

# 2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made September 24, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Gaudencia Aguirre**, 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 **\$92,870 [Column D (2) Row 7]** for the term commencing on **9/23/2024** 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.

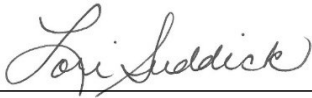
### III. EXPRESS CONDITIONS

- 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.

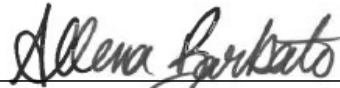
### IV. NO WAIVER OF RIGHTS

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 **October 4, 2024**.

**COLLEGE OF LAKE COUNTY**  
**2024-2025 EMPLOYMENT CONTRACT FOR PROFESSIONAL PERSONNEL**

Agreement made this **September 24, 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 **Barbara Billmack** (hereinafter referred to as the "Employee").

**WITNESSETH**

**I. EMPLOYMENT TERM AND COMPENSATION**

- A. The Board 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 **\$2,550** per bi-weekly pay period (**\$66,300/Annualized**), for the term commencing on and **9/30/2024** ending on **6/30/2025**, in installments less any legally authorized deductions as the **C43, Career Readiness Manager, Career and Job Placement 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 **October 4, 2024** to be in effect.

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

Agreement made this **September 24, 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") **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 **\$2,257** per bi-weekly pay period (**\$58,676/Annualized**), for the term commencing on **9/30/2024** and ending on **6/30/2025**, in installments less any legally authorized deductions as the **B32, Lead College and Career Navigator, Student Recruitment and 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.

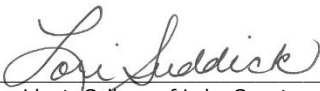
**VI. MODIFICATION**

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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **October 4, 2024** to be in effect.

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

Agreement made this **September 24, 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 **\$2,706** per bi-weekly pay period (**\$70,368/Annualized**), for the term commencing on **9/30/2024** 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **October 4, 2024** to be in effect.

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

Agreement made this **September 24, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **October 4, 2024** to be in effect.

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

Agreement made this **September 24, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **October 4, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY  
2024-2025 EMPLOYMENT CONTRACT FOR  
FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **September 24, 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 **9/25/2024** 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

\_\_\_\_\_  
Employee Signature



\_\_\_\_\_  
Board Secretary, Community College District 532

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **October 4, 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 **September 24, 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 **Sara Segura** (hereinafter referred to as the "Employee").

**WITNESSETH**

**I. EMPLOYMENT TERM AND COMPENSATION**

- A. The Board 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 **\$19.70/Hourly** for the term commencing on **9/30/2024** through **6/30/2025**, in installments less any legally authorized deductions as the **B23, Enrollment Services Specialist\*, Adult Education 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **October 4, 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 **September 24, 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 **October 4, 2024** to be in effect.  
\*Grant/Externally Funded Position.