

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR**  
**FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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 **\$23.46/Hour** for the term commencing on **4/6/2024** and ending on **6/30/2024** in installments less any legally authorized deductions as the **B23, Patron Services Coordinator, James Lumber Center for the Performing Arts**.
- 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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 **\$1902** per bi-weekly pay period (**\$49,450/Annualized**), for the term commencing on **4/6/2024** and ending on **6/30/2024**, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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") **Jennifer 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 **\$1902** per bi-weekly pay period (**\$49,450/Annualized**), for the term commencing on **4/6/2024** and ending on **6/30/2024**, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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 **\$1,902** per bi-weekly pay period (**\$49,450/Annualized**), for the term commencing on **4/20/2024** and ending on **6/30/2024**, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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 **\$1,902** per bi-weekly pay period (**\$49,450/Annualized**), for the term commencing on **4/20/2024** and ending on **6/30/2024**, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR**  
**FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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 **5/22/2024** and ending on **6/30/2024** in installments less any legally authorized deductions as the **B32, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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") **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 **6/10/2024** and ending on **6/30/2024**, in installments less any legally authorized deductions as the **C43, Business Analyst, 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 **May 31, 2024** to be in effect.

# 2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made May 21, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Tony Janca**, 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 **\$97,869 (Column A1 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.

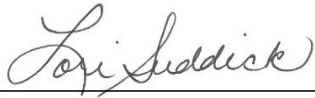
### III. EXPRESS CONDITIONS

- 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 **May 31, 2024**.



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

Agreement made this **May 21, 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, 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

\_\_\_\_\_  
Date

Contracts must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR GRANT-FUNDED**  
**EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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 **\$2,316** per bi-weekly pay period, for the term commencing on **5/27/2024** through **6/30/2024**, 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. 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 **May 31, 2024** to be in effect.  
\*Grant/Externally Funded Position.

**COLLEGE OF LAKE COUNTY**  
**2023-2024 EMPLOYMENT CONTRACT FOR**  
**FULL-TIME, NON-EXEMPT SPECIALIST PERSONNEL**

Agreement made this **May 21, 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 **5/22/2024** and ending on **6/30/2024** in installments less any legally authorized deductions as the **B32, 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

\_\_\_\_\_  
Date

Contract must be signed and one copy returned to the Office of Human Resources of the College of Lake County by **May 31, 2024** to be in effect.

# 2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made May 21, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Crystal Radcliffe**, 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 **\$75,278 (Column A1 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.

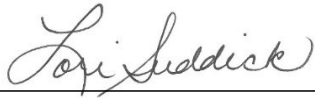
### III. EXPRESS CONDITIONS

- 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 **May 31, 2024**.

# 2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made May 21, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Brad Regez**, 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 F1 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.

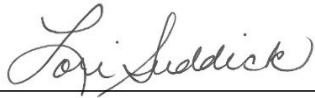
### III. EXPRESS CONDITIONS

- 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 **May 31, 2024**.

# 2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made May 21, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **River Seiler**, 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 **\$69,117 (Column A1 Row 1)** 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.

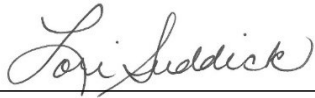
### III. EXPRESS CONDITIONS

- 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 **May 31, 2024**.

# 2024-2025 FACULTY EMPLOYMENT CONTRACT

Agreement made May 21, 2024 between the Board of Trustees of the College of Lake County, District 532, State of Illinois, hereinafter referred to as the "Board," and **Cristina Sizemore**, 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 **\$100,490 (Column F1 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.

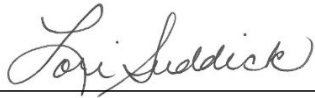
### III. EXPRESS CONDITIONS

- 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 **May 31, 2024**.