	06/24/2025
B0012132	9/26/2024	Precision Sports Training LLC	05	\$16,500.00	\$18,800.00	05/27/2025
B0012145	10/23/2024	John Morrissey Accountants	06	\$14,175.00	\$24,228.75	06/02/2025
B0012159	12/5/2024	Amazon Inc	05	\$4,000.00	\$13,670.00	06/30/2025
B0012160	12/6/2024	Jostens Inc	01	\$22,920.65	\$23,686.46	05/22/2025



**New Purchase Orders**

PO #	PO Date	Vendor Name	Fund	Amount
P0050838	04/10/2025	Dentsply Sirona Inc	06	\$24,617.36
P0050864	04/16/2025	Proserv Aviation Holdings LLC	01	\$23,806.80
P0051256	06/06/2025	Entre Computer Solutions	01	\$22,911.43
P0050974	05/05/2025	Pitney Bowes, Inc.	01	\$22,611.43
P0050940	04/30/2025	Barbizon Lighting Company	31	\$19,069.70
P0051124	05/22/2025	Rock River Ford	01	\$18,282.70
P0051301	06/12/2025	VirtualPaint Products LLC	05	\$17,700.00
P0051300	06/12/2025	Music Equipment Rental Inc	05	\$16,370.00
P0051261	06/06/2025	C D W Government Inc	06	\$16,247.04
P0051259	06/06/2025	Vex Robotics Inc	06	\$14,999.94
P0051133	05/22/2025	Com Ed	03	\$14,845.06
P0051280	06/10/2025	Entre Computer Solutions	03	\$14,616.00
P0050873	04/21/2025	Troy Lee Excavating, Inc	02	\$13,450.00
P0051024	05/12/2025	Rock River Ford	01	\$13,282.70
P0050957	05/01/2025	Hartwig Miechanical LLC	02	\$11,850.00
P0050960	05/01/2025	CCSSE	01	\$11,700.00
P0050841	04/10/2025	C D W Government Inc	01	\$11,198.46
P0051028	05/13/2025	Simplichek Inc	01	\$10,450.00
P0050866	04/16/2025	Elevated Safety LLC	05	\$10,200.00
P0050869	04/21/2025	Hobbs Dock & Doors	02	\$10,084.00

**Amended Purchase Orders**

PO #	PO Date	Vendor Name	Fund	Original Amount	PO New Total	PO Maintenance Date
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None to report

**Amendment to Board Policy 3:20.010  
Job Posting and Hiring  
Second Reading**

**Background:**

The attached Amendment to Board Policy 3:20.010 revises the current policy to clarify how Personnel Reports are processed by the Board.

Board Policy 3:20.010 gives the President the authority to approve new hires and to assign employee start dates. The Policy also provides that the Board is to approve such reports, thereby creating an inconsistency. Based upon discussions with the Board Chair and Board Attorney, the Administration is recommending that the Board amend Board Policy 3:20.010 to clarify that the Board does not need to take action to approve such Personnel Reports and to have the reports be informational.

**Recommendation:**

It is recommended that the Board of Trustees approves the amendment to Board Policy 3:20.010 (Job Posting and Hiring) forthwith.

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Howard J. Spearman, Ph.D.  
President

Board Approval: \_\_\_\_\_  
Secretary, Board of Trustees

# Rock Valley College

## RVC Board Policy 3:20.010

### Job Posting and Hiring (Second Reading)

It is the policy of Rock Valley College to employ the most qualified candidate for vacant positions. Regular full-time and continuous part-time positions will be posted upon approval to fill a vacancy. Vacant positions will be consistently advertised internally and externally to ensure that employees and other interested individuals are notified regarding employment opportunities at the College. Applications will be accepted through an electronic process. Rock Valley College is an Equal Employment Opportunity College and will comply with all applicable federal and state laws when posting and filling vacant positions.

The President shall have the authority to approve new hires and to assign employment start dates. Should the President determine that it is in the best interests of the College to alter the full-time or continuous part-time position counts beyond the approved budget, the Board of Trustees shall be consulted in advance of any hiring.

This Policy will be administered consistent with 110 ILCS 805/3-42 and the College's collective bargaining agreement obligations, where applicable.

**Reference:** Board Report #6328; Board Report #8306

**Implemented:** April 4, 2006

**Revised:** April 8, 2014; July 22, 2025

# Rock Valley College

## RVC Board Policy 3:20.010

### Job Posting and Hiring

It is the policy of Rock Valley College to employ the most qualified candidate for vacant positions. Regular full-time and continuous part-time positions will be posted upon approval to fill a vacancy. Vacant positions will be consistently advertised internally and externally to ensure that employees and other interested individuals are notified regarding employment opportunities at the College. Applications will be accepted through an electronic process. Rock Valley College is an Equal Employment Opportunity College and will comply with all applicable federal and state laws when posting and filling vacant positions.

The President shall have the authority to approve new hires and to assign employment start dates. Should the President determine that it is in the best interests of the College to alter the full-time or continuous part-time position counts beyond the approved budget, the Board of Trustees shall be consulted in advance of any hiring.

This Policy will be administered consistent with 110 ILCS 805/3-42 and the College's collective bargaining agreement obligations where applicable.

Reference: Board Report #6328; Board Report #8306

Implemented: April 4, 2006

Revised: April 8, 2014; July 22, 2025

**Deleted:** The Board shall approve the personnel report at each regular Board meeting via a Board report.

**Farm Lease Agreement**

**Background:** Rock Valley College is the owner of the property located at 1400 Big Thunder Blvd., Belvidere, IL 61008, and identified as PINs 0523303001 and 0523303002 (the "Property"). Mark Huntington seeks to lease and farm the Property. In consideration of the lease, Mark Huntington will pay \$800.00 annually to lease the Property, and Rock Valley College will be relieved of the obligation to mow and maintain the Property, which has historically cost Rock Valley College \$8,000.00 annually.

**Recommendation:** It is recommended that the Board of Trustees approves the Farm Lease Agreement for the property located at 1400 Big Thunder Blvd., Belvidere, Illinois, between Mark Huntington and Rock Valley College. The Agreement will commence on April 1, 2026. **Attorney Reviewed.**

\_\_\_\_\_  
Howard J. Spearman, Ph.D.  
President

Board Approval: \_\_\_\_\_  
Secretary, Board of Trustees

Attachment: Rock Valley College 1400 Big Thunder Blvd., Belvidere, IL 61008 Farm Lease Agreement

## FARM LEASE AGREEMENT

THIS FARM LEASE AGREEMENT ("Lease") is made and entered into this \_\_\_\_\_ day of August, 2025, by and between Rock Valley College ("Lessor") and Mark Huntington ("Tenant"), each of the foregoing sometimes referred to herein as the Parties.

### **Names of Parties.**

Lessor(s) (Insert Landowner's exact name): Rock Valley College,  
whose mailing address is 3301 N Mulford Road, Rockford IL, 61114

and

Lessee(s) (Insert Tenant's exact name): Mark Huntington,  
whose mailing address is 4908 Squaw Prairie Rd., Belvidere, IL 61008,

In consideration of the following covenants and promises, the sufficiency of which is acknowledged by the Parties, Lessor agrees to lease to Tenant the farm property described herein and upon the terms and conditions specifically set forth as follows:

1. **The Farm Property.** The property subject to this lease consists of 10 acres, plus or minus, 8, plus or minus, acres of which is farmable land located at 1400 Big Thunder Blvd, Belvidere, Illinois, and identified as PIN No. 0523303001 and 0523303002 (hereinafter the "Farm Property").
2. **Lease and Term.** The Lessor leases to the Tenant, to occupy and use for farming purposes only, the Farm Property together with all improvements thereon, if any, belonging to the Lessor. The term of this Lease shall be from April 1, 2026 to April 1, 2027. Any extensions of the term must be in writing and signed by both Parties. The Parties understand that extensions of this Lease must be approved by the Lessor's Board of Trustees.
3. **Rent.**
  - a. Tenant shall pay rent to Lessor in an annual amount equal to \$800.00, which amount shall cover the one-year term of this Lease. Accordingly, the total rent for the one-year term shall be \$800.00.
  - b. Tenant shall deliver one hundred percent (100%) of the rent amount to Lessor, no later than April 1st of each year, or at the date of the lease approval.
4. **Tenant agrees:**
  - a. To be responsible for all costs necessary for farming the Farm Property, including the cost of all equipment, labor, fuel, seed, fertilizer, and any other expenses.

- b. To cultivate the Farm Property in a timely, thorough, and businesslike manner, including (a) Preventing, so far as reasonably possible, noxious weeds (defined by Illinois) and other weeds from going to seed and (b) Preventing unnecessary waste, loss, or damage.
- c. To maintain the soil pH at 6.0 or higher (not to exceed a pH of 6.8) and to maintain soil fertility levels. Tenant will apply limestone as appropriate to maintain this minimum pH level and will apply N, P, and K fertilizers at rates that, at a minimum, will replace the net N, P, and K expected to be used by the crops to be grown.
- d. To implement soil erosion control practices and other conservation measures as may be necessary to comply with any soil loss standards mandated by the local, state and federal agencies and other conservation compliance requirements of federal farm programs.
- e. To utilize the land for farming purposes only and to not store, leave, or place any equipment, machinery, or any other property on the land. Any property left on the land will be the responsibility of the tenant to remove.
- f. To provide to Lessor the product name, amount, date of application and location of application of all pesticides and fertilizers used on the Farm Property, along with a copy of the SDS sheets for the product utilized.

**5. Lessor shall be responsible for:**

- a. Any and all land improvements which may only be performed by the Lessor or its agents.
- 6. Possession.** Tenant shall yield possession and turn the Farm Property over to Lessor at the end of the Lease term in the same reasonable condition as when Tenant took possession of the Farm Property, except as damaged by flood, fire, tornado, or other natural disaster.
- 7. No Encumbrances.** Tenant shall keep the Farm Property free from any and all liens arising out of any work or farming performed, materials furnished, or obligations incurred by or under Tenant. Tenant agrees to indemnify, defend and hold Lessor harmless from and against any and all actions, including the costs of suit and attorneys' fees, incurred by Lessor in connection with the clearance or defense of any such lien if such lien being placed on Farm Property as a result of Tenant's action.
- 8. Property Taxes.** **Tenant** will be responsible for the payment of any property taxes incurred on the Farm Property.
- 9. Lessor's right of entry.** The Lessor reserves the right personally or by agents, employees, or assigns to enter upon the Farm Property at any reasonable time to view the premises, work or make repairs or improvements thereon, take soil tests, develop mineral resources, and, if the lease term has not been extended and following severance of crops, to conduct

fall tillage, make seedings, glean corn, apply fertilizers, and perform any other operation necessary to good farming by the succeeding Tenant.

10. **Assignment and Subletting.** Tenant shall not assign, transfer, or otherwise convey this Lease, or any rights or interests therein, and shall not sublet the premises or any part thereof without first obtaining the express written consent of Lessor for the same.
11. **Burn or Bury.** Tenant shall not burn or bury any materials on the farm nor store or dispose of chemicals or empty chemical containers on the property nor enter into any contract, or other business arrangement that alters rights in the Lessor-Owner's security interest, right of entry, default or possession.
12. **Indemnification of Lessor/Waiver of Claims.** Tenant agrees to indemnify, defend and hold Lessor harmless from and against any and all claims or liability for any injury or damage to any person or property as a result of Tenant's activities on the Farm Property during the term of this Lease.
13. **Insurance.** Tenant shall procure and maintain through an insurance company or companies licensed to conduct business in Illinois insurance with coverage and limits as specified below:

Commercial General Liability – Per Occurrence	\$1,000,000
Commercial General Liability – Aggregate	\$2,000,000
14. **Governing Law.** This Lease shall be governed by and interpreted pursuant to the laws of the State of Illinois. Any action brought by Lessor or Tenant with respect to this Lease shall be brought in the Circuit Court of Boone County, Illinois.
15. **Hunting.** No hunting will be allowed on the Farm Property.
16. **Crops.** No illegal crops shall be planted on the Farm Property. This includes cannabis or other related plant.
17. **Lessor Liability.** The Lessee-Tenant acknowledges the hazards of operating a farm, and assumes all risk of accidents personally as well as for family, employees, or agents in pursuance of farming operations, or in performing repairs on improvements.

[CONTINUED ON NEXT PAGE]



IN WITNESS THEREOF, the Parties have voluntarily entered into this Lease Agreement on or about the dates set forth below.

**LESSOR**

Rock Valley College

**TENANT**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

DRAFT

## **EXHIBIT A**

Parcel I: Lots Two (2) and Three (3) as designated upon the Plat of Big Thunder, being a Subdivision of part of the Southwest Quarter (1/4) of Section 23, Township 44 North, Range 3 East of the Third Principal Meridian, according to the Plat thereof recorded October 16, 1994 as Document No. 94-7489, Envelope 142-B in the Recorder's Office of Boone County, Illinois; situated in the County of Boone and State of Illinois.

Parcel II: NON-EXCLUSIVE 30' CIRCULATION AND UTILITY EASEMENT for the benefit of PARCEL I as created by the Plat of Big Thunder, being a Subdivision of part of the Southwest Quarter (1/4) of Section 23, Township 44 North, Range 3 East of the Third Principal Meridian, according to the Plat thereof recorded October 16, 1994 as Document No. 94-7489, Envelope 142-B in the Recorder's Office of Boone County, Illinois; situated in the County of Boone and State of Illinois.

**Personnel Report**

**Recommendation:** The Board of Trustees approves the following personnel actions:

If Board Policy 3:20.010 Job Posting and Hiring is approved, the above recommendation will be removed from the Personnel Report.

**A. Appointments**

\_\_\_\_\_, Director of Nursing, ADM, Grade P, \$\_\_\_\_\_, effective \_\_\_\_\_.

**B. Departures**

Dr. Jason Brinkley, Chemistry Professor, Full-Time Faculty, departure effective August 11, 2025.

\_\_\_\_\_  
Howard J. Spearman, Ph.D.  
President

Board Approval: \_\_\_\_\_  
Secretary, Board of Trustees

# Annual Employee Personnel Update



Board of Trustees Committee of the Whole Meeting  
August 12, 2025

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Dr. Terrica Huntley, Vice President of Human Resources

# Executive Summary for FY2025 Annual Human Resources

- As of June 30, 2025, the College had a total of 391 full-time employees. This is a 3.46% decrease from the past fiscal year.
- The college documented a total of 93 full-time employee appointments, indicating a decrease of 12.3% appointments made from the past fiscal year. RVCs' promotions stayed the same (25) from FY2024 to FY2025.
- We had a total of 57 separations, 18 of which were retirements. This indicates a 39% increase in separations from FY2024 to FY2025. The college continues to evaluate each position individually to best meet the needs of students and our college as a whole.
- The full-time employee turnover rate was 14.6% for FY2025.

# Executive Summary for FY2025 Annual Human Resources

- One of our goals for the College is to have an employee group that is comparable in ethnicity and gender to the District in which we serve. We continue to monitor the disaggregated full-time employee population and evaluate ways in which we can recruit diverse talent to serve our college, such as developing networking relationships with community groups to assist with increasing our applicant pool.
- We will continue to promote exceptional training opportunities through the continuance of our Golden Eagles Blue and Gold Leadership Academies, expansion of Golden Eagles Gray Academy, DISC training, and Supervisor 101 and 201 Training.
- Human Resources continues to evaluate the needs of our employee population and provide new and relevant supplemental health benefits. In Spring 2025, RVC conducted a benefits survey with our employees to determine their desires related to health benefits. We are using that information to determine necessary changes for our upcoming open enrollment.

# Full-Time Employee Population

As of the end of FY2025 (June 30, 2025), the following is the census of all full-time employees working for the College:

Full-Time Employees	FY2021	FY2022	FY2023	FY2024	FY2025	% / +/- From Prior FY
<b>Faculty</b>	118	108	114	116	108	-6.90%
<b>Administration</b>	34	46	46	54	52	-3.70%
<b>Professional Staff</b>	118	108	128	129	127	-1.55%
<b>Fraternal Order of Police</b>	9	5	7	9	9	0%
<b>Educational Support Personnel</b>	12	13	12	10	9	-10%
<b>Support Staff Association</b>	78	85	83	87	86	-1.15%
<b>Total Full-time Employees</b>	369	365	390	405	391	-3.46%

# Full-Time Employee Appointments

Appointment Type	FY2021	FY2022	FY2023	FY2024	FY2025	% / +/- From Prior FY
New Hire	24	44	60	53	41	-22.6%
Reclassification	5	5	0	1	2	100%
Promotion	13	16	11	25	25	0%
Transfer	18	53	26	27	25	-7.4%
Part-time to Full-time	4	5	1	0	0	0%
Total Appointments	64	123	98	106	93	-12.3%



# Full-Time Employee Separations

Separation Type	FY2021	FY2022	FY2023	FY2024	FY2025	% / +/- From Prior FY
Retirements	14	14	9	5	18	260%
Separations	33	42	41	36	39	8.3%
Total Separations	47	56	50	41	57	39%

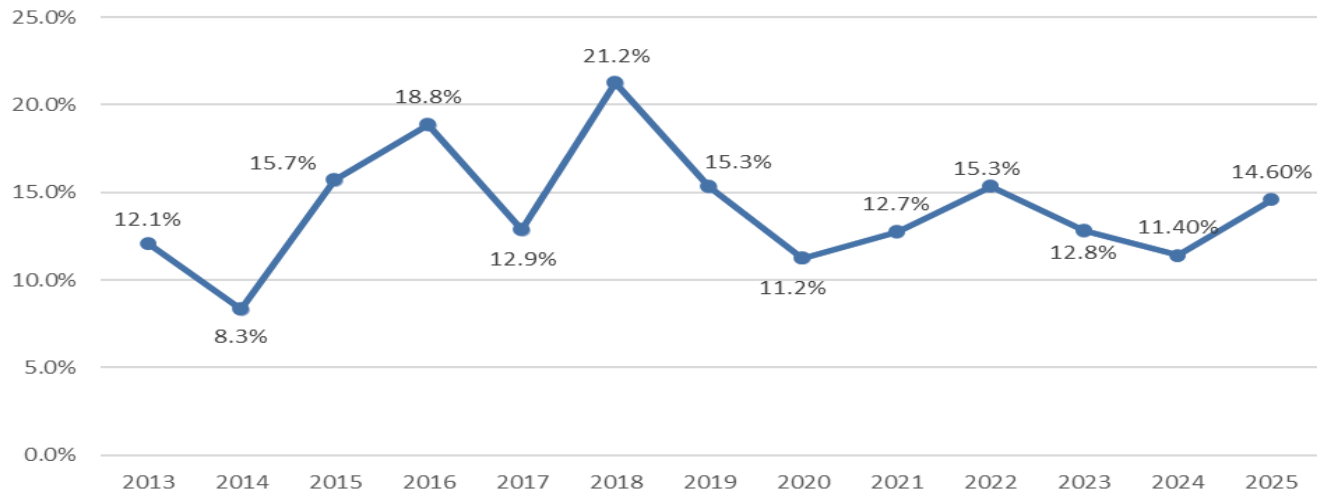
## FY2025 by Workgroup and Reason

	Faculty		PSA		ADM		SSA		FOP		ESP		Total	
Reason	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Retirement	7	58.3	5	31.2	2	22.2	3	17.6	1	50%	0	0%	18	31.59%
Resigned	5	41.7	8	50	5	55.6	8	47.1	0	0%	0	0%	26	45.61%
Terminated	0	0	3	18.8	2	22.2	6	35.3	1	50%	0	0%	12	21.05%
RIF/Layoff	0	0	0	0	0	0%	0	0%	0	0%	1	100%	1	1.75%
Total	12	100%	16	100%	9	100%	17	100%	2	100%	1	100%	57	100%

# Full-Time Employee Turnover

	Total	Separated	Turnover Rate
Faculty	108	12	11.1%
PSA	129	16	12.4%
ADM	52	9	17.3%
SSA	87	17	19.5%
FOP	9	2	22.2%
ESP	9	1	11.1%
Turnover Rate	391	57	14.6%

2013 to Current RVC Turnover Percentage Rate



# Full-Time Employee Demographics

One of our goals for the College is to have an employee group that is comparable in ethnicity and gender to the District in which we serve. Inclusion and diversity. Below is our employee demographics as compared to the demographics of our District, Community College District 511.

**Employee Demographics FY25**

Ethnicity	FY2021	FY2022	FY2023	FY2024	FY2025	% / +/- From Prior Year	**RVC Demographic Region	*RVC Full-time Employee Population
Asian	6	5	5	5	3	-40.0%	3%	.75%
American Indian/Alaska Native	2	3	4	5	5	0%	0%	1.3%
Black/African American	31	31	36	37	36	-2.7%	12%	9.0%
Hispanic	13	18	12	14	9	-35.7%	20%	2.3%
White	315	304	319	331	329	-.60%	63%	82.7%
Native American/Pacific Islander	0	0	0	1	2	100%	0%	.50%
Mid East/North African					0	0%	0%	0%

FY 2025

\*Data from C1 reports submitted to ICCB in the previous Fall each year. Totals for this chart and total full-time employees may vary.

\*\*Data from Lightcast.io (Emsi) Q2 2025

**Full-Time Employees by Gender, Classification FY25**

Classification	1 - Male	2 - Female	Total
1 - Teaching Faculty	55	58	113
2 - Academic Support	7	22	29
3 - Administrative	25	30	55
4 - Supervisory	2	11	13
5 - Professional/Technical	41	48	89
6 - Clerical	11	58	69
7 - Custodial/Maintenance	28	2	30
Totals	169	229	398

# Human Resources Key Successes in FY2025

## **Stabilization of Organizational Structure**

Two members of the Human Resources Team retired, and as a result, multiple hiring changes occurred to ensure all positions were filled and we could fully meet the needs of the campus community. Each position listed below was accounted for within the budget:

- Transition of Human Resources Generalist to 2<sup>nd</sup> Talent Acquisition Specialist position
- Filling the Director of Talent Acquisition and Development position
- Filling the permanent Vice President of Human Resources position
- Filling the full-time Benefits Coordinator position
- Transition of the Human Resources Generalist to Executive Assistant Position

## **Talent Acquisition:**

- Collaborated with Marketing and Communications to increase postings on LinkedIn
- Implemented weekly internal job opportunities posting in the RVC News

## **Professional Development:**

- Developed a regular New Employee Orientation Schedule and transitioned to face-to-face orientation
- Implemented Golden Eagle Scholars Grey Leadership Program to involve additional employees in leadership and development

## **Compensation and Benefits:**

- Conducted Benefits Survey to evaluate employee desires for new benefits
- Collaborated with RVCare to provide free screenings at employee development day events

# Questions/Comments:











## Images of Progress







# CHANGE ORDER LOG

Change Order Number	Description	Date Received	Amount Requested	Amount Approved	Status	Date Approved	Company Name	Contingency Running Total	Total Expensed
BR8245	BR8245 Board Resolution for Contingency for Downtown West Construction Project.					3/25/2025		\$2,222,239.00	
PCO CCF-009	This PCO is for the outstanding balance of \$5,915.00 where \$25,626.21 was applied to contaminated soils, fully exhausting Sitework Allowance #2 (Associated with PCO SA2 004)	4/21/2025	\$5,915.00	\$5,915.00	Approved	5/1/2025	NISC Northern Illinois Service Co	\$2,216,324.00	\$5,915.00
PCO CCF-008	CE #019 - DLC Foundation vs. Storm Sewer Due to conflict between the foundation in the SE corner of the DLC and the storm drain; the top of the footing is 728.5 and the bottom of the 12 inch storm pipe is at approximately 727.8. Ruiz will perform the following as a solution: Drop the elevation of the Foundation Walls approximately 1'-0", and refabricate concrete reinforcement.	4/15/2025	\$2,565.00	\$2,565.00	Approved	5/1/2025	Ruiz Construction Systems	\$2,213,759.00	\$8,480.00
PCO CCF-011	CE #023 - Contaminated Soils Use on 4/24 This PCO is for the unsuitable contaminated soils use on 4/24 Total Due = \$11,877.08	4/25/2025	\$11,877.08	\$11,877.08	Approved	5/1/2025	NISC Northern Illinois Service Co	\$2,201,881.92	\$20,357.08
PCO CCF-012	CE #024 - UST Removal in DLC Foundation NIS to perform the following due to an underground storage tank discovered in the DLC foundation: Remove and properly dispose of UST that had been discovered during excavation beneath the proposed foundation of the new DLC building.	4/28/2025	\$37,395.00	\$37,395.00	Approved	5/1/2025	NISC Northern Illinois Service Co	\$2,164,486.92	\$57,752.08
Terracon CO 4	Terracon's scope of services for the UST removal observation and reporting services related to the removal of the UST at the site will include: perform project coordination, UST removal observation, and associated data evaluation and reporting.	4/29/2025	\$12,250.00	\$12,250.00	Approved	4/29/2025	Terracon Consultants Inc	\$2,152,236.92	\$70,002.08
PCO-CCF-006	Precast Insulation Credit Deduct	2/26/2025	\$(10,000.00)	\$(10,000.00)	Approved	5/16/2025	Ruiz Construction Systems	\$2,162,236.92	\$60,002.08
PCO CCF-013	DTC EV Charger Electrical Rough Scope Removal Credit back to owner for removal of EV Chargers at DTC	5/20/2025	\$(2,228.00)	\$(2,228.00)	Approved	5/22/2025	HELM Electric	\$2,164,464.92	\$57,774.08

# CHANGE ORDER LOG

Change Order Number	Description	Date Received	Amount Requested	Amount Approved	Status	Date Approved	Company Name	Contingency Running Total	Total Expensed
PCO CCF 18	Contaminated Soils on 5/8 & 5/30: Overage on Contaminated Soils: Use for unsuitable Contaminated Soils on 5/8 & 5/23.	5/30/2025	\$2,670.41	\$2,670.41	Approved	6/10/2025	NISC Northern Illinois Service Co	\$2,161,794.51	\$60,444.49
PCO CCF 14	DLC & DTC ComEd New Service Costs	5/21/2025	\$9,326.00	\$9,326.00	Approved	6/12/2025	HELM Electric	\$2,152,468.51	\$69,770.49
PCO CCF 15	RFP #001 Floor Drain/ Floor Box Elimination	5/27/2025	\$(3,540.00)	\$(3,540.00)	Approved	6/12/2025	Ringland Johnson Construction	\$2,156,008.51	\$66,230.49
PCO CCF 17	Hand Dryers: Helm to provide the following due to no electrical connection shown on drawings: Add conduit wire and connect Hand Dryer in Bath 1210 and 1212.	5/30/2025	\$2,473.00	\$2,473.00	Approved	6/12/2025	Helm Electric	\$2,153,535.51	\$68,703.49
PCO CCF 019	Unsuitable Soils Sitework Allowance #1 (Remaining Balance Due) - - This PCO is for the outstanding balance due, fully exhausting Sitework Allowance #1	5/30/2025	\$4,416.00	\$4,416.00	Approved	6/18/2025	Ringland Johnson Construction	\$2,149,119.51	\$73,119.49
PCO CCF 020	Four Rivers Sanitation Authority (FRSA) Add for IC Permit Variance.	6/3/2025	\$205.00	\$205.00	Approved	6/18/2025	Ringland Johnson Construction	\$2,148,914.51	\$73,324.49
PCO CCF 16	PIC Adds on DLC & DTC (Control value indicator Code Req)	5/29/2025	\$12,266.22	\$12,266.22	approved	6/30/2025	NISC Northern Illinois Service Co	\$2,136,648.29	\$85,590.71
* PCO CCF 022	Add for Switching DLC Pavers to Concrete Sidewalk	6/11/2025	\$1,539.75	\$1,539.75	Approved	7/11/2025	NISC Northern Illinois Service Co	\$2,133,706.54	\$87,130.46
* PCO CCF 024	Barrier Curbs & ADA - RFI 100 Pricing Reconciliations (ADA Detectable Warning Panels)	6/17/2025	\$840.23	\$840.23	Approved	7/24/2025	NISC Northern Illinois Service Co	\$2,132,866.31	\$87,970.69
* PCO CCF 025	Chstnut St. Entrance Apron - Owner Request for Additional Pavement Reconstruction (RHA @ Chestnut/Rockton)	6/17/2025	\$12,294.64	\$12,294.64	Approved	7/23/2025	NISC Northern Illinois Service Co	\$2,120,571.67	\$100,265.33
* PCO CCF 028	DTC Hand Dryers connections with GFCI breakers Added	6/24/2025	\$3,950.00	\$3,950.00	Approved	7/14/2025	HELM Electric	\$2,132,698.29	\$104,215.33
* PCO CCF 032R1	Eliminate Furring at DLC Elec Rooms	7/3/2025	\$(2,548.00)	\$(2,548.00)	Approved	7/23/2025	Rockwell Group	\$2,135,246.29	\$101,667.33

*Thank You*



## Project: HSC 3rd Floor Buildout & 2nd Elevator - Construction 2025

Committee of the Whole: 8/12/2025

\*Denotes updated information from last presentation

\$ 203,600.00

Change Order Number	Description	Date Received	Amount Requested	Amount Approved	Status	Date Approved	Company Name	Contingency Running Total
PCO 4	This is a Credit for elimination of the hat channel framing behind the wood panels at the Student Lounge (plan) south Elevation.	6/10/2025	-\$1,007.00	-\$1,007.00	Approved	6/24/2025	STENSTROM CONSTRUCTION	\$204,607.00
PCO 5	Provide new Plumbing chase wall and revised toilet to be floor mounted in Gender Neutral Restroom as indicated in Response to RFI-15 and CB No.003.	6/10/2025	\$ 1,072.00	\$ 1,072.00	Approved	6/24/2025	STENSTROM CONSTRUCTION	\$203,535.00
PCO 6	Provide and additional Handrail at the rear of the Elevator cab as requested by the Owner.	6/10/2025	\$ 440.00	\$ 440.00	Approved	6/24/2025	STENSTROM CONSTRUCTION	\$203,095.00
* PCO 7	Provide a new Hollow Metal Frame with sidelite and new wood door (LH swing) per Response to RFI-021 (Option A).	7/1/2025	\$ 2,984.00	\$ 2,984.00	Approved	7/3/2025	STENSTROM CONSTRUCTION	\$200,111.00
* PCO 8	Door swing	7/1/2025	\$ 2,977.00	\$ -	Rejected	7/3/2025	STENSTROM CONSTRUCTION	\$200,111.00

# ROCK VALLEY COLLEGE 2025 - AT A GLANCE CAMPUS FACILITY EVENTS

Date	Event	Staff	Student	Athletic	Community
<b>August</b>					
8/2/2025	Health Equity Fair - PEC Gym, 10am	X	X		X
8/2/2025	Kevin Rice Memorial Bike Ride - ERC Lobby, 4pm				X
8/5/2025	Running Start Fall Orientation - SSC Atrium, 10am	X	X		
8/6/2025	New Student Welcome Event - SSC Atrium & CLI, 10am	X	X		X
08/06 - 08/09	Mary Poppins Showing - BST Stage, 8pm	X	X		X
8/7/2025	Belvidere Leadership Academy Tour - ATC, 10:30am				X
8/7/2025	Adult Learners New Student Welcome Event - SSC Atrium, 6pm	X	X		X
8/9/2025	Mary Poppins Matinee Showing - BST Stage, 2pm	X	X		X
8/12/2025	CLR Annual Meeting - BST Stage, 9:30am	X	X		X
8/12/2025	New Student Welcome Event - SSC Atrium & CLI, 1pm	X	X		X
8/13/2025	Life Insurance 101 by SBDC - SSC Atrium, 6pm				X
8/14/2025	Employee Ice Cream Social - BST Tent, 1pm	X			
8/15/2025	TRiO Fall Retreat - SSC Atrium, 8:30am	X	X		
8/16/2025	Pi Gamma Omega Annual Retreat - SSC Atrium, 10am				X
8/16/2025	TRiO Night of Networking & Elegance - SSC Atrium, 4pm	X	X		
8/17/2025	Firefighter Brian Rehnberg Tree Dedication - HSC Grounds, 2pm	X			X
8/19/2025	RAISE New Student Orientation - SSC Atrium, 9am	X	X		
8/21/2025	ISS Fall Brunch - SSC Atrium, 10am	X	X		
8/25/2025	Welcome Week Kick-off Event - SSC Atrium, 11am	X	X		
8/26/2025	Welcome Week Involvement Fair - SSC Atrium, 11am	X	X		
8/26/2025	What's the Tea Tuesday - SSC 1124, 2pm	X	X		
8/26/2025	DAP Club Resource Fair - SSC Atrium, 3pm	X	X		
8/27/2025	FYE Open House - SSC 1102, 10am	X	X		
8/27/2025	Welcome Week Community Resource Fair - SSC Atrium, 11am	X	X		
8/28/2025	Welcome Week Race Day Rally - PKLT 02, 11am	X	X		
<b>September</b>					
9/2/2025	Fall Professional Development Day - PEC Gym, 8am	X			
9/6/2025	Men's Basketball High School Showcase - PEC Gym, 10am	X	X	X	X
9/7/2025	Veteran Drop-in Center Car Show - WTC & PKLT 02, 10am	X	X		X
9/8/2025	First Generation Speaker Series - SSC Atrium, 12pm	X	X		
9/9/2025	What's the Tea Tuesday - SSC 1124, 2pm	X	X		
9/10/2025	ACT College & Career Readiness Workshop - SSC Atrium, 8am				X
9/10/2025	Massage Therapy Graduation - SSC Atrium, 6pm	X	X		X
9/12/2025	Respiratory Care Conference - SSC Atrium, 7:30am	X	X		X
9/15/2025	Hispanic Heritage Month Kick off - SSC Atrium, 11:30am	X	X		X
9/17/2025	NIU Engineering @ RVC Job Fair - WTC Lobby, 3:30pm	X	X		X
9/18/2025	BSU & BMCI Recruitment Cookout - SSC Gazebo Grounds, 4pm	X	X		
9/20/2025	Lifescape Senior Expo - PEC Gym, 9am	X	X		X
9/23/2025	What's the Tea Tuesday - SSC 1124, 2pm	X	X		
9/24/2025	Wellness Wednesday - PEC 0110, 1pm	X	X		
9/25/2025	State University Transfer Day - ERC Commons, 11am	X	X		X
9/25/2025	DAP Club Goalball - SSC Atrium, 2pm	X	X		
9/25 - 09/28	Night's Dream Shakespeare Production - BST Grounds, 7:30pm	X	X		X
9/26/2025	Night's Dream Shakespeare Production - BST Grounds, 9am & 12pm	X	X		X
9/26/2025	Boone County Council on Aging ATC Tour - ATC 1300, 1pm				X
9/27/2025	Members Alliance Community Celebration - Grounds, 11am	X	X		X