

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Troy Alim** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,488** per bi-weekly pay period (**\$142,692/Annualized**), payable in installments less any legally authorized deductions as the **D71, Director Budget and Risk Management, Finance Department**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Richard Ammon** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,568** per bi-weekly pay period (**\$144,763/Annualized**), payable in installments less any legally authorized deductions as the **D72, Executive Director Workforce Initiatives, Community & Workforce P'ships**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Dave Aykroid** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,364** per bi-weekly pay period (**\$139,466/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Technology Support**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Alisa Baum** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,781** per bi-weekly pay period (**\$124,313/Annualized**), payable in installments less any legally authorized deductions as the **D72, Executive Director, James Lumber Ctr/PerformingArt**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Nick Branson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,639** per bi-weekly pay period (**\$146,604/Annualized**), payable in installments less any legally authorized deductions as the **E81, Assistant Vice President, Strategic Advancement**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **John Butler** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,994** per bi-weekly pay period (**\$129,850/Annualized**), payable in installments less any legally authorized deductions as the **D71, Director Corporate and Foundation Relations, College Foundation**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **12/31/2024**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Carlotta Conley** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,187** per bi-weekly pay period (**\$108,852/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Children's Learning Centers**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jim Connell** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,790** per bi-weekly pay period (**\$124,545/Annualized**), payable in installments less any legally authorized deductions as the **D72, Executive Director, Community Programs**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **James Crizer** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,691** per bi-weekly pay period (**\$121,969/Annualized**), payable in installments less any legally authorized deductions as the **D61, Associate Dean, CommArts/Hum/Fine Arts Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Thomas Crowe** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,306** per bi-weekly pay period (**\$111,960/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Access & Disability Rsrc Ctr.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jacob Cushing** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,552** per bi-weekly pay period (**\$118,341/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Stndt Recruitment & Onboarding**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Viki Cvitkovic** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$6,532** per bi-weekly pay period (**\$169,831/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Southlake Campus and CLC Online**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jennifer Davidson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$6,407** per bi-weekly pay period (**\$166,577/Annualized**), payable in installments less any legally authorized deductions as the **E81, Assistant Vice President Education, Educational Affairs**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Krysty Esser** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,009** per bi-weekly pay period (**\$104,227/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Student Records**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Erin Fowles** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$6,084** per bi-weekly pay period (**\$158,184/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Enrollment Services**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Michael Garamoni** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,789** per bi-weekly pay period (**\$ 98,514/Annualized**), payable in installments less any legally authorized deductions as the **D61, Associate Dean, Biological & Hlth Sciences Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Rey Gonzalez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,825** per bi-weekly pay period (**\$ 99,450/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Financial Aid**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Stephanie Gray** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,681** per bi-weekly pay period (**\$121,700/Annualized**), payable in installments less any legally authorized deductions as the **D61, Associate Dean, Business & Social Sciences Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Brian Henry** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,270** per bi-weekly pay period (**\$137,018/Annualized**), payable in installments less any legally authorized deductions as the **D71, Chief of Police, Police Department**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sue Kilby** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,490** per bi-weekly pay period (**\$142,743/Annualized**), payable in installments less any legally authorized deductions as the **D71, Director, Capital, Susty, and CM Services**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Eric Kurtz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,434** per bi-weekly pay period (**\$141,283/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Business Solutions**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Christine Lewis** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,568** per bi-weekly pay period (**\$118,778/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Advising and Retention**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jay Meyer** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$6,769** per bi-weekly pay period (**\$175,997/Annualized**), payable in installments less any legally authorized deductions as the **D71, Director, Application Development**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Tammy Mireles** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,781** per bi-weekly pay period (**\$124,302/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Student Development**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Miguel Mireles** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,072** per bi-weekly pay period (**\$131,879/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Engineering/Math/Phy Sci Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jesse Morales** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,472** per bi-weekly pay period (**\$116,279/Annualized**), payable in installments less any legally authorized deductions as the **D71, Director Diversity Equity & Inclusion, Strategic Advancement**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Anne O'Connell** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,943** per bi-weekly pay period (**\$128,506/Annualized**), payable in installments less any legally authorized deductions as the **D71, Director, Public Relations & Marketing**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Cynthia Padilla-Gaytan** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,802** per bi-weekly pay period (**\$ 98,850/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director Student Success Strategy, Student Success Strategy**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Ana Karen Pizano** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,977** per bi-weekly pay period (**\$103,400/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Institutional Effect/Plan/Rsrc.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Miesha Ransom** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,737** per bi-weekly pay period (**\$ 97,162/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Student Activities & Inclusion**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Scott Rial** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,846** per bi-weekly pay period (**\$151,988/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Teach, Learn & Educate Tech**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jesus Ruiz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,478** per bi-weekly pay period (**\$142,431/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Lakeshore Campus**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jeet Saini** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,475** per bi-weekly pay period (**\$142,361/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Biological & Hlth Sciences Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **James Senft** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,553** per bi-weekly pay period (**\$144,374/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Core Systems & Infrastructure**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Tasha Shell** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,245** per bi-weekly pay period (**\$136,363/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Adult Education and ESL**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Greg Singleton** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,708** per bi-weekly pay period (**\$122,400/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Student Affairs**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Byron Sosa** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,455** per bi-weekly pay period (**\$141,824/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Cybersecurity**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sarah Stashkiw** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,358** per bi-weekly pay period (**\$113,315/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, P-20 Educational Partnerships**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jean Stephan** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$6,489** per bi-weekly pay period (**\$168,718/Annualized**), payable in installments less any legally authorized deductions as the **D71, Controller, Finance Department**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jeff Stomper** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$6,769** per bi-weekly pay period (**\$175,997/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Business & Social Sciences Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Stephanie Suk** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,677** per bi-weekly pay period (**\$121,598/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director of Nursing Education, Biological & Hlth Sciences Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Katie Sweeney** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,498** per bi-weekly pay period (**\$142,939/Annualized**), payable in installments less any legally authorized deductions as the **D71, Director, Human Resources**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Eric Tammes** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,039** per bi-weekly pay period (**\$131,005/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Student Academic Success**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Karen Trush** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,594** per bi-weekly pay period (**\$119,446/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Community & Workforce P'ships**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Bradley Unger** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,123** per bi-weekly pay period (**\$107,203/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Athletics & Physical Activity**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sheldon Walcher** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$5,520** per bi-weekly pay period (**\$143,527/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, CommArts/Hum/Fine Arts Div.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **David Weatherspoon** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,826** per bi-weekly pay period (**\$125,488/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director Student Services and Campus Operations, Student Services, LSC**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Will White** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,808** per bi-weekly pay period (**\$125,000/Annualized**), payable in installments less any legally authorized deductions as the **D72, Executive Director, Career and Job Placement Cntr.**
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Nika Winiarski** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,838** per bi-weekly pay period (**\$ 99,776/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Counseling and Psych Services**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Voytek Wloch** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,853** per bi-weekly pay period (**\$100,178/Annualized**), payable in installments less any legally authorized deductions as the **D61, Director, Global Engagement**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Tanya Woltmann** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$6,119** per bi-weekly pay period (**\$159,084/Annualized**), payable in installments less any legally authorized deductions as the **D72, Dean, Student Academic Support**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sue Fay** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$7,356** per bi-weekly pay period (**\$191,259/Annualized**), payable in installments less any legally authorized deductions as the **E91, Chief Human Resources Officer, Human Resources**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **John Alfano** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,680** per bi-weekly pay period (**\$ 69,685/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C42, Campus Services Supervisor, Campus Services**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY

2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Anjum Ameji** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,619** per bi-weekly pay period (**\$ 68,102/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

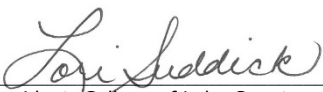
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Alexa Arreguin** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,137** per bi-weekly pay period (**\$ 55,562/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Student Success Coordinator, Adult Education and ESL**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Maddy Asma** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,204** per bi-weekly pay period (**\$ 57,316/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B24, Graphic Designer, Public Relations & Marketing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Aleksandra Bershadskaya** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,656** per bi-weekly pay period (**\$ 69,060/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Testing Coordinator, Testing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Barbara Billimack** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,406** per bi-weekly pay period (**\$ 62,560/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead Career Services Specialist, Career and Job Placement Cntr.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Vanesha Blackburn** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,264** per bi-weekly pay period (**\$ 58,876/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Orientation and Success Programs Coordinator, Student Academic Success**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Becca Bode** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,029** per bi-weekly pay period (**\$ 78,742/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C42, Maintenance Supervisor, Maintenance**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Emily Borland** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,190** per bi-weekly pay period (**\$ 56,940/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Community Resource Coordinator, Counseling and Psychological Services**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Carolyn Brugioni** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,587** per bi-weekly pay period (**\$ 67,257/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Dual Credit College Readiness Program Coordinator, P-20 Educational Partnerships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Ish Campos** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Nadia Canet** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,292** per bi-weekly pay period (**\$ 59,587/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jorge Castro** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,137** per bi-weekly pay period (**\$ 55,562/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Itzel Castro** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,137** per bi-weekly pay period (**\$ 55,562/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Student Success Coordinator, Adult Education and ESL**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Carlos Catalan** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,187/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Siane Choi** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,807** per bi-weekly pay period (**\$ 72,985/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Accountant, Finance Department**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Emily Ciesil** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,292** per bi-weekly pay period (**\$ 59,587/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Nick Corrado** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,176** per bi-weekly pay period (**\$ 56,583/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Tutoring Coordinator Science, Tutoring Center**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Heath Cummings** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,727** per bi-weekly pay period (**\$ 70,889/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Head Coach Baseball & Student Athlete Success & Compliance Coordinator, Athletic Administration**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Katrina Davis** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Recruitment Specialist, Lakeshore Campus**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jeison Diaz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,053** per bi-weekly pay period (**\$ 79,387/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Annie Durava** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Ryan Echevarria** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,962** per bi-weekly pay period (**\$ 77,006/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Melicia Eder** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,690** per bi-weekly pay period (**\$ 69,944/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Senior Program Coordinator, Personal & Prof Development**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY

2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jessica Ferraro** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,440** per bi-weekly pay period (**\$ 63,451/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

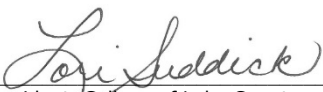
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **David Fowkes** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,703** per bi-weekly pay period (**\$ 70,268/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Athletic Trainer, Athletics & Physical Activity**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Lisa Freeman** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,786** per bi-weekly pay period (**\$ 72,447/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Ariana Galvez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Alyssa Gibson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,174** per bi-weekly pay period (**\$ 56,528/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Talent Acquisition Specialist, Human Resources**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Dann Giese**y (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,194** per bi-weekly pay period (**\$ 57,032/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Head Softball Coach & Operations/Events Coordinator, Athletic Administration**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Amy Granillo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Alex Gray** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Norma Guzman** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,311** per bi-weekly pay period (**\$ 60,085/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Dual Credit College Readiness Program Coordinator, P-20 Educational Partnerships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY

2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Alicia Guzman-Riley** (hereinafter referred to as the "Employee").

WITNESSETH

I. **EMPLOYMENT TERM AND COMPENSATION**

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,553** per bi-weekly pay period (**\$ 66,368/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. **QUALIFICATIONS**

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. **EXPRESS CONDITIONS**

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. **BENEFITS**

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. **NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT**

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

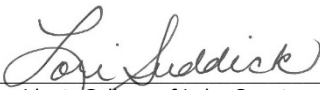
VI. **MODIFICATION**

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. **NOTICE**

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Edward Hernandez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Itzel Hernandez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,137** per bi-weekly pay period (**\$ 55,562/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Maritza Herrera** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Lisa Hollenbeck** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,816** per bi-weekly pay period (**\$ 73,223/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Taylor Honaker** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,247** per bi-weekly pay period (**\$ 58,424/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Engagement Coordinator, Community & Workforce P'ships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Luis Jauregui** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$1,887** per bi-weekly pay period (**\$ 49,055/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B24, Communication Specialist, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Angelina Jimenez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Dual Credit College Readiness Program Coordinator, P-20 Educational Partnerships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Joseph Jocson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,494** per bi-weekly pay period (**\$ 64,834/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Human Resources Generalist, Human Resources**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Tammie Johnson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,981** per bi-weekly pay period (**\$ 77,513/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Senior Program Coordinator, Personal & Prof Development**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Steven Johnson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,927** per bi-weekly pay period (**\$ 76,103/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C42, Grounds Supervisor, Grounds**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Pom Jones** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,142** per bi-weekly pay period (**\$ 55,688/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Testing Coordinator, Testing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Arlet Juarez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Apprenticeship Program Navigator, Career and Job Placement Cntr.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Cindy Kaplan** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,529** per bi-weekly pay period (**\$ 65,764/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Transfer Information Coordinator, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Judie Katz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,631** per bi-weekly pay period (**\$ 68,417/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Marketing and Communications Coordinator, James Lumber Ctr/PerformingArt**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Charles Kellogg** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,094** per bi-weekly pay period (**\$ 80,446/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Annette Klier** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,763** per bi-weekly pay period (**\$ 71,837/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Tutoring Coordinator Mathematics, Tutoring Center**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Becky Kosberg** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,297** per bi-weekly pay period (**\$ 59,731/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Accessibility Coordinator, Access & Disability Rsrc Ctr.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Nancy Kozeniewski** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,906** per bi-weekly pay period (**\$ 75,555/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Operations Coordinator, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jenny Landmann** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jessica Laskey** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,558** per bi-weekly pay period (**\$ 66,498/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Nicole Leconte** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,247** per bi-weekly pay period (**\$ 58,424/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Career Services Specialist, Career and Job Placement Cntr.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Mariel Lopez-Cruz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,138** per bi-weekly pay period (**\$ 55,600/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B24, LGBTQ+ Student Outreach & Programs Coordinator, Student Activities & Inclusion**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Chris Luster** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,137** per bi-weekly pay period (**\$ 55,562/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Apprenticeship Program Specialist, Career and Job Placement Cntr.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Richard Maghirang** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,709** per bi-weekly pay period (**\$ 70,431/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Research Analyst, Institutional Effect/Plan/Rsrc.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Lori Marchese** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,137** per bi-weekly pay period (**\$ 55,562/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Program Coordinator, Personal & Prof Development**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Gema Mariscal** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,515** per bi-weekly pay period (**\$ 65,379/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Financial Aid Coach, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Shirley Mathai** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,657** per bi-weekly pay period (**\$ 69,086/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Benefits and Leave Coordinator, Human Resources**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Chris Matheny** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,180** per bi-weekly pay period (**\$ 56,669/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Student Employment Coordinator, Career and Job Placement Cntr.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Kendell McBride** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,399** per bi-weekly pay period (**\$ 88,382/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Senior Program Coordinator, Personal & Prof Development**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Hollie McNabb** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,791** per bi-weekly pay period (**\$ 72,572/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C42, Operations Events and Scheduling Supervisor, Facilities Administration**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Quinnlyn Meadowcroft** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,137** per bi-weekly pay period (**\$ 55,562/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Susie Mendez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,142** per bi-weekly pay period (**\$ 55,688/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Tutoring Coordinator Writing, Tutoring Center**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY

2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Matthew Menning** (hereinafter referred to as the "Employee").

WITNESSETH

I. **EMPLOYMENT TERM AND COMPENSATION**

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Dual Credit College Readiness Program Coordinator, P-20 Educational Partnerships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. **QUALIFICATIONS**

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. **EXPRESS CONDITIONS**

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. **BENEFITS**

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. **NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT**

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

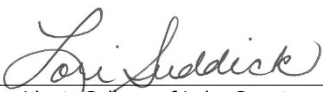
VI. **MODIFICATION**

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. **NOTICE**

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Alma Miranda** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,205** per bi-weekly pay period (**\$ 83,325/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Senior Accountant, Finance Department**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Tanner Morris** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,226** per bi-weekly pay period (**\$ 57,885/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Head Womens Basketball Coach and Communications Coordinator, Athletic Administration**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jamilynn Mrozinski** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY

2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Megan Mueller** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

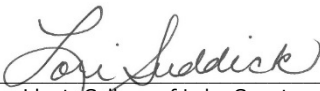
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Anne Nagro** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,277** per bi-weekly pay period (**\$ 59,204/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Digital Content Coordinator, Public Relations & Marketing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Tiffany Nelson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,347** per bi-weekly pay period (**\$ 61,014/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Senior Program Coordinator, Personal & Prof Development**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Marcus Norman** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,403** per bi-weekly pay period (**\$ 62,487/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Senior Graphic Designer, Public Relations & Marketing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Sarah Nyquist** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,311** per bi-weekly pay period (**\$ 60,085/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Bridget Oliveri** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,377** per bi-weekly pay period (**\$ 61,794/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Kunnain Osman Torio** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,264** per bi-weekly pay period (**\$ 58,876/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Technical Analyst, Student Records**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Michalina Ostrander** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,468** per bi-weekly pay period (**\$ 64,156/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Accessibility Coordinator, Access & Disability Rsrc Ctr.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Erika Oyinloye** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,405** per bi-weekly pay period (**\$ 62,534/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Denize Padron** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,523** per bi-weekly pay period (**\$ 65,610/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Specialist, Student Academic Success**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY

2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jake Patterson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,172** per bi-weekly pay period (**\$ 56,474/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Social Media Coordinator, Public Relations & Marketing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

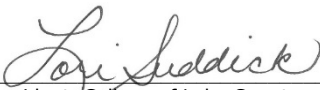
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Diane Pecoraro** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,264** per bi-weekly pay period (**\$ 58,876/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Technical Analyst, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Sandra Pizano** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,842** per bi-weekly pay period (**\$ 73,888/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jessey Prugh** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,534** per bi-weekly pay period (**\$ 65,892/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Marketing Analyst, Public Relations & Marketing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Alissa Quist** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,794** per bi-weekly pay period (**\$ 72,642/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C42, Custodial Supervisor, Custodial**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Violeta Ramirez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, International Student Navigator, Global Engagement**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Tim Rayner** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,535** per bi-weekly pay period (**\$ 65,913/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C42, Facilities Supervisor, Custodial, LSC**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Ann Rintz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,391** per bi-weekly pay period (**\$ 62,164/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Art Gallery Curator, Art Gallery**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Salvador Rodriguez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,399** per bi-weekly pay period (**\$ 62,362/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Laura Ruiz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,377** per bi-weekly pay period (**\$ 61,792/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, International Student Recruiter, Global Engagement**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Rodolfo Ruiz-Velasco** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,719** per bi-weekly pay period (**\$ 96,689/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B24, Latinx Student Outreach and Programs Coordinator, Student Activities & Inclusion**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Matt Sawicki** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,034** per bi-weekly pay period (**\$ 52,878/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Marie Schreiber** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,534** per bi-weekly pay period (**\$ 65,879/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Campus Coordinator, Children's Learning Cntrs, LSC**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Victoria Siegfried-Wilke** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Strategic Projects Coordinator, Communications & Engagement**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **John Swan** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,289** per bi-weekly pay period (**\$ 85,514/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C42, HVAC Engineer Supervisor, H.V.A.C.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Erin Temple** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Warren Thomas** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,885** per bi-weekly pay period (**\$ 75,000/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Student Success Coordinator, Adult Education and ESL**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jana Thompson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,587** per bi-weekly pay period (**\$ 67,257/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Dual Credit College Readiness Program Coordinator, P-20 Educational Partnerships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Kim Vagnoni** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$3,364** per bi-weekly pay period (**\$ 87,461/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Grants Accountant, Finance Department**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Jenny Vazquez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Sophia Wainwright** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,658** per bi-weekly pay period (**\$ 69,098/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Talent Development Coordinator, Human Resources**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

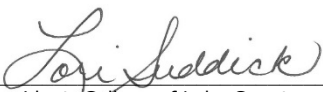
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Ericka Walker** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,251** per bi-weekly pay period (**\$ 58,515/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Marketing and Communications Coordinator, Community & Workforce P'ships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Melissa Weaver** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,866** per bi-weekly pay period (**\$ 74,523/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Senior Research Analyst, Institutional Effect/Plan/Rsrc.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Austin Weber** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,130** per bi-weekly pay period (**\$ 55,377/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B24, Public Relations Specialist, Public Relations & Marketing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Ciara White** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,200** per bi-weekly pay period (**\$ 57,188/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Alyiah White** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,517** per bi-weekly pay period (**\$ 65,455/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead College and Career Navigator, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY

2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Heather Woodward** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$ 54,676/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

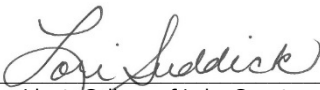
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Dehong Yao** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,601** per bi-weekly pay period (**\$ 67,623/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **C41, Senior Research Analyst re-org, Institutional Effect/Plan/Rsrc.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Michael Darling** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$2,967** per bi-weekly pay period, less any legally authorized deductions as the **C43, Manager*, Small Bus Dev Center**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **12/31/2024**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **David Husemoller** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$4,176** per bi-weekly pay period, less any legally authorized deductions as the **C52, Director*, IL Green Economy Network-IGEN**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jim McConoughey** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,977** per bi-weekly pay period, less any legally authorized deductions as the **C52, Director of Manufacturing Alliance*, Community & Workforce P'ships**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Crystal Overton** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$2,535** per bi-weekly pay period, less any legally authorized deductions as the **C43, Career Program Manager*, Lakeshore Campus**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Magan Snowden** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$2,644** per bi-weekly pay period, less any legally authorized deductions as the **C43, Manager*, Educational Talent Srch Grants**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Bret Webster** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,368** per bi-weekly pay period, less any legally authorized deductions as the **C43, Manager*, Judicial Services**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Erica Wyatt** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$2,644** per bi-weekly pay period, less any legally authorized deductions as the **C43, Manager*, TRiO-Student Support Services**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

*Grant/Externally Funded Position.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sandra Aguilera** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$28.56/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Foreign Language**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Leslie Baraboo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$25.62/Hour** for the term commencing on **7/1/2024** and ending on **7/31/2024** in installments less any legally authorized deductions as the **B23, Marketing and Communications Analyst, James Lumber Ctr/PerformingArt**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Ben Bates** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$33.07/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Art - Ceramics**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Ashley Blakley** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.83/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Biology**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Melanie Bromberek** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$26.62/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Laboratory Coordinator, Horticulture**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Meghan Callaghan** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$22.91/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Testing Specialist, Testing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Dennis Clark** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.94/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Mechanical Engineering Tech.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jessica Daly** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$26.29/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Patron Services Coordinator, James Lumber Ctr/PerformingArt**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Angelina Davis** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$30.18/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Curriculum Coordinator, Educational Affairs**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jennifer De La Rosa** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$28.64/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Financial Aid Specialist, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Ward Feger** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$35.34/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **C42, Sergeant, Police Department**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Chrissy Flores** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$26.71/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Procurement Specialist, Procurement Services**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Justin Funnye** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.72/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Testing Specialist, Testing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Brian Garoutte** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$24.80/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Financial Aid Coordinator, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Terese Gonzalez-Frer** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$35.42/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Scheduling Coordinator, Central Scheduling**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Bryan Grant** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$27.82/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Financial Aid Specialist, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Lori Hansen** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$24.80/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Library Services Coordinator, Library**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Dale Henry** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$22.81/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Buyer/Inventory Specialist, Bookstore**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jussara Huseby** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$22.20/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Lead Teacher, Children's Learning Centers**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Lora Jahn** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$30.57/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Campus Operations Coordinator, Southlake Campus**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Matthew Lay** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$26.29/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Financial Aid Specialist, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Kimberly Lopez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$33.69/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Student Records Specialist, Student Records**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Cheryl Luick** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$28.49/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Campus Operations Coordinator, Student Services, LSC**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Tony Marnell** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$22.70/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Evening Weekend Coordinator, Advanced Technology Center**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Katia Maya** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.35/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Industrial Technology**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

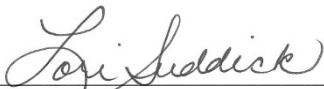
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Colin McKay** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.83/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Biology**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Maple Moeller** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$26.97/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Outreach and On Campus Experience Coordinator, Outreach & On-Campus Experience**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Roger Mroz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.83/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Chemistry**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sue Oelkers** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.49/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Course Materials Specialist, Bookstore**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **James Papp** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$33.86/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Physics**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Liya Pasternak** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$27.82/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Financial Aid Specialist, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Leslie Patten** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$30.33/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Accounts Payable Coordinator, Finance Department**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Denise Patterson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$37.11/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Student Records Specialist, Student Records**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Rose Pecoraro** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$33.25/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Events Coordinator, Central Scheduling**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Drake Peil** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.36/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Welding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Diane Polich** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$41.96/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Visual Communications Specialist, Public Relations & Marketing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Margene Poulos** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$36.10/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, IT Finance Coordinator, Information Technology**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Ashley Rico** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$26.29/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Financial Aid Specialist, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Mystica Rivera** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.35/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Automotive Collision Repair**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sophia Rodriguez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$23.15/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Human Resources Benefits Specialist, Human Resources**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jennifer Sabatino** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$33.98/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Library Services Coordinator, Library**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Jan Salvadorini** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$28.51/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Laboratory Coordinator, Dental Hygiene**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Asra Samer** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.34/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Lead Teacher, Children's Learning Centers**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Irma Simpson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$38.25/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Procurement Specialist, Procurement Services**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

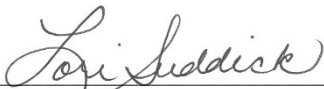
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Alicia Streightiff** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.64/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Library Services Coordinator, Library**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Angel Torres** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.72/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Hospitality & Culinary Mgmt.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Salvador Vazquez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$24.75/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B22, Laboratory Specialist, Automotive Technology**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Mariana Ventura** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.15/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Lead Teacher, Children's Learning Cntrs, LSC**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Craig Weidner** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$35.79/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Custodial Shift Supervisor, Custodial**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Joyce Wright** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$23.95/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B23, Student Records Specialist, Student Records**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Benjamin Castillo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.37/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B23, Enrollment Services Specialist*, Adult Education Enrollment & Testing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Anastasiia Dymchuk** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.38/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B23, Enrollment Services Specialist*, Adult Education Enrollment & Testing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Samiya Fatima** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.04/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B23, Data Reporting Specialist*, Adult Education Operations**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Mike Friend** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$21.64/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B24, Laboratory Coordinator*, Community Programs**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jerry Guzman** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$23.25/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B22, Laboratory Specialist*, Hospitality & Culinary Mgmt.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Maureen Kotek** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$27.89/Hourly** for the term commencing on **7/1/2024** through **12/31/2024**, in installments less any legally authorized deductions as the **B23, Operations Coordinator*, Business Solutions**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kassie Mruk** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$25.40/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B24, Transition Program Specialist*, Adult Education and ESL**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Carlos Padilla Cruz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$27.47/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B24, Student Services Specialist*, TRiO-Student Support Services**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jeanne Prete** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$27.53/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B24, Grants Specialist*, Educational Affairs**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Daija Pruitt** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$24.53/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B24, Grants Specialist*, Lakeshore Campus**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Bob Rivera** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$20.37/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B23, Enrollment Services Specialist*, Adult Education Enrollment & Testing**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024** by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Eduardo Tapia** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$24.53/Hourly** for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B24, Grants Specialist*, Biological & Hlth Sciences Div.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be effective.
*Grant/Externally Funded Position

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jennifer Cordova Arteaga** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,137** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Early Childhood Education Program Coordinator*, Early Childhood Ed.**
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Nick Corpolongo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,461** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Senior Program Coordinator*, Judicial Services**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Michelle Gutierrez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,103** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator*, Stndt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Demontray Hodge** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,241** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Education Talent Search Program Advisor*, Educational Talent Srch Grants**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

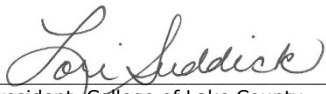
VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Araceli Mena** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,350** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, College and Career Navigator*, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Yazmin Patino** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,349** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead College and Career Navigator *, Stdnt Recruitment & Onboarding**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Anna Rodriguez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,241** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Education Talent Search Program Advisor*, Educational Talent Srch Grants**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Yaneth Rosas** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,103** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Educational Talent Search Program Advisor*, Educational Talent Srch Grants**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Brian Szramek** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,103** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Dual Credit College Readiness Program Coordinator*, P-20 Educational Partnerships**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.


VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR GRANT-FUNDED
EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jon'nah Williams** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,137** per bi-weekly pay period, for the term commencing on **7/1/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B32, Urban Farm Center Program Coordinator*, Community Programs**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. A determination by the Board or the external agency discontinuing the grant funding for the applicable a project or program constitutes cause for the termination of the Employee's employment.
- D. The Employee's employment may be terminated with cause, or whenever, in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.
*Grant/Externally Funded Position.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Harry Bodell**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$77,331 [Column A(1) Row 5]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

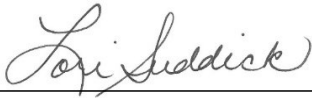
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Marina Deatherage**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$80,850 [Column B(1) Row 5]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

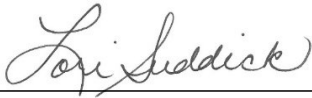
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Gary DuHamel** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$34.15/Hour** for the term commencing on **7/8/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **C42, Sergeant, Police Department**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Jennifer Feldman**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$85,249 [Column B(1) Row 7]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

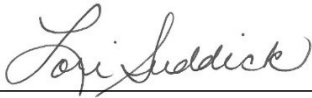
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Fonda Ginsburg**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$81,439 [Column A(1) Row 7]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

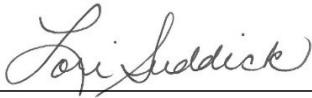
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

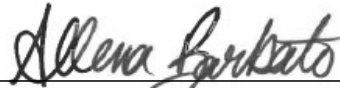
IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Jennifer Gonsiorowski**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$79,385 [Column A(1) Row 6]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

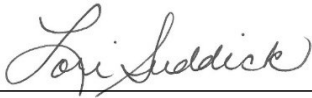
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Israel Gross**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$106,057 [Column F(1) Row 9]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

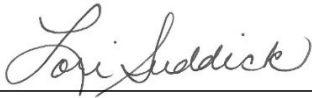
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

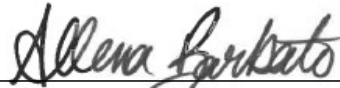
IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Maria Halleck** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$36.79/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B32, Operations Coordinator, Financial Aid**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Melody Israel** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,283** per bi-weekly pay period (**\$85,367/Annualized**), for the term commencing on and ending on , in installments less any legally authorized deductions as the **C43, Manager, Southlake Campus**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Sarah Jackson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,103** per bi-weekly pay period (**\$54,675/Annualized**), for the term commencing on **7/8/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Academic Success Advisor, Advising and Retention**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Elizabeth Kempton Patterson**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$103,274 [Column F(1) Row 8]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

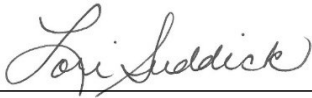
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

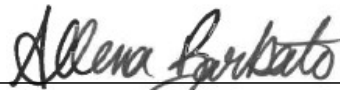
IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Stephanie Martinez**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$82,023 [Column C(1) Row 4]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

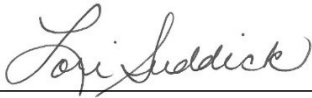
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Augustine Panchoo**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$122,758 [Column F(1) Row 15]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

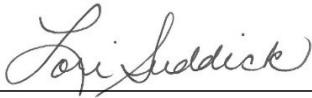
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

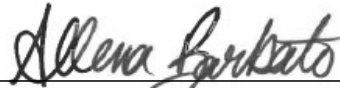
IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR ADMINISTRATIVE PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Julia Peterson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee for a salary of **\$3,866** per bi-weekly pay period (**\$100,525/Annualized**), payable in installments less any legally authorized deductions as the **D61, Associate Dean, Engineering, Mathematics and Physical Sciences Division**.
- B. The term of this contract shall commence on **7/1/2024** and terminate on **6/30/2025**.
- C. The Board shall designate eight and one-half (8.5) percent of Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Employee shall perform administrative duties and tasks as may be assigned. Such duties shall not be deemed to be academic support services. The Employee shall devote their best efforts and their entire time, attention and energy to the positions to which they are assigned and to related administrative activities.

IV. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

V. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Administrative Employees of the College. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Meredith Pickering**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$83,493 [Column A(1) Row 8]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

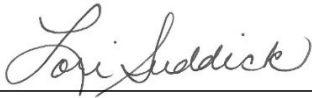
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

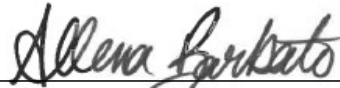
IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **Sandy Pogue** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$24.71/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **B24, Payroll Coordinator, Finance**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (hereinafter referred to as the "Board") and **John Schlater** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee an hourly rate of **\$34.56/Hour** for the term commencing on **7/1/2024** and ending on **6/30/2025** in installments less any legally authorized deductions as the **C41, Videographer, Communications and Engagement**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is not at this date under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any Benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") **Marie Schreiber** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the employee a salary of **\$2,534** per bi-weekly pay period (**\$65,879/Annualized**), for the term commencing on **7/1/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Campus Coordinator, Children's Learning Centers, LSC**.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.
- D. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if applicable, and the job description for the position.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if false, shall cause this contract to be null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.
- C. The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, if the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Specialist Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VI. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature
Empl ID:

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

Kevin Appleton
VICE PRESIDENT, BUSINESS SERVICES AND FINANCE/CHIEF
FINANCIAL OFFICER

College of Lake County
Employment Contract
July 1, 2024 – June 30, 2025

Contract made by and between the Board of Trustees and the College of Lake County, Community College District 532, Lake County, Illinois (hereinafter referred to as the “Board”) and Kevin Appleton, Vice President of Business Services and Finance/Chief Financial Officer (hereinafter referred to as the “Vice President”).

WITNESSETH:

I. EMPLOYMENT TERM AND COMPENSATION

- A. The term of this contract shall begin on July 1, 2024 and terminate on June 30, 2025.

- B. The Board hereby employs the Vice President at the annual base salary rate of \$240,536.70.00 for the July 1, 2024 to June 30, 2025 contract year. Payment of the Vice President’s salary shall be made in equal bi-weekly installments, less legally authorized deductions.

- C. The Board shall also pay the required State Universities Retirement System and Retiree Health Care contributions (8.85% as of July 1, 2024) of the Vice President’s SURS-eligible earnings under this Contract. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Vice President did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Universities Retirement System, and that such contributions are made as a condition of employment to secure the Vice President’s future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Vice President shall hold, throughout the term of this contract, valid credentials as may be required and shall be qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Vice President is not at this date under contract with any other body, nor shall the Vice President enter contract with any other body, for the term covered by this contract or any other portion thereof, which would or might conflict with the Vice President's duties to the Board.
- C. This contract is predicated upon the Vice President's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Vice President shall perform administrative duties and tasks as may be assigned and shall be deemed to be an administrator and not a faculty member as defined in Section 3B-1 of the Illinois Public Community College Act. The Vice President shall devote their best efforts and their entire time and energy to the position to which they are assigned and to related administrative duties.

IV. PROFESSIONAL ACTIVITIES

The Vice President shall devote their efforts to the business of the College and related professional activities. With advance permission of the President, the Vice President may engage in consultative work, lecturing, writing activities, speaking engagements, and other professional activities. If they receive compensation, other than expense reimbursement for any such activity, the Vice President shall use vacation time if the activity is scheduled on a normal workday during normal business hours. The Vice President may not jeopardize the functioning of the College or their respective department(s) by any lengthy and conspicuous absence for such professional activity, or any professional commitment external to the College.

V. BENEFITS

Nothing herein limits the right to the Board to alter or reduce any benefits provided under Board policy, including any retirement benefits, at any time, during or after the life of this Contract.

The Vice President shall be entitled to all other benefits commonly extended to other Administrators of the College.

In addition, the Vice President shall also be eligible for the following:

- A. An allowance for personal cell phone and personal technology use for College business purposes as provided other Vice Presidents.
- B. Vacation to be earned at the same rate as other Administrators pursuant to Board Policy 939.
- C. Health and personal leave to be earned at the same rate as other Administrators pursuant to Board Policy 939.
- D. Holidays and personal leave in accordance with Board Policy 939.

VI. TERMINATION

- A. Pursuant to 110 ILCS 805/3-65, this Contract will not automatically rollover under any circumstances. To be effective, all renewals or extensions of this Contract must be expressly made during an open meeting of the Board.
- B. This Contract is subject to the provisions set forth in Board Policy 211.
- C. This Contract may also be terminated by:
 - 1. Mutual agreement of the parties;
 - 2. Resignation, provided, however, the Vice President shall provide the Board at least ninety (90) days advance written notice of the resignation; or
 - 3. Retirement, provided, however, the Vice President shall provide the Board with at least one hundred eighty (180) days advance written notice of retirement.

VII. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board policy, rule or evaluation procedure shall confer upon the administrator any expectation of continued employment beyond the terms provided in this contract.

VIII. COMPLETE CONTRACT – MODIFICATION

This Contract represents the complete understanding between the parties and supersedes all prior negotiations, representations or contracts, whether written or oral, as to the matters described herein. Modification of or an amendment to this contract may be made only by written agreement, signed by both parties.

IX. NOTICE

Any notice to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the address of record for the Vice President or the President of the College.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates set forth below:

Kevin Appleton
Vice President, Business Services and
Finance/Chief Financial Officer

Torrie Newsome
Chair, Board of Trustees

Date: _____

Date: _____

Karen Hlavin

VICE PRESIDENT, STUDENT DEVELOPMENT

**College of Lake County
Employment Contract
July 1, 2024 – April 30, 2026**

Contract made by and between the Board of Trustees and the College of Lake County, Community College District 532, Lake County, Illinois (hereinafter referred to as the “Board”) and Karen Hlavin, Vice President of Student Development (hereinafter referred to as the “Vice President”).

WITNESSETH:

I. EMPLOYMENT TERM AND COMPENSATION

- A. The term of this contract shall begin on July 1, 2024 and terminate on April 30, 2026.
- B. The Board hereby employs the Vice President at the annual base salary rate of \$248,252.00 for the July 1, 2024 to June 30, 2025 contract year. For the July 1, 2025 to April 30, 2026 contract period, the Board will decide the base salary for the Vice President, which in no event will be less than the previous contract year’s annual base salary rate prorated for a ten (10) month period. Payment of the Vice President’s salary shall be made in equal bi-weekly installments, less legally authorized deductions.
- C. The Board shall also pay the required State Universities Retirement System and Retiree Health Care contributions (8.85% as of July 1, 2024) of the Vice President’s SURS-eligible earnings under this Contract. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Vice President did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Universities Retirement System, and that such contributions are made as a condition of employment to secure the Vice President’s future services, knowledge and experience.

II. QUALIFICATIONS

- A. The Vice President shall hold, throughout the term of this contract, valid credentials as may be required and shall be qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Vice President is not at this date under contract with any other body, nor shall the Vice President enter contract with any other body, for the term covered by this contract or any other portion thereof, which would or might conflict with the Vice President's duties to the Board.
- C. This contract is predicated upon the Vice President's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. DUTIES

The Vice President shall perform administrative duties and tasks as may be assigned and shall be deemed to be an administrator and not a faculty member as defined in Section 3B-1 of the Illinois Public Community College Act. The Vice President shall devote their best efforts and their entire time and energy to the position to which they are assigned and to related administrative duties.

Nothing in this Section prohibits the Board from transferring the Vice President to another position within the College, so long as the transfer does not result in a reduction of the Vice President's then-current annual salary or benefits.

IV. PROFESSIONAL ACTIVITIES

The Vice President shall devote their efforts to the business of the College and related professional activities. With advance permission of the President, the Vice President may engage in consultative work, lecturing, writing activities, speaking engagements, and other professional activities. If they receive compensation, other than expense reimbursement for any such activity, the Vice President shall use vacation time if the activity is scheduled on a normal workday during normal business hours. The Vice President may not jeopardize the functioning of the College or their respective department(s) by any lengthy and conspicuous absence for such professional activity, or any professional commitment external to the College.

V. BENEFITS

Nothing herein limits the right to the Board to alter or reduce any benefits provided under Board policy, including any retirement benefits, at any time, during or after the life of this Contract.

The Vice President shall be entitled to all other benefits commonly extended to other Administrators of the College.

In addition, the Vice President shall also be eligible for the following:

- A. An allowance for personal cell phone and personal technology use for College business purposes as provided other Vice Presidents.
- B. Vacation to be earned at the same rate as other Administrators pursuant to Board Policy 939, including proration as applicable for any partial contract year.
- C. Health and personal leave to be earned at the same rate as other Administrators pursuant to Board Policy 939, including proration as applicable for any partial contract year.
- D. Holidays and personal leave in accordance with Board Policy 939, including proration as applicable for any partial contract year.

VI. TERMINATION

- A. Pursuant to 110 ILCS 805/3-65, this Contract will not automatically rollover under any circumstances. To be effective, all renewals or extensions of this Contract must be expressly made during an open meeting of the Board.
- B. This Contract is subject to the provisions set forth in Board Policy 211.
- C. This Contract may also be terminated by:
 - 1. Mutual agreement of the parties;
 - 2. Resignation, provided, however, the Vice President shall provide the Board at least ninety (90) days advance written notice of the resignation; or
 - 3. Retirement, provided, however, the Vice President shall provide the Board with at least one hundred eighty (180) days advance written notice of retirement.

VII. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board policy, rule or evaluation procedure shall confer upon the administrator any expectation of continued employment beyond the terms provided in this contract.

VIII. COMPLETE CONTRACT – MODIFICATION

This Contract represents the complete understanding between the parties and supersedes all prior negotiations, representations or contracts, whether written or oral, as to the matters described herein. Modification of or an amendment to this contract may be made only by written agreement, signed by both parties.

IX. NOTICE

Any notice to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the address of record for the Vice President or the President of the College.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates set forth below:

Karen Hlavin
Vice President, Student Development

Torrie Newsome
Chair, Board of Trustees

Date: _____

Date: _____

2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made June 25, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Holly Whitlock-Glave**, hereinafter referred to as the "Employee."

WITNESSETH

I. EMPLOYMENT

- A. The Board hereby employs the Employee as a full-time member of the faculty with such powers and duties in that connection as may be fixed by the Board in this agreement and in its rules and regulations.
- B. The Board shall pay to the Employee a prorated salary of **\$117,191 [Column F(1) Row 13]** for the term commencing on **8/12/2024** and ending on **5/17/2025**, less any legally authorized deductions.
- C. Employee agrees to fulfill the aforesaid position for the period above mentioned.

II. QUALIFICATIONS

- A. The Employee is fully qualified to hold the aforesaid position by reason of certification, licensing, or other regulatory qualifications, if necessary.
- B. The Employee is, not at this date, under contract with any other body for the term covered by this contract or any portion thereof which will conflict with the Employee's duties herein.
- C. This contract is predicated upon representations regarding education and experience qualifications which, if subsequently prove to be inaccurate, shall cause this contract to be null and void.

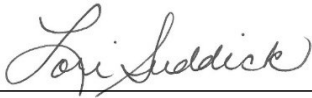
III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until service for the Board begins.
- B. Should it become necessary because of an emergency to delay the opening or suspend the operation of the college temporarily, as determined by the Board, such time may be made up after termination of the emergency and the employee may be required to work corresponding additional periods without additional compensation irrespective of the dates specified by the official college calendar or stipulated in this contract.

IV. NO WAIVER OF RIGHTS

It is agreed by the parties that nothing contained in this agreement shall operate or be construed as a waiver of any of the rights, powers, pertinent laws and regulations thereunder, privileges or duties of either party as set forth in the policy of the "Board" or the Constitution or laws of the United States or State of Illinois.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President – College of Lake County



Board Secretary – Community College District 532

Employee

Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024**.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Glorivette Albino-Montalvo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,944** per bi-weekly pay period (**\$ 76,535/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Staff Psychologist, Counseling and Psych Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Sheila Anderson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,514** per bi-weekly pay period (**\$ 91,354/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, ERP Project Manager**, Application Development**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Martha Arias** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,535** per bi-weekly pay period (**\$ 65,898/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Career Program Manager, Business & Social Sciences Div.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Shadman Ashraf** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,752** per bi-weekly pay period (**\$ 71,558/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Finance Department**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Frankie Bataz** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,380** per bi-weekly pay period (**\$ 87,890/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director Academic Operations, Educational Affairs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Diana Bravi** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,946** per bi-weekly pay period (**\$ 76,591/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Finance Department**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Angela Brown** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,451** per bi-weekly pay period (**\$ 63,731/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Academic Operations and Compliance Manager, Adult Education Operations**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Armando Carrillo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,797** per bi-weekly pay period (**\$ 72,725/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Laboratory Manager, Biological & Hlth Sciences Div.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Crandall Collins** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,299** per bi-weekly pay period (**\$111,763/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Employee Relations Manager, Human Resources**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Hector De Leon** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,868** per bi-weekly pay period (**\$ 74,568/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Manager Help Desk, Technology Support**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Carol Dikelsky** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,653** per bi-weekly pay period (**\$ 94,973/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Director, Communications & Engagement**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Brigette Dumblauskas** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,735** per bi-weekly pay period (**\$ 71,120/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Manager, Tutoring Center**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Nathan Dupont** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,593** per bi-weekly pay period (**\$ 67,425/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Restaurant and Brae Loch Facilities Manager, Hospitality & Culinary Mgmt.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jeremy Eiden** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,123** per bi-weekly pay period (**\$107,194/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Technical Producton Manager, James Lumber Ctr/PerformingArt.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Gihan Fernando** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,880** per bi-weekly pay period (**\$ 74,881/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Campus IT Support Manager, Technology Support**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Art Flores** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,579** per bi-weekly pay period (**\$ 67,052/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Student Affairs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Eliza Fournier** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,165** per bi-weekly pay period (**\$108,299/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Director Urban Farm, Community Programs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Cynthia Gentleman** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,325** per bi-weekly pay period (**\$ 86,442/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Community Giving Manager, College Foundation**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Laura Gergely** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,464** per bi-weekly pay period (**\$116,061/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Director Development, College Foundation**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kim Gillespie** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,618** per bi-weekly pay period (**\$120,075/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Educational Affairs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Michelle Grace** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,797** per bi-weekly pay period (**\$ 98,716/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Director, Student Health & Wellness Svcs.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kevin Grampo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,399** per bi-weekly pay period (**\$114,369/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Deputy Chief, Police Department**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Bryn Griffin** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,579** per bi-weekly pay period (**\$ 67,052/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Enrollment Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Andy Gruen** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,646** per bi-weekly pay period (**\$ 68,798/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Manager, Welcome and One Stop Center**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jon Hardbarger** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,807** per bi-weekly pay period (**\$ 98,982/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Director Advanced Technology Center, Advanced Technology Center**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Amanda Harmer** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,909** per bi-weekly pay period (**\$ 75,637/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Program Manager College Readiness and Dual Credit, P-20 Educational Partnerships**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Lucreshia Head** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,149** per bi-weekly pay period (**\$ 81,882/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director, Financial Aid**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Nicole Herion** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,992** per bi-weekly pay period (**\$ 77,800/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Student Success Manager, Adult Education and ESL**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kristie Hughes** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,473** per bi-weekly pay period (**\$116,298/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Budget and Risk Manager, Finance Department**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kristin Jones** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,618** per bi-weekly pay period (**\$ 94,076/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Title IX and Compliance Coordinator, Student Affairs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Glenn Kahmann** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,833** per bi-weekly pay period (**\$ 73,648/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Manager, Library**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Mahsa Karamy** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,776** per bi-weekly pay period (**\$124,167/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director Facilities, Facilities Administration**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jim Kingery** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,881** per bi-weekly pay period (**\$ 74,899/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Educational Affairs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Carol Klein** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,985** per bi-weekly pay period (**\$103,599/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Manager Desktop Services, Technology Support**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Christine Klippert** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,149** per bi-weekly pay period (**\$ 81,882/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director, Auxiliary Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **John Ko** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,904** per bi-weekly pay period (**\$127,503/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director, Application Development**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Mary Kate La Scola** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,149** per bi-weekly pay period (**\$ 81,882/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director, Student Records**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Laura Laba** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,004** per bi-weekly pay period (**\$ 78,107/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Executive Assistant to the President, President's Office**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kim Landmann** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,977** per bi-weekly pay period (**\$103,396/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Human Resources**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Victoria Lane** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,126** per bi-weekly pay period (**\$107,269/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director, Procurement Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Joanne LaRussa** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,881** per bi-weekly pay period (**\$ 74,899/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Institutional Effect/Plan/Rsrc.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Daniel Londono** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,693** per bi-weekly pay period (**\$122,012/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Controller, Finance Department**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Matt Lorenzo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,135** per bi-weekly pay period (**\$ 81,511/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Healthcare Program Manager, Biological & Hlth Sciences Div.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Miriam Montes** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,535** per bi-weekly pay period (**\$ 65,898/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Academic Operations Manager, CommArts/Hum/Fine Arts Div.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Sylvia Najarro** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,427** per bi-weekly pay period (**\$115,114/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Student Records**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Lindsey Nemcek** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,323** per bi-weekly pay period (**\$ 86,401/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Public Relations Manager, Public Relations & Marketing**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Anita Neville** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,047** per bi-weekly pay period (**\$105,221/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Compensation and Benefits Manager, Human Resources**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Gabe Nye** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,614** per bi-weekly pay period (**\$ 67,966/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Academic Operations Manager, Biological & Hlth Sciences Div.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Dan Ortego** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,822** per bi-weekly pay period (**\$ 73,360/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Apprenticeship Manager, Career and Job Placement Cntr.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Caryn Page** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,535** per bi-weekly pay period (**\$ 65,898/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Academic Operations Manager, Business & Social Sciences Div.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Karen Parra** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,979** per bi-weekly pay period (**\$ 77,443/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Student Conduct Coordinator, Student Affairs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Edith Marie Perez** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,909** per bi-weekly pay period (**\$ 75,637/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Web Design/Content Manager, Public Relations & Marketing**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Eric Pfligler** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,975** per bi-weekly pay period (**\$ 77,340/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Manager, Training & Development Sales**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Adriane Price** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,972** per bi-weekly pay period (**\$ 77,263/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Manager, Testing**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jamie Robinson** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,685** per bi-weekly pay period (**\$ 95,800/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Payroll Manager, Finance Department**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Ryan Rychlinski** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,868** per bi-weekly pay period (**\$ 74,568/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Manager Media Services, Technology Support**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Jason Sarna** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,280** per bi-weekly pay period (**\$111,291/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director, Outreach & On-Campus Experience**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kathleen Scatliffe-Wallace** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,776** per bi-weekly pay period (**\$124,167/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Talent Acquisition Manager, Human Resources**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Becky Schoen** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,100** per bi-weekly pay period (**\$ 80,607/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Financial Aid**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Liz Schreiber** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,535** per bi-weekly pay period (**\$ 65,898/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Operations Manager, Bookstore**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Sheridan Shumsky** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,801** per bi-weekly pay period (**\$ 72,828/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Grants Program Manager, Strategic Advancement**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kim Smith** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,299** per bi-weekly pay period (**\$ 85,772/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Marketing Manager, Public Relations & Marketing**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Maria Sostre** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,957** per bi-weekly pay period (**\$ 76,889/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Community Relations and Events Manager, Lakeshore Campus**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Lia Summers** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,398** per bi-weekly pay period (**\$ 88,355/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Organizational Change Manager****, **Application Development**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Qiong Tang** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,974** per bi-weekly pay period (**\$ 77,336/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Community & Workforce P'ships**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Michelle Titterton** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,215** per bi-weekly pay period (**\$ 83,579/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Sustainability Manager, Capital,Susty, and CM Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Alma Trujillo** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,121** per bi-weekly pay period (**\$ 81,148/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Development Services Manager, College Foundation**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Meredith Tumilty** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,256** per bi-weekly pay period (**\$110,657/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Director Online Student Success, CLC Online**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Kara Tumminello** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,927** per bi-weekly pay period (**\$ 76,100/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C44, Business Analyst, Student Academic Success**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Vincent Utter** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,557** per bi-weekly pay period (**\$ 92,493/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Lieutenant, Police Department**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Marietta Walker** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,647** per bi-weekly pay period (**\$ 68,829/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Compliance Officer, Financial Aid**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Caty Ward** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,341** per bi-weekly pay period (**\$ 86,856/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Capital Project Manager, Capital,Susty, and CM Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Liliana Ware** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$4,458** per bi-weekly pay period (**\$115,915/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C52, Assistant Director of Academic Planning, Educational Affairs**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Dave Wentzell** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$3,752** per bi-weekly pay period (**\$ 97,549/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C45, Manager Environmental Health and Safety, Environmental Health & Safety**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Beth Wrobel** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,535** per bi-weekly pay period (**\$ 65,898/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Therapist, Counseling and Psych Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Nicole Wuerl** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,844** per bi-weekly pay period (**\$ 73,934/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Therapist and Outreach Coordinator, Counseling and Psych Services**.
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.

COLLEGE OF LAKE COUNTY
2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL

Agreement made this **June 25, 2024**, by and between the Board of Trustees of the College of Lake County, District 532, State of Illinois, (herein after referred to as the "Board") and **Maria M. Zavala** (hereinafter referred to as the "Employee").

WITNESSETH

I. EMPLOYMENT TERM AND COMPENSATION

- A. The Board hereby employs the Employee with such powers and duties as may be fixed by the Board.
- B. The Board shall pay to the Employee a salary of **\$2,656** per bi-weekly pay period (**\$ 69,044/Annualized**), for the term commencing on and **7/1/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Academic Operations Manager, Engineering/Math/Phy Sci Div.**
- C. The Board shall designate eight and one-half (8.5) percent of the Employee's SURS-eligible earnings as the Board contribution on behalf of the Employee in satisfaction of the Employee's required contribution to the Illinois State Universities Retirement System. The purpose of this section is to allow such Board contribution for retirement to be tax sheltered after the qualifying period of time has been met and to the extent allowed by the appropriate statutes and regulations. Both parties acknowledge that the Employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State Retirement System, and that such contributions are made as a condition of employment to secure the Employee's future services, knowledge and experience

II. QUALIFICATIONS

- A. The Employee shall hold, throughout the term of this contract, valid credentials as required and shall be fully qualified in all respects to hold the position assigned by reason of certification, licensing or other regulatory requirements, and the job description for the position.
- B. The Employee is not at this date under contract with any other body, nor shall the Employee enter into a contract with any other body, for the term covered by this contract or any portion thereof, which would or might conflict with the Employee's duties to the Board.
- C. This contract is predicated upon the Employee's representations regarding education and experience qualifications which, if false, shall automatically render this contract null and void.

III. EXPRESS CONDITIONS

- A. The Employee will not receive compensation until they begin contracted service for the Board.
- B. Regardless of any board policy or term of this contract, the Board may, with two (2) weeks' notice, lay-off or furlough the Employee with or without benefits and/or salary should the Board determine, in its sole discretion that exigent economic circumstances exist or that such a lay-off or furlough is in the best interests of the College. The Employee may be laid-off or furloughed to part-time status. If the Employee is laid off or furloughed to part-time status, the Employee will be paid salary pro rata, based on the Employee's full-time salary. For Employees laid-off or furloughed to part-time status, the Board will determine whether benefits will be granted on a pro rata basis or continued in full for the duration of the lay-off or furlough.

IV. BENEFITS

The Employee shall be entitled to sick leave, vacation, insurance, and all other benefits commonly provided to Professional Employees. Nothing in this contract or any Board Policy limits the right of the Board to change or reduce any benefit(s) under this contract or under any Board Policy during the term of this contract.

V. TERMINATION

The Employee's employment may be terminated with cause, or whenever in the discretion and judgment of the President or designee, the Employee has failed to meet the performance expectations or productivity goals set by the College, including, but not limited to, income generating goals.

VI. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT

Neither this contract nor any Board Policy, rule or evaluation procedure shall confer upon the Employee continued employment beyond the term provided in this contract.

VII. MODIFICATION

Modification to or amendments of this contract may be made by written agreement of the parties.

VIII. NOTICE

Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or the Office of the President of the College.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year first above written.



President, College of Lake County



Board Secretary, Community College District 532

Employee Signature

Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **July 8, 2024** to be in effect.