



**Regular Meeting of the
Board of Trustees**

Agenda

Tuesday, August 27, 2019

- I. CALL TO ORDER** August 27, 2019 at 6:30 p.m.
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. APPROVAL OF BOARD MINUTES – VOLUME LVI**
[Minutes of the Board Budget Hearing of July 16, 2019, No 1](#)
[Minutes of the Regular Board Meeting of July 16, 2019, No. 2](#)
- V. COMMENTS ON THIS AGENDA**
- VI. CITIZEN PARTICIPATION**
- VII. REPORTS/ANNOUNCEMENTS – Employee Groups**
- VIII. STUDENT SENATE REPORT**
- IX. BOARD COMMITTEE REPORTS**
 - A. Academic Affairs/Student Affairs
 - B. Finance/Maintenance & Operations
- X. ADMINISTRATIVE REPORT**
- XI. PRESIDENT’S REPORT**
- XII. CHAIRMAN’S REPORT**
- XIII. NEW BUSINESS**
 - A. Board Policy – First Reading
 - [Governance](#)
 - [1166 Board Evaluation](#)
 - [Business Services](#)
 - [3515 Employee Technology Reimbursement](#)
 - B. [Action Exhibits](#)
 - [16333 Verizon Wireless Site Lease Agreement](#)
 - [16334 Facility Rental Fee Waiver: Triton Foundation 27th Annual President’s Reception](#)

- [16335 Facility Rental Fee Waiver: Illinois Comptroller's Office of Susana Mendoza](#)
- [16336 DePue Mechanical, HVAC Services](#)
- [16337 Hayes Mechanical, HVAC Services](#)
- [16338 Murphy & Miller, HVAC Services](#)
- [16339 W.J. O'Neil Chicago, HVAC Services](#)
- [16340 Equal Employment Opportunity and Affirmative Action Program Fiscal Year 2019 Summary](#)
- [16341 Microsoft Consolidated Campus Agreement with CDW-G](#)
- [16342 Advocate Illinois Masonic Medical Center Agreement](#)
- [16343 Loyola University Medical Center Agreement](#)
- [16344 Village of North Riverside Fire Department Agreement](#)
- [16345 Approval and Release of Closed Session Minutes of the Board of Trustees](#)
- [16346 Destruction of Closed Session Verbatim Recordings](#)

C. Bills and Invoices

- D. Closed Session – To discuss and consider the hiring, discipline, performance, and compensation of certain personnel, matters of collective bargaining, acquisition of real property, and matters of pending, probable, or imminent litigation

E. Human Resources Report

Offer Position & Contract Approval*

3.1.01 Jennifer Davidson, Dean of Business & Technology

3.1.02 Purva Rushi, Executive Director of Strategic Planning & Accreditation

3.1.03 Ken Smith, Director of Admissions

XIV. COMMUNICATIONS – INFORMATION

A. Human Resources Information Materials

B. Informational Material

XV. ADJOURNMENT

*Contracts are posted on the Triton College Board of Trustees Website under Meeting Schedule (<https://www.triton.edu/about/administration/board-of-trustees/>) and in the A Building 2nd and 3rd floor lobbies.

CALL TO ORDER/ROLL CALL

Chairman Mark Stephens called the Budget Hearing of the Board of Trustees to order in the Boardroom at 7:03 p.m. Following the Pledge of Allegiance, roll call was taken.

Present: Mr. Luke Casson, Mr. Glover Johnson, Mr. Steven Page, Ms. Donna Peluso,
Mrs. Elizabeth Potter, Mr. Rich Regan, Mr. Mark Stephens, Ms. Diane Viverito.

CITIZEN PARTICIPATION

None.

PUBLIC HEARING ON FY 2020 TENTATIVE BUDGET

Mr. Stephens stated that for the FY 20 Tentative Budget, the total projected operating revenues are \$60,365,932; the total projected operating expenditures are \$67,884,486; and the total projected operating deficit is \$7,518,554.

Vice President of Business Services Sean Sullivan commented that the projected deficit for FY 19 was close to \$8 million, but about \$2.5 million is actually being returned. The reserve at the end of FY 19 is about \$10 million.

ADJOURNMENT

Motion was made by Ms. Peluso to adjourn the meeting, seconded by Mr. Johnson. Voice vote carried the motion unanimously. Chairman Stephens adjourned the meeting at 7:06 p.m.

Submitted by: Mark R. Stephens
Board Chairman

Diane Viverito
Board Secretary

Susan Page
Susan Page, Recording Secretary

CALL TO ORDER/ROLL CALL

Chairman Mark Stephens called the regular meeting of the Board of Trustees to order in the Boardroom at 7:06 p.m. The following roll call was taken.

Present: Mr. Luke Casson, Mr. Glover Johnson, Mr. Steven Page, Ms. Donna Peluso, Mrs. Elizabeth Potter, Mr. Rich Regan, Mr. Mark Stephens, Ms. Diane Viverito.

APPROVAL OF BOARD MINUTES

Ms. Viverito made a motion, seconded by Ms. Peluso, to approve the minutes of the Regular Board Meeting of June 18, 2019. Voice vote carried the motion unanimously.

COMMENTS ON THIS AGENDA

None.

CITIZEN PARTICIPATION

Sean Lowder, student, addressed the Board regarding Coach Olsen's employment. He discussed his belief that Coach Olsen is a great coach with great character.

Stephen Lowder, parent, addressed the Board regarding Coach Olsen. He discussed the dedication of Coach Olsen to his craft and to his students.

Jeremia Sowell, student, addressed the Board regarding Coach Olsen. He discussed how Coach Olsen guided him when he started and is helping him graduate and gain scholarships with universities.

Tiffany Hayes, Assistant Track Coach, addressed the Board regarding Coach Olsen. She discussed Coach Olsen's character and importance to the Track & Field program.

Angel Smith, student, addressed the Board regarding Coach Olsen. He discussed how Coach Olsen helped him by taking him in, teaching him things, and making him more mature.

Chairman Stephens expressed his appreciation for those who came here tonight in support of Coach Olsen. While he can't speak publicly about the matter, he commented that he has heard nothing but good things about the coach. Mr. Stephens explained that when certain things occur, there is no other action that can be taken; college athletics are governed by the NJCAA (National Junior College Athletic Association), and their rules must be followed.

REPORTS/ANNOUNCEMENTS – Employee Groups

Faculty Association President Joe Dusek thanked Vice President of Academic Affairs Susan Campos for the Memorandum of Understanding for co-chairs of the math department.

Mid-Management Association President Kay Frey reported that mid-managers are busy helping students in many areas of the college as well as negotiating their contract. She stated that all are waiting for a fair and equitable contract.

Classified Association President Renee Swanberg reported that classified negotiations are not progressing as had been hoped. She discussed the many things classified staff do to help run the college.

Adjunct Faculty Association President Bill Justiz reported that the adjunct contract is settled. He congratulated Jim Hagearty on his 34 years at the college.

Chairman Stephens stated that Board meetings are to inform and provide transparency, and while negotiations cannot be discussed publicly, he is confident that the team working on behalf of the Board is negotiating in good faith.

STUDENT SENATE REPORT

TCSA President Laura Martin Del Campo introduced herself as the new Student Association President. She reported that Campus Net meetings have been occurring over the summer to help clubs learn regulations and event planning.

BOARD COMMITTEE REPORTS

Academic Affairs/Student Affairs

Ms. Viverito commented that the committee does not meet in July.

Finance/Maintenance & Operations

Mrs. Potter reported that the committee met on July 3, reviewed six new business items and two purchasing schedules, and unanimously approved forwarding all items to the Board with a recommendation for approval.

ADMINISTRATIVE REPORT

Adjunct Faculty Recognition: Interim Dean of Continuing Education Colleen Rockafellow honored and thanked Adjunct Faculty Jim Hagearty for his 34 years of service in Criminal Justice and Continuing Education. She stated that he has helped train thousands of students and congratulated him on his retirement.

Guided Pathways: President Mary-Rita Moore reported that the college is beginning year 6 of its 7-Year Strategic Plan. She noted that progress has been made on the three goals of Increasing College Readiness, Improving College Completion, and Closing Skills Gaps, but there is still more to do, including assessment and modifications to achieve those goals. To that end, discussions about Guided Pathways have begun across campus, and tonight, Vice President of Academic Affairs Susan Campos and Vice President of Enrollment Management and Student Affairs Jodi Koslow Martin will present an introduction to Guided Pathways.

Dr. Campos explained that Guided Pathways is a model to redesign the experience for college students by 1) mapping pathways to student end goals; 2) helping students choose and enter a program pathway; 3) keeping students on track; and 4) ensuring that students are learning. This is a college-wide initiative with an anticipated implementation date of Spring 2021. There will be a speaker at the fall faculty workshops to bring the message of Guided

Pathways to everyone. Dr. Koslow Martin shared examples of Guided Pathway models at other institutions that put the focus more on students. She believes this model can be achieved at Triton with a culture of welcome and a culture of care.

There was discussion among Trustees about the characteristics of students today, with many undecided about their futures and careers, and how it can be difficult to capture the attention of community college students with their varied priorities beyond their education. It was acknowledged that this initiative will not be easily or quickly implemented and needs everyone's buy-in, but it makes sense toward student success.

It was reported that a Steering Committee will guide the initiative with work groups set up across campus, and students will be involved. A timeline will be created, and the Board will be kept up to date. The Board will also be provided with information on the success of Guided Pathways at other colleges.

Quarterly Grants Report: Executive Director of Grants Development Sacella Smith reported that FY 19 ended with \$6.4 million in grants awarded, which is \$400,000 over last year. She highlighted the award of \$179,131 for the AmeriCorps State Mentoring Expansion Project for mentoring and tutoring, there are pending funding requests of over \$2.2 million, and the Grants annual report will be ready in September.

PRESIDENT'S REPORT

None.

CHAIRMAN'S REPORT

Chairman Mark Stephens reported that the A Building Entrance construction has a really nice look that will change the nature of the feel when entering campus. He discussed that making the campus welcoming and changing the way people think about Triton College is the idea behind many of the developments occurring at Triton, including the bond projects and bringing youth athletic teams onto campus. Mr. Stephens stressed the importance of consistently providing a positive impression of the college.

Chairman Stephens noted that news out of Springfield has been positive. He encouraged everyone to continue working together to solve problems, implement initiatives, and boost enrollment.

NEW BUSINESS

BOARD POLICY – Second Reading

Student Affairs

5201.1 Change of Grades

Academic Affairs

6080 Course Syllabi

Ms. Viverito made a motion to enact the revised Board Policies, seconded by Mrs. Potter.
Voice vote carried the motion unanimously.

ACTION EXHIBITS

With leave of the Board, Mr. Stephens asked for the Action Exhibits to be taken as a group, including:

- 16322 Budget Transfers**
- 16323 Certificate of Final Completion and Authorization of Final Payment for the J, N, & T Buildings Mechanical Upgrades Project**
- 16324 Certificate of Final Completion and Authorization of Final Payment for the T Building Linear Drain Replacement Project**
- 16325 Ratification of IEA-NEA Adjunct Faculty Negotiated Agreement 2019-2024 – Confirmation of Board Poll**

The Board Poll was conducted on July 1 and 2, 2019 with a vote of 7-0 including the Student Trustee and Mr. Casson abstaining.

- 16326 ILLINET/OCLC Services FY 20**
- 16327 Intergovernmental Agreement with Oak Park & River Forest High School**
- 16328 Clinical Affiliation Agreement with Advocate Christ Medical Center**
- 16329 Clinical Affiliation Agreement with Advocate Medical Group**
- 16330 Clinical Affiliation Agreement with Advocate Occupational Health**
- 16331 Clinical Affiliation Agreement with Dreyer Clinic Inc.**
- 16332 Addendum Clinical Affiliation Agreement with University of Chicago Medical Center**

Ms. Peluso made a motion to approve the Action Exhibits, seconded by Ms. Viverito. Voice vote carried the motion unanimously with the exception of item 16325 which carried 7-0 including the Student Trustee and Mr. Casson abstaining.

PURCHASING SCHEDULES

- B42.01 Catering Services – Child Development Center**
- B42.02 Pavement Repair – Building H**

Ms. Peluso made a motion to approve the Purchasing Schedules, seconded by Mr. Johnson.
Voice vote carried the motion unanimously.

BILLS AND INVOICES

Ms. Peluso made a motion, seconded by Mr. Johnson, to pay the Bills and Invoices in the amount of \$2,280,415.51.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Ms. Peluso, Mrs. Potter, Mr. Regan, Ms. Viverito, Mr. Stephens.

Motion carried 7-0 with the Student Trustee voting yes.

CLOSED SESSION

Ms. Peluso made a motion to go into Closed Session to discuss and consider the hiring, discipline, performance, and compensation of certain personnel, matters of collective bargaining, acquisition of real property, and matters of pending, probable, or imminent litigation, seconded by Mr. Johnson.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Ms. Peluso, Mrs. Potter, Mr. Regan, Ms. Viverito, Mr. Stephens.

Motion carried 7-0 with the Student Trustee voting yes. The Board went into Closed Session at 8:17 p.m.

RETURN TO OPEN SESSION

Ms. Viverito made a motion to return to Open Session, seconded by Mr. Johnson.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Ms. Peluso, Mrs. Potter, Mr. Regan, Ms. Viverito, Mr. Stephens.

Motion carried 7-0 with the Student Trustee voting yes. The Board returned to Open Session at 9:02 p.m.

HUMAN RESOURCES REPORT

1.0 Faculty

Ms. Peluso made a motion, seconded by Ms. Viverito, to approve page 1 of the Human Resources Report, items 1.1.01 through 1.4.01. Voice vote carried the motion unanimously.

2.0 Adjunct Faculty

Ms. Peluso made a motion, seconded by Mr. Casson, to approve page 2 of the Human Resources Report, item 2.1.01. Voice vote carried the motion unanimously.

3.0 Administration

Ms. Peluso made a motion, seconded by Mrs. Potter, to approve page 3 of the Human Resources Report, items 3.1.01 through 3.3.01. Voice vote carried the motion unanimously.

4.0 Classified, Police & Engineers

Ms. Peluso made a motion, seconded by Mrs. Potter, to approve pages 4 and 5 of the Human Resources Report, items 4.1.01 through 4.5.01. Voice vote carried the motion unanimously.

5.0 Mid-Management

Ms. Peluso made a motion, seconded by Mrs. Potter, to approve page 6 of the Human Resources Report, items 5.1.01 through 5.5.01. Voice vote carried the motion unanimously.

6.0 Hourly Employees

Ms. Peluso made a motion, seconded by Mr. Page, to approve pages 7 through 11 of the Human Resources Report, items 6.1.01 through 6.3.07. Voice vote carried the motion unanimously.

7.0 Other

Ms. Peluso made a motion, seconded by Ms. Viverito, to approve pages 12 through 15 of the Human Resources Report, items 7.1.01 through 7.7.17. Voice vote carried the motion unanimously.

ADJOURNMENT

There being no further business before the Board, the Chairman asked for a motion to adjourn. Motion was made by Ms. Peluso to adjourn the meeting, seconded by Mr. Page. Voice vote carried the motion unanimously. Chairman Stephens adjourned the meeting at 9:05 p.m.

Submitted by: Mark R. Stephens
Board Chairman

Diane Viverito
Board Secretary

Susan Page
Susan Page, Recording Secretary

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

POLICY SECTION Governance

POLICY NO. 1166

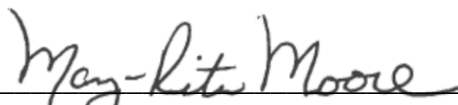
First Reading ☒

Second Reading ☐

TITLE: BOARD EVALUATION

PURPOSE: It is requested that the Board of Trustees approve the indicated changes to the Board Evaluation Policy as suggested during previous self-evaluations.

Submitted to Board by:


Mary-Rita Moore, President

Board Officers' Signatures Required:

Mark R. Stephens
Chairman

Diane Viverito
Secretary

Date

TRITON COLLEGE BOARD POLICY

BOARD OF TRUSTEES, DISTRICT 504

GOVERNANCE

BOARD EVALUATION

Page 1, with 5 page Appendix A

POLICY 1166

ADOPTED: 11/20/90

AMENDED: 05/18/99

AMENDED: 01/25/05

AMENDED: 08/18/15

The Board of Trustees will annually conduct an evaluation of its internal and ongoing performance.

The Board of Trustees will seek the assistance of the Illinois Community College Trustees Association and the Association of Community College Trustees in the evaluation process. The results of the evaluation will give the Board a profile of how well it is fulfilling its responsibilities.

Each member of the Board of Trustees shall complete the self-evaluation tool attached as Appendix A of Policy 1166.

BOARD SELF EVALUATION

Responsibility 1: Developing and Implementing the Mission

Each program of the organization should be to carry out its mission. Periodically the Board should review the mission and **collaborate with the college community to** revise it whenever necessary. There should be a clear and concise mission statement.

| | How satisfied are you that: | Very dissatisfied 1 | Dis- satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|---|---------------------------|------------------------|----------------|------------------------|-------------|
| 1-1 | All Board members are familiar with the current mission and vision statements? | | | | | |
| 1-2 | The current mission statement is appropriate for the organization's role in the next two to four years? | | | | | |
| 1-3 | The Board's policy decisions and the organization's programs and services reflect the mission? | | | | | |

How can the Board do better in this area?

Responsibility 2: Meeting Legal Requirements

Various federal and state laws as well as rules from its funding sources govern the organization; therefore it is the obligation of the Board to be aware of these matters and be sure policies are in place to assure compliance.

| | How satisfied are you that: | Very dissatisfied 1 | Dis- satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|--|---------------------------|------------------------|----------------|------------------------|-------------|
| 2-1 | The Board ensures that an Audit is prepared annually? has reviewed the Audit and understood it before it is approved? | | | | | |
| 2-2 | Board members are aware of their responsibilities as required by the Illinois Public Community College Act, including not participating in votes on matters where there is a conflict of interest? | | | | | |
| 2-3 | The Board is periodically apprised of recent changes in laws that a ffect the organization as needed and ensures makes sure that new policies are developed to address such laws? | | | | | |

How can the Board do better in this area?

Responsibility 3: Select and Support the Chief Executive Officer

Perhaps the most significant decision a Board makes is who to select as CEO. The Board needs to set expectations and give the CEO frequent and constructive feedback. The Board is also obligated to review the CEO's salary.

| | How satisfied are you that: | Very dissatisfied 1 | Dis-satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|--|------------------------|--------------------|----------------|---------------------|----------|
| 3-1 | Board has reviewed and approved annual goals for the President as included in the College's Annual Budget document? to meet? | | | | | |
| 3-2 | The Board performs an annual evaluation of the President and provides him/her with appropriate feedback? | | | | | |
| 3-3 | The Board annually reviews the President's salary and compares it to other similarly situated CEOs? and | | | | | |
| 3-4 | The Board respects the responsibilities of the President and does not try to get involved in the day-to-day operations of the organization? | | | | | |

How can the Board do better in this area?

Responsibility 4: Ensure Effective Fiscal Management

The Board must understand the finances of the organization and be sure they are properly managed to support the mission.

| | How satisfied are you that: | Very dissatisfied 1 | Dis-satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|---|------------------------|--------------------|----------------|---------------------|----------|
| 4-1 | The Board holds a public hearing for the annual budget and provides oversight of College finances throughout the year? discusses thoroughly the annual operating budget of the College before approving it? | | | | | |
| 4-2 | At each Board meeting there is a financial update that is presented in a manner that can be understood? | | | | | |
| 4-3 | The Board receives reviews the annual audit and meets as a Committee of the Whole to considers all recommendations made in the independent auditor's report and management letter? | | | | | |
| 4-4 | The Board Finance/Maintenance & Operations Committee vets all financial issues and advises the Board of Trustees on such matters? | | | | | |

How can the Board do better in this area?

Responsibility 5: **Receive and Review** ~~Engage in~~ Strategic Planning

One of the major contributions that a Board can make is to consider how the organization needs to evolve over the next three to five years, ~~and to recommend action to reach those goals. Given the amount of time that the staff has to concentrate on day-to-day operations, the Board can much more easily focus on the future.~~

| | How satisfied are you that: | Very dissatisfied 1 | Dis-satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|--|------------------------|--------------------|----------------|---------------------|----------|
| 5-1 | The Board focuses much of its attention on long term, significant policy issues rather than short-term administrative matters? | | | | | |
| 5-2 | The Board has a strategic vision of how the organization should be evolving over the next three to five years? | | | | | |
| 5-3 | At the direction of the Administration , the Board periodically participates in a strategic planning process that helps it consider how the organization should meet new opportunities and challenges? | | | | | |
| 5-4 | The Board is knowledgeable of status and impact of all major renovation projects critical to the mission of the institution? | | | | | |

How can the Board do better in this area?

Responsibility 6: Have the Board Operate Efficiently

Boards member are volunteers whose time is valuable. It is critical to have well run Board and committee meetings to assure that Board member believe their time is being used productively.

| | How satisfied are you that: | Very dissatisfied 1 | Dis-satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|---|------------------------|--------------------|----------------|---------------------|----------|
| 6-1 | Board members are familiar with legal requirements? | | | | | |
| 6-2 | Board members receive clear and succinct agendas and supporting written material sufficiently prior to Board and committee meetings? | | | | | |
| 6-3 | Committee assignments reflect the interests, experience, and skills of the Board members? | | | | | |
| 6-4 | Board and committee meetings are well organized, productive, and make good use of Board members' time? | | | | | |
| 6-5 | Conflicts and duality of interests are revealed, noted in the minutes and the Board member does not participate in the vote on that issue? | | | | | |
| 6-6 | Clear and concise minutes are kept and made available to each Board member after the meeting and the opportunity is given to correct the minutes? | | | | | |
| 6-7 | The Board Chair effectively and appropriately leads and facilitates Board meetings and the policy and governance work of the Board. | | | | | |
| 6-8 | New Board members receive appropriate orientation and are encouraged to participate in Board activities, discussions, and decisions. | | | | | |

How can the Board do better in this area?

Responsibility 7: Enhance the Organization's Public Image

Board members can do much to develop the organization's image. If an organization is successful but its achievements are kept secret, it will not succeed in raising money, attracting new leaders for positions of responsibility on the Board and staff. While encouraging Board members to spread the word about the organization they help govern, individual Board members should not serve as the spokesperson for the organization to the media without the approval of the Board Chair.

| | How satisfied are you that: | Very dissatisfied 1 | Dis- satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|---|---------------------------|------------------------|----------------|------------------------|-------------|
| 7-1 | The Board has approved an effective marketing and public relations strategy for the College? | | | | | |
| 7-2 | Board members talk about the College to key people, including community leaders and potential contributors? | | | | | |
| 7-3 | The Board apprises elected officials of the needs and strengths of the organization? | | | | | |
| 7-4 | The Board provides an Annual Report on the college's goals and financials to all stakeholders? | | | | | |

How can the Board do better in this area?

Responsibility 8: Understand Relationship Between Board and Staff

One of the most important responsibilities for a Board is to define and understand its relationship with the staff, and in particular with the CEO. An effective Board should have a clear understanding of the differences between its role and the role of the staff. Because many important organizational issues require a partnership of the Board and staff if they are to be addressed effectively, the quality of the working relationship between the Board and CEO should be high.

| | How satisfied are you that: | Very dissatisfied 1 | Dis- satisfied 2 | Satisfied 3 | Very Satisfied 4 | Not Sure |
|-----|--|---------------------------|------------------------|----------------|------------------------|-------------|
| 8-1 | The respective roles of the Board and staff are clearly defined and understood? | | | | | |
| 8-2 | A climate of mutual trust and respect exists between the Board and President? | | | | | |
| 8-3 | The Board gives the President enough authority and responsibility to lead and manage the organization successfully and handle day-to-day operations? | | | | | |
| 8-4 | The Board has reviewed and approved adequate policies for staff selection, training, promotion, and grievance procedures while recognizing that hiring and firing decisions belong to the President? | | | | | |

How can the Board do better in this area?

Individual Board Member Self Evaluation

| | How satisfied are you that you: | Very dissatisfied | Dis-satisfied | Satisfied | Very Satisfied | Not Sure |
|-----|---|-------------------|---------------|-----------|----------------|----------|
| 1. | Understand the College's mission? | | | | | |
| 2. | Have a good working relationship with other Board members and with the President? | | | | | |
| 3. | Are knowledgeable about the College's major services? | | | | | |
| 4. | Follow trends and important developments in the College's substantive field of interest? | | | | | |
| 5. | Read and understand the College's financial statements? | | | | | |
| 6. | Prepare for and participate at Board and committee meetings, and other activities of the College? | | | | | |
| 7. | Willingly volunteer and use your special skills to further the College's mission? | | | | | |
| 8. | Complete all assignments in a responsible and timely manner? | | | | | |
| 9. | Take advantage of opportunities to enhance the College's public image by periodically speaking to leaders in the community about the work of the organization? | | | | | |
| 10. | Respect the confidentiality of the Board's executive sessions? | | | | | |
| 11. | Suggest agenda items for future Board and committee meetings? | | | | | |
| 12. | Advise and assist the President when your help is requested? | | | | | |
| 13. | Avoid burdening the staff with requests for special favors? | | | | | |
| 14. | Ensure that any communication with staff below the President does not undermine the relationship between the President and College staff? | | | | | |
| 15. | Avoid, in fact and in perception, conflicts of interest that might embarrass the Board or College, and disclose to the Board in a timely manner any possible conflicts? | | | | | |
| 16. | Are heard and considered when you give your opinions and views? | | | | | |
| 17. | Find serving on the Board to be a rewarding experience? | | | | | |
| 18. | Are knowledgeable of student learning/completion data? | | | | | |
| 19. | Actively participate in professional development opportunities for Board of Trustees? | | | | | |

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 27, 2019

POLICY SECTION Business Services

POLICY NO. 3515

First Reading ☒

Second Reading ☐

TITLE: FY 2020 – EMPLOYEE TECHNOLOGY REIMBURSEMENT POLICY

PURPOSE: The new employee technology reimbursement policy will allow staff to be reimbursed for authorized use of personal electronic devices for administratively required business of the College. All reimbursements must be pre-approved and cannot exceed \$25.00 per month. Effective January 1, 2019, an amendment to the Illinois Wage Payment and Collection Act requires that Illinois employers reimburse employees for “all necessary expenditures or losses incurred by the employee within the employee's scope of employment and directly related to services performed for the employer.” This policy conforms with the amendment.

Submitted to Board by: Sean Sullivan
Sean O'Brien Sullivan, Vice President of Business Services

Board Officers' Signatures Required:

Mark R. Stephens
Chairman

Diane Viverito
Secretary

Date

BOARD OF TRUSTEES, DISTRICT 504

BUSINESS SERVICES

EMPLOYEE TECHNOLOGY REIMBURSEMENT

POLICY 3515

Page 1 of 2

ADOPTED:

Approved eligible employees may receive a technology reimbursement, maximum \$25/month, from the College, for pre-approved business-related costs incurred when using their personal cell phones, or personal tablets and laptops. Employee reimbursements will be administered by the Business Services office and follow all terms and conditions contained herein.

An employee may be eligible for reimbursement, only if there is a proven functional business necessity.

The following criteria must be followed to qualify:

- 1. Reimbursement eligibility must be approved in advance of usage, by the Supervisor's area VP and the VP of Business Services.**
- 2. There must be a business purpose that cannot be accomplished by use of an assigned college extension, or other land based communication method.**
- 3. Expense reimbursement will not exceed \$25/month as a total reimbursement, regardless of the expense.**
- 4. Calculation for "unlimited plans" will only be a percentage pertaining to the portion of calls made or received for business purposes against the total calls made, not to exceed \$25/month.**
- 5. There will be no reimbursement made for any equipment charges/depreciation, including but not limited to purchase, installment payments or damage, theft, and loss insurance charged for such device.**

To be reimbursed, the employee's administrative supervisor and Vice President of the area must specifically request that the employee use their personal cell phone or personal computer devices for college business purposes on the applicable form, and that usage must be pre-approved by the VP Business Services. There must be an accountable actual expense on a bill to qualify.

Reimbursement will be monthly, following established college procedures, and must be submitted, based on an actual expense, excluding the cost for equipment, insurance and taxes. It must be requested each month via the Claim for Reimbursement Expense procedure. This will include copies of the employee's cell phone bill, and the applicable charges highlighted and written explanation provided. Requests for reimbursement must be submitted within 30 days of the date stated on the employee's cell phone bill. Any requests for reimbursement made more than 30 days after the bill date shall be rejected as untimely.

BOARD OF TRUSTEES, DISTRICT 504

BUSINESS SERVICES

EMPLOYEE TECHNOLOGY REIMBURSEMENT

POLICY 3515

Page 2 of 2

ADOPTED:

Employee Responsibilities:

- **Purchase cellular phone service and equipment and assume responsibility for vendor terms and conditions and all insurance and taxation related to such equipment. The employee is responsible for plan choices, service features, and calling areas, independent of the college. This includes responsibility for all termination clauses, and paying all charges associated with the cellular service and device.**
- **Provide detailed monthly invoice for the period and amount claimed. Multiple monthly invoices will not be accepted. Only the current month will be accepted.**
- **Never use the cellular phone for work related purposes while operating a motor vehicle, machinery or in other dangerous situations. You must also follow all local, state, and federal laws concerning cell phone operation.**
- **Comply with all Federal and State data maintenance and protection laws (e.g., FERPA, record retention requirements, etc.), as well as all College policies, including those pertaining to data security, acceptable computing use, and email.**
- **The College will not be responsible for any cost or liability for you breaking the laws. We are telling you here and now – NOT to do it.**
- **Delete all College data from the cell phone when employment with the college is severed, except when required to maintain the data in compliance with a court order, or college administrative directive.**
- **Report any job function change that eliminates or significantly reduces the business need for a cell phone or a laptop/tablet to your supervisor within 5 business days of this change.**

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16333

SUBJECT: VERIZON WIRELESS SITE LEASE AGREEMENT

RECOMMENDATION: That the Board of Trustees enter into a site lease agreement with Chicago SMSA Limited Partnership d/b/a Verizon Wireless for cellular transmission on the existing tower located on the East Campus behind the Multi-Purpose Field. The Agreement will be for a term of up to 25 years for an expected income of \$896,992 to the college.

RATIONALE: This Agreement shall replace the existing Verizon Agreement, entered into on July 5, 1994, which expired on July 31, 2019. The lease portion provides an initial monthly payment of \$2,220 with an annual increase of 2% per year. Verizon will be responsible for all structural maintenance to the tower which is owned by Triton and on Triton property.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

| | | |
|---|--|--|
| <hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Mark R. Stephens Chairman | <hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Diane Viverito Secretary | <hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Date |
|---|--|--|

Related forms requiring signature: Yes _____ No X

TOWER LEASE AGREEMENT

This Agreement, is made this 1st day of August, 2019, by and between, Board of Community College District 504, commonly known as Triton College, County of Cook, State of Illinois, a body politic and corporate having an address at 2000 Fifth Avenue, River Grove, IL 60171 ("LESSOR"), and Chicago SMSA Limited Partnership d/b/a Verizon Wireless with its principal offices at One Verizon Way, Mail Stop 4A W100, Basking Ridge, New Jersey 07920 ("LESSEE") (referred to collectively herein as the "Parties").

WITNESSETH

In consideration of the mutual covenants contained herein and intending to be legally bound hereby, the Parties hereto agree as follows:

1. **PREMISES.** LESSOR hereby leases to the LESSEE a portion of that certain space ("the Tower Space") on the LESSOR's tower, hereinafter referred to as the "Tower", located at 2000 Fifth Avenue, River Grove, Illinois (the entirety of LESSOR's property is referred to hereinafter as the "Property"), together with a parcel of land (the "Land Space") sufficient for the installation of LESSEE's equipment building; together with the non-exclusive right ("the Right of Way") for ingress and egress, seven (7) days a week, twenty-four (24) hours a day, on foot or motor vehicle, including trucks, and for the installation and maintenance of utility wires, poles, cables, conduits, and pipes over, under, or along a right-of-way extending from the nearest public right-of-way, 5th Avenue, to the Land Space; and together with any further rights of way (the "Further Rights of Way") over and through the Property between the Land Space and the Tower Space for the installation and maintenance of utility wires, poles, cables, conduits, and pipes. The Tower Space, Land Space, Right of Way and Further Rights of Way, if any, are substantially described in Exhibit "A", attached hereto and made a part hereof demised premises and are collectively referred to hereinafter as the "Premises". Any and all costs associated with the Tower, or the installation and maintenance of utility wires, poles, cables, conduits, and pipes over, under or along a right-of-way shall the sole responsibility of LESSEE, including any costs to the restore the property to its original condition, reasonable wear and tear and casualty damage excepted.

In the event any public utility is unable to use the Right of Way or Further Rights of Way, the LESSOR hereby agrees to grant an additional right-of-way(s) either to the LESSEE or to the public utility at no cost to the LESSEE.

The Parties agree that LESSEE shall have the right to maintain and operate the equipment previously installed at the Premises by LESSEE.

LESSEE reserves the right to replace the aforementioned equipment with similar and comparable equipment provided said replacement does not increase tower loading of said Tower or the necessary Land Space previously granted to LESSEE pursuant to this Agreement.

2. REPLACEMENT AGREEMENT. This Agreement shall replace any and all prior agreements between the parties including that certain Tower and Ground Lease Agreement entered into on July 5, 1994 by and between LESSOR and LESSEE (the "Original Lease") known to LESSEE as contract number 28027. The Original Lease shall terminate and shall be considered null and void upon the Commencement Date (defined below) of this Agreement and no further notice of termination or additional writing shall be necessary on the part of either party. The parties agree that LESSEE shall make rent payments per the Original Lease up to the Commencement Date. On the Commencement Date, the terms of this Agreement shall govern all rights and obligations of the parties with respect to the Property and all rent payments shall be made pursuant to this Agreement.

3. SURVEY. LESSOR also hereby grants to LESSEE the right to survey the Property and Premises, and said survey shall then become Exhibit "B" which shall be attached hereto and made a part hereof, and shall control in the event of boundary and access discrepancies between it and Exhibit "A". Cost for such work shall be borne by the LESSEE.

4. TERM; RENTAL; ELECTRICAL.

a. This Agreement shall be effective as of the date of execution by both Parties, provided, however, the initial term shall be for five (5) years and shall commence on the Commencement Date at which time rental payments shall commence and be due at a total annual rental of (\$26,640.00) to be paid in equal monthly installments on the first day of the month, in advance, to LESSOR or to such other person, firm or place as LESSOR may, from time to time, designate in writing at least thirty (30) days in advance of any rental payment date by notice given in accordance with Paragraph 25 below. The Agreement shall commence on August 1, 2019 ("Commencement Date"). LESSOR and LESSEE acknowledge and agree that initial rental payment(s) shall not actually be sent by LESSEE until sixty (60) days after the Commencement Date.

Upon agreement of the Parties, LESSEE may pay rent by electronic funds transfer and in such event, LESSOR agrees to provide to LESSEE bank routing information for such purpose upon request of LESSEE.

b. LESSOR hereby agrees to provide to LESSEE certain documentation (the "Rental Documentation") evidencing LESSOR's interest in, and right to receive payments under, this Agreement, including without limitation: (i) documentation, acceptable to LESSEE in LESSEE's reasonable discretion, evidencing LESSOR's good and sufficient title to and/or interest in the Property and right to receive rental payments and other benefits hereunder; (ii) a complete and fully executed Internal Revenue Service Form W-9, or equivalent, in a form acceptable to LESSEE, for any party to whom rental payments are to be made pursuant to this Agreement; and (iii) other documentation requested by LESSEE in LESSEE's reasonable discretion. From time to time during the Term of this Agreement and within thirty (30) days of a written request from LESSEE, LESSOR agrees to provide updated Rental Documentation in a form reasonably acceptable to LESSEE. The Rental Documentation shall be provided to LESSEE in accordance with the provisions of and at the address given in Paragraph 25. Delivery of Rental Documentation to LESSEE shall be a prerequisite for the payment of any rent by LESSEE and notwithstanding

anything to the contrary herein, LESSEE shall have no obligation to make any rental payments until Rental Documentation has been supplied to LESSEE as provided herein.

Within fifteen (15) days of obtaining an interest in the Property or this Agreement, any assignee(s), transferee(s) or other successor(s) in interest of LESSOR shall provide to LESSEE Rental Documentation in the manner set forth in the preceding paragraph. From time to time during the Term of this Agreement and within thirty (30) days of a written request from LESSEE, any assignee(s) or transferee(s) of LESSOR agrees to provide updated Rental Documentation in a form reasonably acceptable to LESSEE. Delivery of Rental Documentation to LESSEE by any assignee(s), transferee(s) or other successor(s) in interest of LESSOR shall be a prerequisite for the payment of any rent by LESSEE to such party and notwithstanding anything to the contrary herein, LESSEE shall have no obligation to make any rental payments to any assignee(s), transferee(s) or other successor(s) in interest of LESSOR until Rental Documentation has been supplied to LESSEE as provided herein.

c. LESSOR shall, at all times during the Term, provide electrical service and telephone service access within the Premises. If permitted by the local utility company servicing the Premises, LESSEE shall furnish and install an electrical meter at the Premises for the measurement of electrical power used by LESSEE's installation. In the alternative, if permitted by the local utility company servicing the Premises, LESSEE shall furnish and install an electrical sub-meter at the Premises for the measurement of electrical power used by LESSEE's installation. In the event such sub-meter is installed, the LESSEE shall pay the utility directly for its power consumption, if billed by the utility, and if not billed by the utility, then the LESSEE shall pay the LESSOR thirty (30) days after receipt of an invoice from LESSOR indicating the usage amount based upon LESSOR's reading of the sub-meter. All invoices for power consumption shall be sent by LESSOR to LESSEE. LESSEE shall be permitted at any time during the Term, to install, maintain and/or provide access to and use of, as necessary (during any power interruption at the Premises), a temporary power source, and all related equipment and appurtenances within the Premises, or elsewhere on the Property in such locations as reasonably approved by LESSOR. LESSEE shall have the right to install conduits connecting the temporary power source and related appurtenances to the Premises.

d. LESSOR shall not knowingly modify, interrupt or interfere with any communications, electricity or other utility equipment utilized by LESSEE, except with prior written approval for LESSEE. In the event of interference, LESSOR shall have forty-eight (48) hours to cure, repair, remove, or otherwise remedy the interference.

5. EXTENSIONS. This Agreement shall automatically be extended for four (4) additional five (5) year terms unless LESSEE or LESSOR terminates it at the end of the then current term by giving the other Party written notice of the intent to terminate at least six (6) months prior to the end of the then current term. If LESSEE terminates the Agreement pursuant to this Section 5, LESSEE shall pay LESSOR a termination fee equal to six (6) months' rent at the then existing rental amount.

6. EXTENSION RENTALS. The annual rental shall increase on each anniversary of the Commencement Date by an amount equal to two percent (2%) of the total annual rent for the

previous lease year commencing on the first anniversary of the Commencement Date and continuing on every anniversary of the Commencement Date thereafter. Such annual rental increases of 2% shall continue throughout the life of this Agreement, including any and all Extensions or Additional Extension terms as set forth herein.

7. ADDITIONAL EXTENSIONS. If at the end of the fourth (4th) five (5) year extension term this Agreement has not been terminated by either Party by giving to the other written notice of an intention to terminate it at least three (3) months prior to the end of such term, this Agreement shall continue in force upon the same covenants, terms and conditions for a further term of five (5) years and for five (5) year terms thereafter until terminated by either Party by giving to the other written notice of its intention to so terminate at least three (3) months prior to the end of such term. Annual rental for each year of such additional five (5) year term shall reflect a 2% annual increase from the prior year's rental, as set forth in Section 6 above. The initial term and all extensions shall be collectively referred to herein as the "Term".

8. TAXES. LESSEE shall have the responsibility to pay any personal property, real estate taxes, assessments, or charges owed on the Property which LESSOR demonstrates is the result of LESSEE's use of the Premises and/or the installation, maintenance, and operation of the LESSEE's improvements, and any sales tax imposed on the rent (except to the extent that LESSEE is or may become exempt from the payment of sales tax in the jurisdiction in which the Property is located), including any increase in real estate taxes at the Property which LESSOR demonstrates arises from the LESSEE's improvements and/or LESSEE's use of the Premises. LESSOR and LESSEE shall each be responsible for the payment of any taxes, levies, assessments and other charges imposed including franchise and similar taxes imposed upon the business conducted by LESSOR or LESSEE at the Property. Notwithstanding the foregoing, LESSEE shall not have the obligation to pay any tax, assessment, or charge that LESSEE is disputing in good faith in appropriate proceedings prior to a final determination that such tax is properly assessed provided that no lien attaches to the Property. Nothing in this Paragraph shall be construed as making LESSEE liable for any portion of LESSOR's income taxes in connection with any Property or otherwise.

LESSEE shall have the right, at its sole option and at its sole cost and expense, to appeal, challenge or seek modification of any tax assessment or billing for which LESSEE is wholly or partly responsible for payment. LESSOR shall reasonably cooperate with LESSEE at LESSEE's expense in filing, prosecuting and perfecting any appeal or challenge to taxes as set forth in the preceding sentence, including but not limited to, executing any consent, appeal or other similar document. In the event that as a result of any appeal or challenge by LESSEE, there is a reduction, credit or repayment received by the LESSOR for any taxes previously paid by LESSEE, LESSOR agrees to promptly reimburse to LESSEE the amount of said reduction, credit or repayment. In the event that LESSEE does not have the standing rights to pursue a good faith and reasonable dispute of any taxes under this paragraph, LESSOR will pursue such dispute at LESSEE's sole cost and expense upon written request of LESSEE.

9. USE; GOVERNMENTAL APPROVALS. LESSEE shall use the Premises for the purpose of constructing, maintaining, repairing and operating a communications facility and uses

incidental thereto. All maintenance, improvements, equipment, antennas and conduits shall be at LESSEE's expense and, except for necessary maintenance, their installation shall be at the discretion and option of LESSEE. LESSEE shall have the right to replace, repair, add or otherwise modify its utilities, equipment, antennas and/or conduits or any portion thereof and the frequencies over which the equipment operates, except to the extent that such utilities, equipment, antennas, conduits or frequencies interfere with the equipment of LESSOR or LESSOR's licensees. It is understood and agreed that LESSEE's ability to use the Premises is contingent upon its obtaining after the execution date of this Agreement all of the certificates, permits and other approvals (collectively the "Governmental Approvals") that may be required by any Federal, State or Local authorities as well as satisfactory soil boring tests and structural analysis which will permit LESSEE use of the Premises as set forth above. LESSOR shall cooperate with LESSEE in its effort to obtain such approvals and shall take no action which would adversely affect the status of the Property with respect to the proposed use thereof by LESSEE. In the event that (i) any of such applications for such Governmental Approvals should be finally rejected; (ii) any Governmental Approval issued to LESSEE is canceled, expires, lapses, or is otherwise withdrawn or terminated by governmental authority; (iii) LESSEE determines that such Governmental Approvals may not be obtained in a timely manner; (iv) LESSEE determines that any soil boring tests or structural analysis is unsatisfactory; (v) LESSEE determines that the Premises is no longer technically or structurally compatible for its use, or (vi) LESSEE, in its sole discretion, determines that the use the Premises is obsolete or unnecessary, LESSEE shall have the right to terminate this Agreement upon 30 days' advance written notice to LESSOR. Notice of LESSEE's exercise of its right to terminate shall be given to LESSOR in writing by certified mail, return receipt requested, and shall be effective upon the mailing of such notice by LESSEE, or upon such later date as designated by LESSEE. All rentals paid to said termination date shall be retained by LESSOR. Upon such termination, this Agreement shall be of no further force or effect except to the extent of the representations, warranties and indemnities made by each Party to the other hereunder. Otherwise, the LESSEE shall have no further obligations for the payment of rent to LESSOR.

10. INDEMNIFICATION. Subject to Paragraph 11 below, Each Party shall indemnify and hold the other harmless against any claim of liability or loss from personal injury or property damage resulting from or arising out of the negligence or willful misconduct of the indemnifying Party, its officers, trustees, employees, contractors or agents, except to the extent such claims or damages may be due to or caused by the negligence or willful misconduct of the other Party, or its officers, trustees, employees, contractors or agents.

11. INSURANCE.

- a. Notwithstanding the indemnity in section 10, the Parties hereby waive and release any and all rights of action for negligence against the other which may hereafter arise on account of damage to the Premises or to the Property, resulting from any fire, or other casualty of the kind covered by standard fire insurance policies with extended coverage, regardless of whether or not, or in what amounts, such insurance is now or hereafter carried by the Parties, or either of them. These waivers and releases shall apply between the Parties and they shall also apply to any claims under or through either Party as a result of any asserted right of subrogation. All such policies of insurance obtained by either Party concerning

the Premises or the Property shall waive the insurer's right of subrogation against the other Party.

- b. LESSEE will maintain at its own cost;
 - i. Commercial General Liability insurance with limits not less than \$5,000,000 per occurrence for bodily injury (including death) and for damage or destruction to property
 - ii. Commercial Auto Liability insurance covering all owned, non-owned and hired automobiles with a combined single limit of one million (\$1,000,000) each accident for bodily injury and property damage
 - iii. Workers Compensation insurance providing the statutory benefits and Employers Liability with a limit of \$1,000,000 each accident/disease/policy limit.

LESSEE will include the LESSOR as an additional insured as their interest may appear under this Agreement on the Commercial General Liability and Auto Liability policies and provide a certificate insurance demonstrating LESSOR's coverage as an additional insured.

- c. LESSOR will maintain at its own cost commercial general liability insurance with limits not less than \$2,000,000 for injury to or death of one or more persons in any one occurrence and \$2,000,000 for damage or destruction to property in any one occurrence. LESSOR will include the LESSEE as an additional insured.
- d. In addition, LESSOR shall obtain and keep in force during the Term a policy or policies insuring against loss or damage to the Tower with a commercially reasonable valuation, as the same shall exist from time to time without a coinsurance feature. LESSOR's policy or policies shall insure against all risks of direct physical loss or damage (except the perils of flood and earthquake unless required by a lender or included in the base premium), including coverage for any additional costs resulting from debris removal and reasonable amounts of coverage for the enforcement of any ordinance or law regulating the reconstruction or replacement of any undamaged sections of the Tower required to be demolished or removed by reason of the enforcement of any building, zoning, safety or land use laws as the result of a covered loss, but not including plate glass insurance.

12. **LIMITATION OF LIABILITY.** Except for indemnification pursuant to paragraphs 10 and 31, neither Party shall be liable to the other, or any of their respective agents, representatives, employees for any lost revenue, lost profits, loss of technology, rights or services, incidental, punitive, indirect, special or consequential damages, loss of data, or interruption or loss of use of service, even if advised of the possibility of such damages, whether under theory of contract, tort (including negligence), strict liability or otherwise.

13. ACCESS TO TOWER. LESSOR agrees the LESSEE shall have free access to the Tower at all times for the purpose of installing and maintaining the said equipment. LESSOR shall furnish LESSEE with necessary means of access for the purpose of ingress and egress to this site and Tower location. LESSEE shall provide telephone notice to Triton Campus Police Department before entering the Property. Any access by LESSEE requires twenty-four (24) hours prior written notice to Landlord, except in the event of emergency, in which case LESSEE shall provide telephone or e-mail notice as soon as possible upon such emergency access. It is agreed, however, that only authorized engineers, employees or properly authorized contractors of LESSEE or persons under their direct supervision will be permitted to enter said premises.

14. TOWER COMPLIANCE AND MAINTENANCE. LESSOR shall comply with all rules and regulations enforced by the Federal Communications Commission with regard to the lighting, marking and painting of towers in the event that it is LESSOR'S equipment that requires such lighting, marking or painting. If the LESSOR fails to make rules and regulations regarding lighting, marking and painting as required by the Federal Communications Commission, within ten (10) business days after receiving written notice of the need for such action, the LESSEE may take the necessary changes and the costs thereof shall be payable to the LESSEE by the LESSOR within thirty (30) days. If the LESSOR does not make payment to the LESSEE within thirty (30) days after such demand, the LESSEE shall have the right to deduct the costs of the repairs from the succeeding monthly rental amounts normally due from the LESSEE to the LESSOR.

LESSEE covenants that it will keep the Tower and its installation on the Tower in good repair as required by all Laws (as defined in Paragraph 34 below). LESSEE shall also comply with all rules and regulations enforced by the Federal Communications Commission and FAA with regard to the lighting, marking and painting of towers as it relates directly to the LESSEE's installation, at LESSEE's sole cost and expense. In the event that LESSEE's installation or other equipment is positioned in a manner that the Federal Communications Commission and/or the FAA requires lighting, marking or painting not currently utilized, LESSEE shall be solely responsible for such costs.

No materials may be used in the installation of the antennas or transmission lines that will cause corrosion or rust or deterioration of the Tower structure or its appurtenances.

All antenna(s) on the Tower must be identified by a marking fastened securely to its bracket on the Tower and all transmission lines are to be tagged at the conduit opening where it enters any user's equipment space.

Not later than fifteen (15) days following the execution of this Agreement, LESSOR shall supply to LESSEE copies of structural analysis reports completed on August 18, 2018 and September 19, 2018 respectively with respect to the Tower.

Upon request of the LESSOR, LESSEE agrees to relocate its equipment on a temporary basis to another location on the Property, hereinafter referred to as the "Temporary Relocation," for the purpose of LESSOR performing maintenance, repair or similar work on the Land Space, the Property or on the Tower as deemed necessary solely by LESSOR provided:

- a. The Temporary Relocation is similar to LESSEE's existing location in size and is fully compatible for LESSEE's use, in LESSEE's reasonable determination;
- b. LESSOR pays all costs incurred by LESSEE for relocating LESSEE's equipment to the Temporary Relocation and improving the Temporary Relocation so that it is fully compatible for the LESSEE's use, in LESSEE's reasonable determination;
- c. LESSOR gives LESSEE at least six (6) months written notice prior to requiring LESSEE to relocate, when reasonably possible;
- d. LESSEE's use at the Premises is not interrupted or diminished during the relocation and LESSEE is allowed, if necessary, in LESSEE's reasonable determination, to place a temporary installation on the Property during any such relocation; and
- e. Upon the completion of any maintenance, repair or similar work by LESSOR, LESSEE is permitted to return to its original location from the temporary location with all costs for the same being paid by LESSOR.

15. INTERFERENCE. LESSEE agrees to install equipment of the type and frequency which will not cause harmful interference which is measurable in accordance with then existing industry standards to any equipment of LESSOR or other lessees of the Property which existed on the Property prior to the date this Agreement is executed by the Parties. In the event any after-installed LESSEE's equipment causes such interference, and after LESSOR has notified LESSEE in writing of such interference, LESSEE will take all commercially reasonable steps necessary to correct and eliminate the interference, including but not limited to, at LESSEE's option, powering down such equipment and later powering up such equipment for intermittent testing. In no event will LESSOR be entitled to terminate this Agreement or relocate the equipment as long as LESSEE is making a good faith effort to remedy the interference issue. LESSOR agrees that LESSOR and/or any other tenants of the Property who currently have or in the future take possession of the Property will be permitted to install only such equipment that is of the type and frequency which will not cause harmful interference which is measurable in accordance with then existing industry standards to the then existing equipment of LESSEE except to the extent that such interference is necessary and appropriate for the operation of a community college, community college radio, community college television broadcasting, police or emergency services communications, or such other associated business or actions of the college. Any such interference not related to the operation of LESSOR shall be deemed a material break of this Agreement by LESSOR and LESSOR shall make reasonable efforts to remove or cure the cause of interference within forty-eight (48) hours of notice. The Parties acknowledge that there will not be an adequate remedy at law for noncompliance with the provisions of this Paragraph and therefore, either Party shall have the right to equitable remedies, such as, without limitation, injunctive relief and specific performance.

16. REMOVAL AT END OF TERM. LESSEE shall, upon expiration of the Term, or within ninety (90) days after any earlier termination of the Agreement, remove any equipment directly utilized in the provision of cellular service, such as cabling and antennae. All building(s),

structures, tanks, general equipment, and other fixtures shall remain and be deemed the property of LESSOR. If such time for removal of cellular service equipment and antennae causes LESSEE to remain on the Premises after termination of this Agreement, LESSEE shall pay rent at the then existing monthly rate or on the existing monthly pro-rata basis if based upon a longer payment term, until such time as the items are removed.

17. HOLDOVER. LESSEE has no right to retain possession of the Premises or any part thereof beyond the expiration of that removal period set forth in Paragraph 16 herein, unless the Parties are negotiating a new lease or lease extension in good faith. In the event that the Parties are not in the process of negotiating a new lease or lease extension in good faith, LESSEE holds over in violation of Paragraph 16 and this Paragraph 17, then the rent then in effect payable from and after the time of the expiration or earlier removal period set forth in Paragraph 16 shall be equal to the rent applicable during the month immediately preceding such expiration or earlier termination.

18. RIGHT OF FIRST REFUSAL. If LESSOR elects, during the Term (i) to sell or otherwise transfer all or any portion of the Property, whether separately or as part of a larger parcel of which the Property is a part, or (ii) to grant to a third party by easement or other legal instrument an interest in and to that portion of the Tower and or Property occupied by LESSEE, or a larger portion thereof, for the purpose of operating and maintaining communications facilities or the management thereof, with or without an assignment of this Agreement to such third party, LESSEE shall have the right of first refusal to meet any bona fide offer of sale or transfer on the same terms and conditions of such offer. If LESSEE fails to meet such bona fide offer within ten (10) days after written notice thereof from LESSOR, LESSOR may sell or grant the easement or interest in the Property or portion thereof to such third person in accordance with the terms and conditions of such third party offer.

19. RIGHTS UPON SALE. Should LESSOR, at any time during the Term decide (i) to sell or transfer all or any part of the Property or the Tower thereon to a purchaser other than LESSEE, or (ii) to grant to a third party by easement or other legal instrument an interest in and to that portion of the Tower and or Property occupied by LESSEE, or a larger portion thereof, for the purpose of operating and maintaining communications facilities or the management thereof, such sale or grant of an easement or interest therein shall be under and subject to this Agreement and any such purchaser or transferee shall recognize LESSEE's rights hereunder under the terms of this Agreement. To the extent that LESSOR grants to a third party by easement or other legal instrument an interest in and to that portion of the Tower and/or Property occupied by LESSEE for the purpose of operating and maintaining communications facilities or the management thereof and in conjunction therewith, assigns this Agreement to said third party, LESSOR shall not be released from its obligations to LESSEE under this Agreement, and LESSEE shall have the right to look to LESSOR and the third party for the full performance of this Agreement.

20. QUIET ENJOYMENT. LESSOR covenants that LESSEE, on paying the rent and performing the covenants herein, shall peaceably and quietly have, hold and enjoy the Premises for the purpose as set forth in this Agreement.

21. TITLE. LESSOR represents and warrants to LESSEE as of the execution date of this Agreement, and covenants during the Term that LESSOR is seized of good and sufficient title and

interest to the Property and has full authority to enter into and execute this Agreement. LESSOR further covenants during the Term that there are no liens, mortgages, judgments or impediments of title on the Property, or affecting LESSOR's title to the same and that there are no covenants, easements or restrictions which prevent or adversely affect the use or occupancy of the Premises by LESSEE as set forth above.

22. INTEGRATION. It is agreed and understood that this Agreement contains all agreements, promises and understandings between LESSOR and LESSEE and that no verbal or oral agreements, promises or understandings shall be binding upon either LESSOR or LESSEE in any dispute, controversy or proceeding at law, and any addition, variation or modification to this Agreement shall be void and ineffective unless made in writing signed by the Parties or in a written acknowledgment in the case provided in Paragraph 3. In the event any provision of the Agreement is found to be invalid or unenforceable, such finding shall not affect the validity and enforceability of the remaining provisions of this Agreement. The failure of either Party to insist upon strict performance of any of the terms or conditions of this Agreement or to exercise any of its rights under the Agreement shall not waive such rights and such Party shall have the right to enforce such rights at any time and take such action as may be lawful and authorized under this Agreement, in law or in equity.

23. GOVERNING LAW. This Agreement and the performance thereof shall be governed, interpreted, construed and regulated by the Laws of the State in which the Property is located. All disputes shall be resolved in the Circuit Court of Cook County.

24. ASSIGNMENT. This Agreement may be sold, assigned or transferred by the LESSEE upon written notice to LESSOR. However, upon assignment, all stated terms, conditions and obligations as set forth herein shall remain and shall be fully assumed by the assignee. LESSEE shall be relived of all liabilities and obligations and LESSOR shall look solely to transferee for performance under this agreement. Upon receipt of a written request from LESSEE, LESSOR shall promptly execute an estoppel certificate. No change of stock ownership, partnership interest or control of LESSEE or transfer upon partnership or corporate dissolution of LESSEE shall constitute an assignment hereunder.

25. NOTICES. All notices hereunder must be in writing and shall be deemed validly given if sent by certified mail, return receipt requested or by commercial courier, provided the courier's regular business is delivery service and provided further that it guarantees delivery to the addressee by the end of the next business day following the courier's receipt from the sender, addressed as follows (or any other address that the Party to be notified may have designated to the sender by like notice):

LESSOR: Community College District 504, Triton College
Attn: Mr. Sean Sullivan
Vice President, Business Services
2000 Fifth Ave.
River Grove, IL 60171

With a copy to:

SITE NAME: Triton College
SITE NUMBER:
ATTY/DATE: GJ

Kusper & Raucci Chartered
30 North LaSalle Street, Suite 2121
Chicago, IL 60602-2590

LESSEE: Chicago SMSA Limited Partnership
d/b/a Verizon Wireless
180 Washington Valley Road
Bedminster, New Jersey 07921
Attention: Network Real Estate

Notice shall be effective upon actual receipt or refusal as shown on the receipt obtained pursuant to the foregoing.

26. SUCCESSORS. This Agreement shall extend to and bind the heirs, personal representative, successors and assigns of the Parties hereto.

27. MEMORANDUM; SUBORDINATION AND NON-DISTURBANCE. LESSOR agrees to cooperate with LESSEE in executing any documents LESSEE deems necessary to insure, protect LESSEE's rights in, or use of, the Premises, LESSOR shall execute and deliver: (i) a Memorandum of this Agreement using LESSEE's form (ii) if the property is encumbered by a deed, mortgage or other security interest (each, a "Mortgage"), a subordination, non-disturbance and attornment agreement using LESSEE's form.

28. DEFAULT.

a. In the event there is a breach by LESSEE with respect to any of the provisions of this Agreement or its obligations under it, including the payment of rent, LESSOR shall give LESSEE written notice of such breach. After receipt of such written notice, LESSEE shall have thirty (30) days in which to cure any breach, provided LESSEE shall have such extended period as may be required beyond the thirty (30) days if the nature of the cure is such that it reasonably requires more than thirty (30) days and LESSEE commences the cure within the thirty (30) day period and thereafter continuously and diligently pursues the cure to completion. LESSOR may not maintain any action or effect any remedies for default against LESSEE unless and until LESSEE has failed to cure the breach within the time periods provided in this Paragraph.

b. In the event there is a breach by LESSOR with respect to any of the provisions of this Agreement or its obligations under it, LESSEE shall give LESSOR written notice of such breach. After receipt of such written notice, LESSOR shall have thirty (30) days in which to cure any such breach, provided LESSOR shall have such extended period as may be required beyond the thirty (30) days if the nature of the cure is such that it reasonably requires more than thirty (30) days and LESSOR commences the cure within the thirty (30) day period and thereafter continuously and diligently pursues the cure to completion. LESSEE may not maintain any action or effect any remedies for default against LESSOR unless and until LESSOR has failed to cure the breach within the time periods provided in this Paragraph. Notwithstanding the foregoing to the contrary, it shall be a default under this Agreement if LESSOR fails, within five (5) days after receipt of written notice of such breach, to perform an obligation required to be performed by LESSOR if the failure to perform such an obligation interferes with LESSEE's ability to conduct

its business on the Property; provided, however, that if the nature of LESSOR's obligation is such that more than five (5) days after such notice is reasonably required for its performance, then it shall not be a default under this Agreement if performance is commenced within such five (5) day period and thereafter diligently pursued to completion.

29. REMEDIES. Upon a default, the non-defaulting Party may at its option (but without obligation to do so), perform the defaulting Party's duty or obligation on the defaulting Party's behalf, including but not limited to the obtaining of reasonably required insurance policies. The costs and expenses of any such performance by the non-defaulting Party shall be due and payable by the defaulting Party upon invoice therefor. In the event of a default by either Party with respect to a material provision of this Agreement, without limiting the non-defaulting Party in the exercise of any right or remedy which the non-defaulting Party may have by reason of such default, the non-defaulting Party may terminate the Agreement and/or pursue any remedy now or hereafter available to the non-defaulting Party under the Laws or judicial decisions of the state in which the Premises are located; provided, however, LESSOR shall use reasonable efforts to mitigate its damages in connection with a default by LESSEE. If LESSEE so performs any of LESSOR's obligations hereunder, the full amount of the reasonable and actual cost and expense incurred by LESSEE shall immediately be owing by LESSOR to LESSEE, and LESSOR shall pay to LESSEE upon demand the full undisputed amount thereof with interest thereon from the date of payment at the greater of (i) ten percent (10%) per annum, or (ii) the highest rate permitted by applicable Laws. Notwithstanding the foregoing, if LESSOR does not pay LESSEE the full undisputed amount within thirty (30) days of its receipt of an invoice setting forth the amount due from LESSOR, LESSEE may offset the full undisputed amount, including all accrued interest, due against all fees due and owing to LESSOR until the full undisputed amount, including all accrued interest, is fully reimbursed to LESSEE.

30. ENVIRONMENTAL.

a. LESSOR will be responsible for all obligations of compliance with any and all environmental and industrial hygiene laws, including any regulations, guidelines, standards, or policies of any governmental authorities regulating or imposing standards of liability or standards of conduct with regard to any environmental or industrial hygiene conditions or concerns as may now or at any time hereafter be in effect, that are or were in any way related to activity now conducted in, on, or in any way related to the Tower or Property, unless such conditions or concerns are caused by the specific activities of LESSEE in the Premises.

b. LESSOR shall hold LESSEE harmless and indemnify LESSEE from and assume all duties, responsibility and liability at LESSOR's sole cost and expense, for all duties, responsibilities, and liability (for payment of penalties, sanctions, forfeitures, losses, costs, or damages) and for responding to any action, notice, claim, order, summons, citation, directive, litigation, investigation or proceeding which is in any way related to: a) failure to comply with any environmental or industrial hygiene law, including without limitation any regulations, guidelines, standards, or policies of any governmental authorities regulating or imposing standards of liability or standards of conduct with regard to any environmental or industrial hygiene concerns or conditions as may now or at any time hereafter be in effect, unless such non-compliance results from conditions caused by LESSEE; and b) any environmental or industrial hygiene conditions

arising out of or in any way related to the condition of the Tower or Property or activities conducted thereon, unless such environmental conditions are caused by LESSEE.

31. CASUALTY. In the event of damage by fire or other casualty to the Tower or Premises that cannot reasonably be expected to be repaired within forty-five (45) days following same or, if the Property is damaged by fire or other casualty so that such damage may reasonably be expected to disrupt LESSEE's operations at the Premises for more than forty-five (45) days, then LESSEE may, at any time following such fire or other casualty, provided LESSOR has not completed the restoration required to permit LESSEE to resume its operation at the Premises, terminate this Agreement upon fifteen (15) days prior written notice to LESSOR. Any such notice of termination shall cause this Agreement to expire with the same force and effect as though the date set forth in such notice were the date originally set as the expiration date of this Agreement and the Parties shall make an appropriate adjustment, as of such termination date, with respect to payments due to the other under this Agreement. Notwithstanding the foregoing, the rent shall abate during the period of repair following such fire or other casualty in proportion to the degree to which LESSEE's use of the Premises is impaired.

32. CONDEMNATION. In the event of any condemnation of all or any portion of the Property, this Agreement shall terminate as to the part so taken as of the date the condemning authority takes title or possession, whichever occurs first. If as a result of a partial condemnation of the Premises or Tower, LESSEE, in LESSEE's sole discretion, is unable to use the Premises for the purposes intended hereunder, or if such condemnation may reasonably be expected to disrupt LESSEE's operations at the Premises for more than forty-five (45) days, LESSEE may, at LESSEE's option, to be exercised in writing within fifteen (15) days after LESSOR shall have given LESSEE written notice of such taking (or in the absence of such notice, within fifteen (15) days after the condemning authority shall have taken possession) terminate this Agreement as of the date the condemning authority takes such possession. LESSEE may on its own behalf make a claim in any condemnation proceeding involving the Premises for losses related to the equipment, conduits, fixtures, its relocation costs and its damages and losses (but not for the loss of its leasehold interest). Any such notice of termination shall cause this Agreement to expire with the same force and effect as though the date set forth in such notice were the date originally set as the expiration date of this Agreement and the Parties shall make an appropriate adjustment as of such termination date with respect to payments due to the other under this Agreement. If LESSEE does not terminate this Agreement in accordance with the foregoing, this Agreement shall remain in full force and effect as to the portion of the Premises remaining, except that the rent shall be reduced in the same proportion as the rentable area of the Premises taken bears to the total rentable area of the Premises. In the event that this Agreement is not terminated by reason of such condemnation, LESSOR shall promptly repair any damage to the Premises caused by such condemning authority.

33. SUBMISSION OF AGREEMENT/PARTIAL INVALIDITY/AUTHORITY. The submission of this Agreement for examination does not constitute an offer to lease the Premises and this Agreement becomes effective only upon the full execution of this Agreement by the Parties. If any provision herein is invalid, it shall be considered deleted from this Agreement and shall not invalidate the remaining provisions of this Agreement. Each of the Parties hereto warrants

to the other that the person or persons executing this Agreement on behalf of such Party has the full right, power and authority to enter into and execute this Agreement on such Party's behalf and that no consent from any other person or entity is necessary as a condition precedent to the legal effect of this Agreement.

34. APPLICABLE LAWS. During the Term, LESSOR shall maintain the Property and all structural elements of the Premises, but not including the Tower or any and all LESSEE property and appurtenances thereto placed on the Premises by LESSEE, in compliance with all applicable laws, rules, regulations, ordinances, directives, covenants, easements, zoning and land use regulations, and restrictions of record, permits, building codes, and the requirements of any applicable fire insurance underwriter or rating bureau, now in effect or which may hereafter come into effect (including, without limitation, the Americans with Disabilities Act and laws regulating hazardous substances) (collectively "Laws"). LESSEE shall, in respect to the condition of the Premises and at LESSEE's sole cost and expense, comply with (a) all Laws relating solely to LESSEE's specific and unique nature of use of the Premises (other than general office use); and (b) all building codes requiring modifications to the Premises due to the improvements being made by LESSEE in the Premises; and (c) all non-discrimination and anti-harassment obligations as set forth in applicable state and federal law. LESSOR shall maintain sole responsibility for all necessary maintenance of the real property on which the Tower and all equipment sits.

35. SURVIVAL. The provisions of the Agreement relating to indemnification from one Party to the other Party shall survive any termination or expiration of this Agreement. Additionally, any provisions of this Agreement which require performance subsequent to the termination or expiration of this Agreement shall also survive such termination or expiration.

36. CAPTIONS. The captions contained in this Agreement are inserted for convenience only and are not intended to be part of the Agreement. They shall not affect or be utilized in the construction or interpretation of the Agreement.

SITE NAME: Triton College
SITE NUMBER:
ATTY/DATE: GJ

IN WITNESS WHEREOF, the parties hereto have executed in duplicate this Amendment on the day and year first above written.

LESSOR:

**Board of Community College District 504, County of Cook,
State of Illinois, a body politic and corporate**

BY: _____
NAME: _____
TITLE: _____
DATE: _____

LESSEE:

**Chicago SMSA Limited Partnership
d/b/a Verizon Wireless**

By: Cellco Partnership, its general partner

BY: _____
NAME: _____
TITLE: _____
DATE: _____

SITE NAME: Triton College
SITE NUMBER:
ATTY/DATE: GJ

Exhibit A

(Description of Premises)

LEASE SITE DESCRIPTION

A PARCEL OF LAND FOR LEASE SITE PURPOSES LOCATED WITHIN THAT PART OF THE OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 35, TOWNSHIP 40 NDRTH~ RANGE 1 EAST OF THE THIRD PRINCIPAL MERIDIAN~ DESCRIBED AS FOLLOWS, BEGINNING AT THE NORTHWEST CORNER OF THE EAST 10.00 ACRES OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SAID SECTION 35; THENCE S.88"50'52"W~ ALONG THE NORTH LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, AS.DO FEET THENCE S.01"09'08"E~ PARALLEL WITH THE WEST LINE OF THE EAST 10.00 ACRES OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, 60.00 FEET~ THENCE N.88"50'52"E. PARALLEL WITH THE NORTH LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, 45.00 FEET TO THE WEST LINE QF THE EAST 10.00 ACRES OF THE NORTHEAST QUARTER OF SAID SOUTHVEST QUARTER THENCE N.01"09'0B'V, ALONG SAID VEST LINE, 60.00 FEET TO THE POINT OF BEGINNING, CONTAINING 2700, 00 SQUARE FEET, IN LEYDEN TOWNSHIP, COOK COUNTY, ILLINOIS.

UTILITY EASEMENT DESCRIPTION

A PARCEL OF LAND FOR UTILITY EASEMENT PURPOSES LOCATED WITHIN THAT PART OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 35, TOWNSHIP 40 NORTH, RANGE 1P EAST OF THE THIRD PRINCIPAL MERIDIAN. DESCRIBED AS FOLLOWS:

COMMENCING AT THE NORTHWEST CORNER OF THE EAST 10, 00 ACRES OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SAID SECTION 35; THENCE S.88"50'52"W. ALONG THE NORTH LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, 45.00 FEET; FOR THE POINT OF BEGINNING THENCE S.01"09'08"E., PARALLEL WITH THE VEST LINE OF THE EAST 10.00 ACRES OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, 8.00 FEET; THENCE S.88"50'52"W., PARALLEL WITH THE NORTH LINE OF THE NORTHEAST QUARTER OF THE SOUTHEAST QUARTER OF SAID SECTION 35 A DISTANCE OF 13.24 FEET THENCE S.88"50'52"W PERPENDICULAR TO THE LAST DESCRIBED COURSE, 4.89 FEET; THENCE S.80"46'29"W A DISTANCE OF 8.08 FEET; THENCE N.01"09'0B'W A DISTANCE OF 6.03 FEET TO A LINE THAT IS 8.00 FEET SOUTHOF (MEASURED PERPENDICULAR THERETO) AND PARALLEL WITH THE NORTH LINEOF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SAID SECTION 35) THENCE S.88"50'52"W., ALONG SAID PARALLEL LINE, 885.87 FEET TO A LINE THAT IS 50,00 FEET EAST OF (MEASURED PERPENDICULAR THERETO) AND PARALLEL WITH THE VEST LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, BEING ALSO THE EAST RIGHT OF WAY LINE, AS MONUMENTED, OF FIFTH AVENUE, THENCE N.01' 10'40'W, ALONG SAID PARALLEL LINE AND ALONG SAID EAST RIGHT OF WAY LINE, AS MONUMENTED, 8.00 FEET TO THE NORTH LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER THENCE N.88"50'52"E., ALONG SAID NORTH LINE, 907.11 FEET TO THE POINT OFBEGINNING, CONTAINING 7300.56 SQUARE FEET, IN LEYDEN TOWNSHIP, COOK COUNTY, ILLINOIS.

SITE NAME: Triton College
SITE NUMBER:
ATTY/DATE: GJ

ACCESS EASEMENT DESCRIPTION

A PARCEL OF LAND FOR ACCESS EASEMENT PURPOSES LOCATED WITHIN THAT PART OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 35, TOWNSHIP 40 NORTH, RANGE 12 EAST OF THE THIRD PRINCIPAL MERIDIAN, DESCRIBED AS FOLLOWS:

COMMENCING AT THE NORTHWEST CORNER OF THE EAST 10.00 ACRES OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SAID SECTION 35 THENCE S.88°50'52"W. ALONG THE NORTH LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, 45.00 FEET THENCE S01°09'08' E. PARALLEL WITH THE WEST LINE OF THE EAST 10.00 ACRES OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, 47.50 FEET FOR THE POINT OF BEGINNING, THENCE CONTINUING S, 01°09'08'E. ALONG SAID PARALLEL LINE, 16.81 FEET THENCE S.52°26'53'E. A DISTANCE OF 5.00 FEET THENCE S.37°33'07'W. PERPENDICULAR TO THE LAST DESCRIBED COURSE, 12.00 FEET THENCE N,52.26'53'W. PERPENDICULAR TO THE LAST DESCRIBED COURSE, 10.00 FEET, THENCE S.82°33'07'W. A DISTANCE OF 7.07 FEET, THENCE S, 37°33'07'W. A DISTANCE OF 5.00 FEET THENCE N,52-26'53'W PERPENDICULAR TO THE LAST DESCRIBED COURSE, 12.00 FEET THENCE N.37°33'07'S PERPENDICULAR TO THE LAST DESCRIBED COURSE, 5.00 FEET THENCE N.07°26'53'W, A DISTANCE OF 7.07 FEET THENCE N.52°26'53'W. A DISTANCE OF 58.84 FEET TO A LINE THAT IS 20.00 FEET SOUTH OF MEASURED PERPENDICULAR THERETO AND PARALLEL WITH THE AFORESAID NORTH LINE OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 35 THENCE S.88°50'52"N., ALONG SAID PARALLEL LINE, 442.80 FEET THENCE S.87°11'49'W. A DISTANCE OF 260.61 FEET THENCE S.82°26'53'W A DISTANCE OF 130.11 FEET TO A LINE THAT IS 50.00 FEET EAST OF MEASURED PERPENDICULAR THERETO AND PARALLEL WITH THE WEST LINE OF THE AFORESAID NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 35, BEING ALSO THE EAST RIGHT OF WAY LINE, AS MONUMENTED, OF FIFTH AVENUE THENCE N.01°10'40'W., ALONG SAID PARALLEL LINE AND ALONG SAID EAST RIGHT OF WAY LINE, AS MONUMENTED, 12.08 FEET THENCE N.82°26'53'E., A DISTANCE OF 129.27 FEET THENCE N,87°11'49'E. A DISTANCE OF 261.28 FEET TO A LINE THAT IS 8.00 FEET SOUTH OF MEASURED PERPENDICULAR THERETO AND PARALLEL WITH THE AFORESAID NORTH LINE OF THE NORTHEAST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 35 THENCE N.88°50'52'E. ALONG SAID PARALLEL LINE, 447.19 FEET THENCE S.52°26'53'E. A DISTANCE OF 76.05 FEET; THENCE N, 37°33'07'E. PERPENDICULAR TO THE LAST DESCRIBED COURSE, 10.32 FEET TO A LINE THAT IS PERPENDICULAR TO THE AFORESAID WEST LINE OF THE EAST 10.00 ACRES OF THE NORTHEAST QUARTER OR THE SOUTHWEST QUARTER OF SECTION 35 AND PASSES THROUGH THE POINT OF BEGINNING, THENCE N.88°50'52'E. ALONG SAID PERPENDICULAR LINE 4.47 FEET TO THE POINT OF BEGINNING, CONTAINING 11397.70 SQUARE FEET IN LEYDEN TOWNSHIP, COOK COUNTY, ILLINOIS.

SITE NAME: Triton College
SITE NUMBER:
ATTY/DATE: GJ

Exhibit "B"

Survey

(Survey not complete at time of execution)

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16334

SUBJECT: FACILITY RENTAL FEE WAIVER:
TRITON FOUNDATION 27th ANNUAL PRESIDENT'S RECEPTION

RECOMMENDATION: That the Board of Trustees approve the use of Triton facilities for the President's Reception for FY 2020, scheduled for November 6, 2019; waive room rental fees and set up charges of approximately \$2,000 as per the Triton College Facilities Rental Policy.

RATIONALE: The Triton College Foundation, requesting the space and facility rental fee waiver, is a not-for-profit group working directly for the educational mission of the College. The funds raised from this event will directly benefit the students of Triton College. Furthermore, the event will enhance Triton's image and showcase its resources.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

| | | |
|--|---|-------------------|
| <hr/> Mark R. Stephens Chairman | <hr/> Diane Viverito Secretary | <hr/> Date |
|--|---|-------------------|

Related forms requiring signature: Yes _____ No X

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16335

SUBJECT: FACILITY RENTAL FEE WAIVER:
ILLINOIS COMPTROLLER'S OFFICE OF SUSANA MENDOZA

RECOMMENDATION: That the Board of Trustees approve the use of the Triton College Rooms B204 and B210 by the Illinois Comptroller's Office of Susana Mendoza on Monday, September 30, 2019, from 11:30 am to 4:30 pm, to hold a training for local governmental officials within the Triton area. The value of the facility waiver is approximately \$1,260 (\$1,000 - room rental fee, plus \$260 - cost of Triton personnel) as per the Triton College Facilities Rental Policy.

RATIONALE: Office Specialist Kathy Meunier from the State of Illinois Comptroller's Office reached out to Triton in late July of 2019 to look for a space to hold a training for local governmental officials within the Triton area. Ms. Meunier explained that they (Illinois Office of the Comptroller) provide 16 similar trainings across the State of Illinois between the end of September throughout October. She also said that they were flexible in terms of date and time. (The training here is to be held for no more than 100 people and it is an RSVP only event.) Triton offered rooms B204 and B210 on Monday, September 30, 2019, from 11:30 am to 4:30 pm, with Triton College maintenance and AV technician on duty for an approximate cost of \$1,000 room rental and \$260 personnel as per the Triton College Facilities Rental Policy. Ms. Meunier has requested a facility rental waiver (including the cost of the room and Triton personnel) explaining that, since this extra expense (facility rental fees for the 16 trainings) was not budgeted by the State of Illinois, the Office of the Comptroller cannot afford it. She also added that, if all fees were not waived by Triton, including the fee for the college out-of-pocket costs for personnel (which we told her is not historically waived by the Board of Trustees), they would look for an alternate space where they would not be charged any fees.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

| | | |
|--|---|--|
| <u>Mark R. Stephens</u> Chairman | <u>Diane Viverito</u> Secretary | <u> </u> Date |
| Related forms requiring signature: Yes <u> </u> No <u> X </u> | | |

**Facilities Rental Agreement Between
Triton College
and
Illinois Comptroller's Office of Susana Mendoza
100 West Randolph Street, Suite 15-500
Chicago, IL 60601**

Triton College agrees to allow use of its facility: B204 and B210

Event: Training for Local Officials

Date/Time of Event: September 30, 2019, 11:30 am – 4:30 pm

Expected attendance: Less than 100

Fee/honorarium for the event: \$1,000 (rental fee waiver requested)
\$260 (approximate cost of Triton personnel)

Date of the Agreement: August 6, 2019

State of Illinois Comptroller's Office further agrees to:

1. Pay a non-refundable deposit of 50% of the total estimated costs at the time the reservation is made and remit the remainder of the charge 30 days prior to the event – if less than 10 business days – cash or cashier's check. Cancellation will not result in a refund of these fees and instead will reflect liquidated damages as the parties agree the real damages would be impossible to determine.
2. Provide evidence of insurance naming **Triton College, District No. 504, its affiliates, officers, directors, trustees, volunteers, employees, and students as additional insured with minimum limit of \$1,000,000 per occurrence for bodily injury and property damage, and \$2,000,000 in the aggregate.** The insurance coverage must show additional insured status to Triton College on a primary and non-contributory basis. The actual endorsement to the policy naming Triton as additional insured (or a "blanket additional insured" endorsement) must be attached to the Certificate of Insurance.
3. Familiarize itself and abide by College regulations pertaining to the area rented, including but not limited to those identified in Attachment A, attached hereto and made a part hereof.
4. Hold Triton College harmless for any loss, injury or damages arising from applicant's use of the rented facilities.

Sean Sullivan
Triton College Representative

(Date)

Kathy Meunier
Illinois Comptroller's Office Representative

(Date)

**Facilities Rental Agreement Between
Triton College
and
Illinois Comptroller's Office of Susana Mendoza
100 West Randolph Street, Suite 15-500
Chicago, IL 60601**

ATTACHMENT A

TRITON COLLEGE CAMPUS RULES

No firearms, explosives, fireworks or weapons of any kind
No tobacco products of any kind
No alcohol of any kind
Abide by all weather warnings

SPRINTURF RULES

No sport drinks or liquids other than water
No food items – including gum and sunflower seeds
Molded cleats or other athletic shoes only (no metal cleats)
No sharp objects, including tent stakes, corner flags or other objects that can penetrate turf surface
Approved athletic equipment only
No bicycles or other unapproved vehicles
No animals of any kind

Kathy Meunier, Office Specialist
Illinois Comptroller's Office of Susana Mendoza

Date

FACILITY RENTAL FEE WAIVER for ILLINOIS COMPTROLLER'S OFFICE OF SUSANA MENDOZA

Triton Personnel Cost Breakdown:

| | Regular rate (per hour) | Total |
|-----------------------|-------------------------|--------------|
| Maintenance (2 hrs) | \$42.50 | \$85 |
| AV Technician (5 hrs) | \$35.00 | \$175 |
| Grand Total | | \$260 |



DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

CERTIFICATE OF COVERAGE

ISSUE DATE

8/8/2019

PRODUCER
State of Illinois
Department of Central Management Services
Bureau of Benefits
Risk Management Division
801 S. 7th Street, Fl. 6-M
Springfield, IL 62703

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND, OR ALTER THE COVERAGE AFFORDED BY THE POLICIES OR PLANS BELOW.

COMPANIES AFFORDING COVERAGE

COMPANY LETTER A State of Illinois - Self-Insured Plan

COMPANY LETTER B State of Illinois - Self-Insured Plan

COMPANY LETTER C State of Illinois - Self-Insured Plan

COMPANY LETTER D State of Illinois - Self-Insured Plan

COMPANY LETTER E State of Illinois - Self-Insured Plan

COMPANY LETTER F

INSURED
State of Illinois
Office of the Comptroller
325 W. Adams St.
Springfield, IL 62704

COVERAGES This is to certify that the policies of insurance and/or self-insured plans listed below have been issued to the insured named above for the policy period indicated, notwithstanding any requirement, terms or condition of any contract or other document with respect to which this certificate may be issued or may pertain, the insurance afforded by the policies described herein is subject to all the terms, exclusions and conditions of such policies. Limits shown may have been reduced by paid claims

| CO LT | TYPE OF INSURANCE | POLICY NUMBER | POLICY EFF. DATE | POLICY EXP. DATE | ALL LIMITS IN THOUSANDS |
|-------|--|--|------------------|--|---|
| A | GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GEN. LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR. <input type="checkbox"/> OWNER CONTRACTOR PROT <input type="checkbox"/> _____ | State of Illinois Self-Insured Plan | 5/18/81 | Per Person/Per Occurrence As Defined By Statute | \$2,000 |
| B | AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input checked="" type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS | State of Illinois Self-Insured Plan | 8/7/76 | Until Repealed | COMBINED SINGLE LIMIT As Defined By Statute \$ 2,000 |
| C | WORKER'S COMPENSATION AND EMPLOYER'S LIABILITY | State of Illinois Self-Insured Plan | 7/1/75 | Until Repealed | As Defined By Statute |
| D | FIDELITY AND SURETY BOND PLAN | State of Illinois Self-Insured Plan | 6/30/89 | Until Repealed | As Defined By Statute |
| E | EMPLOYEE REPRESENTATION AND INDEMNIFICATION PLAN | State of Illinois Self-Insured Plan | 12/3/77 | Until Repealed | As Defined By Statute |
| F | OTHER | | | | |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES / RESTRICTIONS / SPECIAL ITEMS:

This certificate is provided as evidence of coverage, pursuant to 20 ILCS 405-105(7), for public liability exposure of the State of Illinois and its employees acting within the scope of their employment.

CERTIFICATE HOLDER

Triton College
2000 5th Ave.
River Grove, IL 60171

CANCELLATION

Should any of the above described policies or coverages be cancelled before the expiration date thereof, the State of Illinois will endeavour to mail 45 days written notice to the certificate holder named to the left, but failure to mail such notice shall impose no obligation or liability of any kind upon the State of Illinois: commercial property or its agents.

Authorized Representative

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16336

SUBJECT: DePUE MECHANICAL, INC. HVAC SERVICES

RECOMMENDATION: That the Board of Trustees approve an open purchase order with DePue Mechanical Inc., a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY20 vendor limit of \$25,000.

RATIONALE: DePue Mechanical Inc. performs general HVAC services on an “on call” emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC “on call” vendors in FY20 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O’Brien Sullivan

Board Officers’ Signatures Required:

| | | |
|---|--|----------------------|
| _____ Mark R. Stephens Chairman | _____ Diane Viverito Secretary | _____ Date |
|---|--|----------------------|

Related forms requiring signature: Yes _____ No X

45/146

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16337

SUBJECT: HAYES MECHANICAL, HVAC SERVICES

RECOMMENDATION: That the Board of Trustees approve an open purchase order with Hayes Mechanical, a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY20 vendor limit of \$25,000.

RATIONALE: Hayes Mechanical performs general HVAC services on an “on call” emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC “on call” vendors in FY20 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O’Brien Sullivan

Board Officers’ Signatures Required:

| | | |
|---|--|----------------------|
| _____ Mark R. Stephens Chairman | _____ Diane Viverito Secretary | _____ Date |
|---|--|----------------------|

Related forms requiring signature: Yes _____ No X

46/146

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16338

SUBJECT: MURPHY & MILLER, INC. HVAC SERVICES

RECOMMENDATION: That the Board of Trustees approve an open purchase order with Murphy & Miller, Inc., a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY20 vendor limit of \$25,000.

RATIONALE: Murphy & Miller, Inc. performs general HVAC services on an “on call” emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC “on call” vendors in FY20 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O’Brien Sullivan

Board Officers’ Signatures Required:

| | | |
|---|--|----------------------|
| _____ Mark R. Stephens Chairman | _____ Diane Viverito Secretary | _____ Date |
|---|--|----------------------|

Related forms requiring signature: Yes _____ No X _____

47/146

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16339

SUBJECT: W. J. O'NEIL CHICAGO LLC, HVAC SERVICES

RECOMMENDATION: That the Board of Trustees approve an open purchase order with W. J. O'Neil Chicago LLC, a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY20 vendor limit of \$25,000.

RATIONALE: W. J. O'Neil LLC performs general HVAC services on an "on call" emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC "on call" vendors in FY20 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

| | | |
|--|---|--|
| <hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Mark R. Stephens Chairman | <hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Diane Viverito Secretary | <hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Date |
|--|---|--|

Related forms requiring signature: Yes _____ No X

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16340

SUBJECT: EEO AND AFFIRMATIVE ACTION PROGRAM FY19 SUMMARY

RECOMMENDATION: That the Board of Trustees approve the Equal Employment Opportunity and Affirmative Action Program as presented by the Human Resources Department.

RATIONALE: The Affirmative Action Program outlines the College's policy against discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from military, or status as a disabled veteran or veteran of the Vietnam era. The program explains the responsibilities of each member of the College Community in meeting the program's promises and the College's goals in achieving the balance between the district's diverse population and campus population.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

| | | |
|--|---|-------------------|
| <hr/> Mark R. Stephens Chairman | <hr/> Diane Viverito Secretary | <hr/> Date |
|--|---|-------------------|

Related forms requiring signature: Yes _____ No X



**EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION PROGRAM**

July 1, 2018 - June 30, 2019

**TRITON COLLEGE
2000 Fifth Avenue
River Grove, IL 60171**

**TRITON COLLEGE
BOARD OF TRUSTEES**

2019

Mark R. Stephens, Chairman

Donna L. Peluso, Vice Chairwoman

Diane Viverito, Secretary

Luke Casson, Member

Glover Johnson, Member

Elizabeth Potter, Member

Richard B. Regan, Member

Steven L. Page, Student Trustee

* * * *

Mary-Rita Moore, President

Drafted and Compiled by:

Joe Klinger
Associate Vice President, Human Resources

With the Assistance of:

Kusper & Raucci Chartered, College Legal Counsel

Presented to the Triton College Board of Trustees
August 27, 2019

TABLE OF CONTENTS

| | | |
|-------|---|------|
| I. | Introduction | 1 |
| II. | Dissemination of Policy | 2-3 |
| A. | Internal Dissemination | 2 |
| B. | External Dissemination | 2-3 |
| III. | Responsibility for Implementation | 3-5 |
| A. | President | 3 |
| B. | Affirmative Action Officer | 3-4 |
| C. | Vice Presidents, Associate Vice Presidents, Deans, Department Chairs and Directors | 4-5 |
| IV. | Identification of Problem Areas | 6 |
| V. | Grievance Procedures | 6 |
| VI. | Discriminatory Treatment/Compliance Inquiries | 7 |
| VII. | Identification of Problem Areas and Appropriate Corrective Actions | 8 |
| VIII. | Internal Audit and Reporting | 9 |
| IX. | Action-Oriented Programs | 9-10 |
| X. | Equal Employment Opportunity and Affirmative Action Goals | 10 |
| XI. | Appendices | |
| A | Job Group Analysis/Workforce Summary | |
| B | EEO Workforce Analysis | |

I. INTRODUCTION

Triton College, Illinois Community College District 504, is committed to diversity in both the College and the Community, as reflected in Triton College's Mission and Vision Statements. The College's Mission Statement, adopted in 2011, is as follows:

“Triton College is committed to student success through institutional and academic excellence, and providing a student-centered, lifelong learning environment for our diverse community.”

The College Vision Statement, adopted in 2011, is as follows:

“Triton College is a model of teaching excellence and student success. We are a community college that embraces the educational, training, and personal development needs of the diverse communities we serve through innovation in our programs and approach to learning.”

In furtherance of the College's Mission and Vision Statements, the College has developed, and updates annually, an Equal Employment Opportunity and Affirmative Action Program (“EEO/AA Program”). This program will continue to be updated both as required by law and as long as the College finds that such updates serve to support equal opportunity for all of its community members.

The EEO/AA Program clearly outlines that it is the College's policy not to engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or a veteran of the Vietnam era and to comply with all federal and state nondiscrimination, equal employment opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in College programs and activities.

The College recognizes its responsibility to facilitate participation in its educational and employment processes for qualified individuals. Equal employment opportunity shall be provided in the hiring, retention, training, transfer, promotion, compensation, and upgrading of all employees, without discrimination on the basis of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or veteran of the Vietnam era (“Protected Group”). Affirmative steps toward obtaining diversity are integral components in the College's business practices and are further outlined herein.

II. DISSEMINATION OF POLICY

The College will continue to disseminate its EEO/AA Program both internally and externally.

A. Internal Dissemination

1. The College's Equal Employment Opportunity Policy will be included in the bylaws and policies of the Board of Trustees, the College Catalog, employee manuals and any other internal publications directed toward employees.
2. Copies of the EEO/AA Program will be made available to all administrative and supervisory personnel, vice presidents, deans, associate deans, and to each department chair. A copy of the Equal Employment Opportunity and Affirmative Action Program will be on reserve in the Triton College Library.
3. The Affirmative Action Officer will be available to meet with union officials to solicit cooperation in implementing the Program. Full cooperation will be requested in the recruitment, employment, and training of Protected Groups. Contractual provisions of union contracts are reviewed to ensure that they are nondiscriminatory and nondiscrimination clauses are included in all union contracts.
4. Staff meetings and agenda items will include items on Equal Employment Opportunity and Affirmative Action as needed.
5. Equal Employment Opportunity and Affirmative Action posters will be placed in prominent locations on bulletin boards throughout the campus.
6. Administrators with hiring responsibilities are informed that federal legislation requires that they take equal employment opportunity and affirmative action to ensure equal employment opportunities for qualified members of Protected Groups.

B. External Dissemination

1. The College's Equal Employment Opportunity and Affirmative Action clause, "Triton College is an Equal Employment Opportunity and Affirmative Action Institution," will be printed on all letterhead, purchase orders and contracts. The Vice President of Business Services will ensure that all subcontractors, vendors, and suppliers are informed in writing of Triton's commitment to equal employment opportunity.
2. The Human Resources Department will include the Equal Opportunity Employer statement on all application forms.
3. The Equal Opportunity Employer statement will appear on all vacancy notices.

4. Upon written request, through the standard Freedom of Information Act, copies of the Equal Employment Opportunity and Affirmative Action Program will be disseminated to the public.

III. RESPONSIBILITY FOR IMPLEMENTATION

The equal employment opportunity and affirmative action commitment originates with the Board of Trustees and permeates throughout the College through its mission, vision, procedures and practices.

A. President

The Triton College President has the overall responsibility for implementing the College's Equal Employment Opportunity and Affirmative Action Program. The President has assigned coordination of responsibilities to implement the program to the Affirmative Action Officer.

B. Affirmative Action Officer

The Affirmative Action Officer is responsible for the daily operation of the College's Equal Employment Opportunity and Affirmative Action Program. The Affirmative Action Officers responsibilities include the following:

1. Develop and compile procedures related to equal employment opportunity and affirmative action for review by the President and approval by the Board. Develop the College EEO/AA Program and related procedures.
2. Design and implement internal auditing and reporting systems that will: measure the effectiveness of the College EEO/AA Program, including monitoring and evaluating hiring practices; indicate the need for corrective action; and, determine the degree to which goals and objectives have been attained.
3. Keep the administration informed of current developments in EEO/AA.
4. Represent the College and serve as a liaison with compliance agencies, organizations for Protected Groups, and other such community-based programs. The Affirmative Action Officer may represent the College in person or through a delegate.
5. Process internal discrimination complaints in accordance with established guidelines. Assist the President and the Associate Vice President of Human Resources and the administration in identification and resolution of problem areas.

6. Develop, maintain and/or monitor internal and external communication systems for the dissemination of information about the EEO/AA Program. Provide awareness training for relevant committees and supervisors concerning all Protected Groups.
7. Publish an annual report, which includes a workforce analysis, availability and utilization data, goals and timetables, and any update to the EEO/AA Program.
8. Recommend needed policies to the President and the Associate Vice President of Human Resources.
9. Develop workshops and seminars concerning matters relating to equal employment opportunity and affirmative action issues for the College community.

C. Vice Presidents, Associate Vice Presidents, Deans, Department Chairs and Directors

Vice Presidents

The Executive Officers of Triton College have administrative responsibilities to enforce the College's EEO/AA Program and to ensure the College's compliance in their administrative areas. Administrators reporting to Vice Presidents shall be accountable for compliance with the EEO/AA Program. All supervisory employees should understand that maintenance of equal employment opportunity is an integral part of their job duties and that they are expected to address any complaints.

The responsibilities of the Vice Presidents within their respective areas will include, but not necessarily be limited to, the following:

1. The Vice Presidents over Academic and Student Affairs will ensure equality and equal access to all academic programs and monitor implementation of the EEO/AA Program within all academic departments.

The Vice Presidents over Academic and Student Affairs will assist in identifying the racial composition of the student population, as may be required, and ensure equal access to College activities, financial aid, and all other student services.

2. The Vice President of Business Services will ensure the College's compliance with all regulations pertaining to purchasing and contracting and will provide leadership for business office administrative services, accounting, finance, physical plant, auxiliary enterprising, administrative data processing, purchasing, police department, in a non-discriminatory manner. As the College's Affirmative Action Officer, the Vice President of Business Services will monitor and ensure compliance with EEO/AA guidelines and principles throughout the institution. The Vice President of Business Services will ensure the College's compliance through non-disciplinary practices in all aspects of Human Resources Department

activities, including recruitment, hiring, and employee development. Additionally, he will make evident the institution's commitment to EEO/AA principles through inclusion of the Affirmative Action/Equal Employment Opportunity statement on marketing materials, and through balanced representation in all promotional materials.

3. The Executive Director of Grants Development will ensure the College's compliance with all regulations when developing procedures for the College to accept donations/gifts, will work with faculty in soliciting them, and will provide leadership, coordination, and support to the College's efforts in fund-raising in a non-discriminatory manner.

Associate Vice Presidents and Deans

The Associate Vice Presidents and the Deans of Health Careers, Business and Technology, Continuing Education, Adult Education, Enrollment Services, Arts and Sciences, Student Services, and Academic Success will ensure that equal employment opportunity and affirmative action guidelines are followed by:

1. Monitoring all employment practices within their areas to assure compliance with regulations;
2. Assuring that all personnel reporting to the Associate Vice Presidents and Deans understand that equal employment opportunity and affirmative action are integral parts of their job duties;
3. Assisting the Affirmative Action Officer with developing goals and objectives for the departments and providing input and suggestions for improvement of the EEO/AA Program.

Department Chairs, Directors, and Coordinators

The responsibilities of the Academic Department Chairs, Coordinators, and the Directors within the College include the following:

1. Carrying out all aspects of the EEO/AA Program directly related to their areas;
2. Assuring all personnel decisions within their departments are made on a nondiscriminatory basis;
3. Providing input and suggestions for improvement of the EEO/AA Program.

IV. IDENTIFICATION OF PROBLEM AREAS

Responsible College officials will continue to study employment patterns within the College to identify specific problem areas relating to equal employment opportunity and affirmative action. The areas of analysis will include academic employment, nonacademic employment, and construction employment. Specific programs will be developed and specific actions taken at the College level will be designed to eliminate problem areas.

The equal employment opportunity and affirmative action program includes an analysis of the representation of Protected Groups by job group classifications provided by the Equal Employment Opportunity Commission. When problems and under-representation exist, the College will continue to set goals and timetables to which the College's good faith efforts will be directed.

V. GRIEVANCE PROCEDURES

Triton College recognizes the importance of providing employees an avenue to redress grievances that may arise in the employment context. Employees who believe that they have been treated unjustly, affected by violation, misrepresentation, or misapplication of the Adjunct, Classified, Police, Engineers, Mid-Management, Administration, or Faculty Policy Manuals, should immediately endeavor, to the extent possible, to resolve the matter informally with their immediate supervisor. In the event this is not possible, grievance procedures are in force to redress and resolve complaints in a prompt, fair, and orderly manner. Likewise, a person applying for program admission to the College or a student or employee alleging unfair or discriminatory treatment deserves an opportunity for formal redress.

Grievance procedures for faculty, administrative, mid-management, and classified employees, as well as students, may be found in their respective contracts and/or policy manuals.

VI. DISCRIMINATORY TREATMENT/COMPLIANCE INQUIRIES

A person, student or employee alleging unfair or discriminatory treatment deserves an opportunity for formal redress.

Charges of a discriminatory nature, involving any Protected Group or any other basis which is proscribed by law, may be filed with the Affirmative Action Officer.

Inquiries regarding compliance with state and federal non-discrimination regulations may be directed to the Affirmative Action Officer, Triton College, 2000 Fifth Avenue, River Grove, Illinois 60171 or any of the following agencies:

1. Equal Employment Opportunity Commission
1801 L Street, N. W., Suite 100, Washington D. C., 20507-1002
or the
Chicago District Office at 500 West Madison Street, Suite 2800,
Chicago, IL 60661 (312) 353-2713
2. Illinois Department of Human Rights
100 West Randolph, Suite 10-100
Chicago, IL 60601 (312) 814-6200
3. Office for Civil Rights, U.S. Department of Education
111 N. Canal Street, Suite 1053
Chicago, IL 60606 (312) 886-8434
4. Illinois Education Labor Relations Board
160 North LaSalle Street, Suite N-400
Chicago, IL 60601 (312) 793-3170

VII. IDENTIFICATION OF PROBLEM AREAS AND APPROPRIATE CORRECTIVE ACTIONS

The Office of Federal Contract Compliance Regulations defines a problem area as one area or job group within an employer's workforce in which there is a deficiency or underutilization of members of Protected Groups. This EEO/AA Program is Triton's attempt to set forth positive steps to increase employment opportunities for Protected Groups within specific job groups at the College.

As a means of identifying potential problem areas, an analysis comparing the racial and gender composition of Triton's district to the racial and gender composition of the College's employee groups will be analyzed.

To accomplish these comparisons, a Job Group Analysis which describes the College's employee groups and lists by sex, race, salary and the numbers within each job group has been developed. The survey strongly endorses employee self-identification of race and ethnic categories whenever possible.

Results of the Job Group Analysis will be an indicator of possible deficiencies or underutilization of Protected Groups within the College's workforce. Underutilization by definition occurs when there are fewer members of a Protected Group in a particular job group than would reasonably be expected by the group's availability in the relevant labor market.

Protected Groups should be adequately represented throughout the College and genuine efforts to hire equally qualified Protected Group applicants will ensure a College workforce commensurate with ethnic and gender parity.

41 C.F.R. Section 60-2.15

"Underutilization" is defined as "having fewer minorities or women in a particular job group than would reasonably be expected by their availability."

41 C.F.R. Section 60-2.16b

"A contractor's determination under Section 60-02.15 that a placement goal is required constitutes neither a finding nor an admission of discrimination."

VIII. INTERNAL AUDIT AND REPORTING

Triton College maintains an extensive human resources data system as part of the College's management information system. This system monitors and reports all employee activity at the College. It also assists the College in assessing the effectiveness of its Affirmative Action Program.

The Administrative Computer System monitors records of many personnel activities, including placements, transfers, promotions, terminations and compensation at all levels to ensure the nondiscriminatory policy is carried out.

The Affirmative Action Officer reviews personnel reports to determine the degree to which equal employment opportunity and organizational objectives are attained.

The Affirmative Action Officer reviews and reports Affirmative Action Program goal achievement at all levels of management on an annual basis.

The Affirmative Action Officer will advise top management of the Equal Employment Opportunity and Affirmative Action Program's effectiveness and submit recommendations to improve unsatisfactory performance.

IX. ACTION-ORIENTED PROGRAMS

In order to broaden the College's outreach and to measure the effectiveness of the Program, the College has undertaken action-oriented programs.

- A. Distribute EEO/AA Program summarization to all employees of Triton College. Post the intent of the Plan in prominent campus locations. Post job openings.
- B. Provide training and professional development opportunities so that all employees realize their greater potential and acquire new skills.
- C. All vacancies will be posted in accordance with agreed upon procedures as outlined in the respective employee group contracts and/or policy manuals. All vacancies will be advertised in publications and on job boards as appropriate, including resources specifically for Protected Groups. In all cases, the best-qualified applicant will be hired.
- D. Searches may be extended if the sample of Protected Group members amongst the applicant pool is not sufficient.
- E. Screening committees are utilized to assist in the selection process and a member of Protected Groups serves on all committees. The Affirmative Action Officer may participate as needed on any screening committee. After all of the applications have been reviewed by the search committee, applicants are selected for interviews based on the

qualifications for the position. All candidates selected for an interview will be asked the same questions. The questions will only be related to the ability to do the job with or without reasonable accommodation. Each representative of the screening committee will make notes regarding the candidate; all interview notes, and related records will be retained in Human Resources for a minimum of two (2) years, or longer if otherwise required by law.

The recommendations and work performed by the screening committee will be reviewed by the Associate Vice President of Human Resources to verify compliance with the College's Equal Opportunity and Affirmative Action Plan.

- F. All hiring managers will understand the selection process, including equal employment opportunity and affirmative action goals.
- G. Conduct periodic staff development sessions on equal employment opportunity, affirmative action, and diversity issues in order to increase staff sensitivity toward Protected Group concerns.

X. EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTIONS GOALS

The following goals are intended as guidelines to be followed in the implementation and execution of this EEO/AA Program and to provide a guide for the achievement of equal employment opportunity for members of Protected Groups at Triton College.

- A. To increase awareness concerning the meaning of equal employment opportunity on the part of all College personnel.
- B. To eliminate any practices which may have a discriminatory effect on the employment opportunities of members of Protected Groups.
- C. To review all personnel actions to ensure that no decisions are made which might discriminate on the basis of Protected Group status.
- D. To provide staff development for front-line employees that will encourage sensitivity and courtesy as related to culturally diverse groups.
- E. To promote a climate at the point of entry and throughout the campus so that students and personnel will find an institution that is welcoming and supportive.

| Position ID | Person Gender | Person Ethnic Desc | Person Full Name | Position Title |
|-----------------|---------------|----------------------|---------------------------|--------------------------------|
| ABZAEDDNADLTED | F | White | Lynch-Curneen, Jacqueline | Dean Adult Education |
| AZZVPAVPACADAF | F | White | Campos, Susan | Vice President Acad Affairs |
| AAZINFAVPINFOS | M | White | Garrity, Michael | AVP Information Systems |
| AAZGRMAVPFACIL | M | White | Lambrecht, John | AVP Facilities |
| ABZDASDNARTSCI | M | Asian | Li, Kevin | Dean Arts & Sciences |
| ABZDSSDNSTDNTS | F | Black Or African Am. | Jones, Denise | Dean of Students |
| ADZDIRPUBLICAF | F | Hispanic Or Latino | Jonas, Audrey | Dir of Public Affairs/Communit |
| ACZDCRADNARTSC | M | White | Salinas-Lazarski, Derek | Associate Dean Arts & Sciences |
| ACZDAADIRFACDV | F | Asian | Tiwari, Shelley | Dir, Faculty Dev & Student |
| ABZRESDNRESRCH | M | Asian | Tharakunnel, Kurian | Exec Dir, Res & Inst. Eff. |
| ABZDCEDNCONTEDE | F | White | Rockafellow, Colleen | Dean Continuing Education |
| ACZFIAADNENRLS | F | White | Zinga, Patricia | Assoc Dean Enroll Serv-Fin |
| ABZEXEDIRGRTDP | F | Black Or African Am. | Smith, Sacella | Executive Director Grant Dev |
| ACZFINEXCDIRFI | M | White | Reynolds, James | Executive Director Finance |
| ABZDHCDNHLTHCR | F | White | Harmon, Pamela | Dean Health Careers |
| AZZPREPRESNT | F | White | Moore, Mary-Rita | President |
| ABZAVPAVPTCHIN | M | Hispanic Or Latino | Espino, Humberto | Assistant VP T and I |
| ABZPUBDIRMKTG | M | White | Tolia, Sam | Director of Marketing |
| AZZVPBVPBUSRV | M | White | Sullivan, Sean | VP Business Services |
| AAZHURAVPHRES | M | White | Klinger, Joseph | AVP Human Resources |
| AAZFINAVPFINBS | M | White | Abezetian, Garrick | AVP Finance & Business Svc |
| ADZVPADIRPASA | F | White | Rubalcaba, Jessica | Dir for the VP Student Aff |
| ACZDCRASDNCOLL | M | Hispanic Or Latino | Segovia, Ricardo | Assoc Dean of College Readin |
| ADZCBDDIRCORPO | F | White | Shields, Patricia | Director Corporate Outreach |
| ADZPRESPECASST | F | Black Or African Am. | Watkins, Brenda | Special Asst to the Presid |
| ACZGIPDIRGRTCP | F | Hispanic Or Latino | Monge, Raquel | Director of Grants Compliance |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Hernandez Rios, Maria | Custodian |
| C12ADMRECEVAL | F | White | Gagliardi, Kayla | Records Evaluator |
| C8ZGRMSECRET2 | F | Hispanic Or Latino | Hernandez-Chavez, Rebecca | Secretary II |
| C9ZADMCLKPER2 | F | White | Walenga, Shelley | Clerk, Student Personnel II |
| C6ZCRSSECRET1 | F | Black Or African Am. | Spiller-Iverson, Freida | Secretary I |
| C6ZLIBLIBTECA | M | Black Or African Am. | Doyle-Marzette, Aaron | Library Tech & Cir Asst |
| C11CDFCCASOC | F | Hispanic Or Latino | Gattone, Jane | Child Care Ctr Assoc Flex |
| C11EQMMAINSKT | M | White | Morris, Steven | Maintenance, Skilled Trades (c |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Rodriguez, Adelina | Custodian |

| | | | | |
|----------------|---|----------------------|---------------------------|--------------------------------|
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Bravo Flores, Gloria | Custodian |
| C9ZFIASRFASPC | M | Hispanic Or Latino | Rodriguez, David | Sr. Financial Aid Specialist |
| C8ZCOESECRET2 | F | Black Or African Am. | Mooney, Katrina | Secretary II |
| C10DSSOFFCOR | F | White | Abbruscato, Dora | Office Coordinator |
| C8ZDBTSECRET2 | F | White | Poremba, Sandra | Secretary II |
| C8ZSKTMAINSEM | M | Hispanic Or Latino | Herrejon Villalobos, Said | Maint. Semi-Skilled Trades |
| C7ZSFSLEADAST | F | Black Or African Am. | Evans, Rosalyn | Lead Staff Assistant |
| C9ZADMPRINSPC | F | White | Velasco, Mary | Prospective Student Informatio |
| C12CDTASOCDIR | F | White | Lorenzo, Valerie | Child Care Associate Director |
| C9ZPOLCOMMOFF | M | White | Riddle, Scott | Police Communications/Support |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Ortiz, Maria | Custodian |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Gutierrez, Cindy | Custodian |
| C6ZWELCLKPER1 | F | Black Or African Am. | Smith, Julietta | Clerk, Student Personnel I |
| C11LIBCORCIRC | F | Hispanic Or Latino | Lee-Mc Collum, Annette | Coordinator, Circulation Servi |
| C11CDECCASOC | F | White | Skorus, Angela | Child Care Ctr Associate |
| C11FINACCTNT | F | White | Zydron, Elizabeth | Accountant |
| C5ZSRMCLKMAIL | F | Hispanic Or Latino | Velasquez, Imelda | Clerk, Mail Distribution |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Flores, Cesar | Custodian |
| C8ZDHCSECRET2 | F | Hispanic Or Latino | Martinez, Hermelinda | Secretary II |
| C6ZGRMGARDEN | M | Hispanic Or Latino | Guevara, Edgar | Gardener |
| C10RVPCORRSVP | F | Hispanic Or Latino | McLaren, Minerva | Coordinator, Rsvp Volunteers |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Arellanes, Rosalio | Custodian |
| C6ZCUSCUSTDN | M | White | Schalkowski, Charles | Custodian |
| C7ZSCIASTCRDCH | F | White | Nagle, Anna | Asst. Coord. Chemistry Lab |
| C6ZCUSCUSTDN | M | White | Renelli, Anthony | Custodian |
| C7ZCUSMAINSUP | M | White | Williams, Karl | Maintenance Supply and Set Up |
| C11DCSCSYSSPC | M | White | Kowalski, Kenneth | Computer Systems Specialist |
| C11SKTMAINSKT | M | White | McNeill, Daniel | Maintenance, Skilled Trades (g |
| C11CDCCCCASOC | F | Hispanic Or Latino | Corral, Azucena | Child Care Ctr Associate |
| C11DCSCSYSSPC | F | Hispanic Or Latino | Hernandez, Amaris | Computer Systems Specialist |
| C12PUBSRGRSPC | F | White | De Maine, Anna | Senior Graphic Design Speciali |
| C6ZAEDDATACLK | F | White | Aller, Kelly | ABE Data Entry Clerk |
| C11FINACCTNT | M | White | Mungerson, Robert | Accountant |
| C7ZPURASST | F | White | Schafer, Nancy | Purchasing Assistant |
| C11TFECSYSSPC | F | White | Lustro, Barbara | Computer Systems Specialist |
| C10AUDCORAUDV | M | White | Kushino, Patrick | Coordinator, Audio Visual Serv |
| C9ZADMCLKPER2 | F | Black Or African Am. | Campbell, Lorraine | Clerk, Student Personnel II |
| C6ZADMCLKPER1 | F | Black Or African Am. | Fletcher, Delisha | Clerk, Student Personnel I |

| | | | | |
|----------------|---|----------------------|-----------------------|--------------------------------|
| C11DCSCSYSSPC | F | Black Or African Am. | Jamison, Elaine | Computer Systems Specialist |
| C12ADMRECEVAL | F | White | Clemment, Julie | Records Evaluator |
| C10SCICORSCIL | F | White | Kanan, Martha | Coordinator, Science Lab |
| C9ZLIBCATALOG | F | White | Pongener, Sylvia | Cataloger |
| C13CUSSRLDPER | M | White | Spulak, Terrence | Sr. Lead Person, Custodial/G |
| C9ZCUSLEADPER | M | Hispanic Or Latino | Hernandez, Francisco | Lead Person, Custodial/Grounds |
| C13LACCORASC | F | White | Dujua, Daisy | Coordinator, A.S.C |
| C8ZFIASPECIAL | F | Hispanic Or Latino | Garcia, Rina | Financial Aid Specialist |
| C6ZADMCLKPER1 | F | Black Or African Am. | Netisingha, Constance | Clerk, Student Personnel I |
| C6ZADMCLKPER1 | F | Hispanic Or Latino | Rivera, Mickaela | Clerk, Student Personnel I |
| C9ZADMCLKPER2 | F | White | Ferris, Brenda | Clerk, Student Personnel II |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Lozano, J | Custodian |
| C10FIACORSTEM | F | White | Potamitis, Annette | Coordinator Housing, Student E |
| C9ZPOLCOMMOFF | F | White | Borg-Poggi, Marybeth | Police Communications/Support |
| C7ZFINCLKACCT | F | White | Gajc, Theresa | Clerk, Account |
| C13PUBDMMKSPC | F | White | Schmidt, Samantha | Digital Media Mktng Spec. |
| C10NETTELESPC | M | White | Vinseck, David | Telecommunications Specialist |
| C6ZCUSCUSTDN | F | Black Or African Am. | Barnes, Margaret | Custodian |
| C7ZFINCLKACCT | F | White | Di Giacomo, Amelia | Clerk, Account |
| C10FIAAWRDSPC | M | White | Smith, Michael | Financial Aid Awarding Special |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Ortiz, David | Custodian |
| C10PUBGRPHSPC | F | White | Holubek, Dorothy | Graphic Design Specialist |
| C13CDKCORKIND | F | White | Cosentino, Lucy | Coor, Kinder Child Care |
| C9ZCUSLEADPER | M | White | Kusak, John | Lead Person, Custodial/Grounds |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Rivas, Marta | Custodian |
| C9ZPOLCOMMOFF | M | White | Caron, Andrew | Police Communications/Support |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | De la Cruz, Aracely | Custodian |
| C11CSCTECHAST | M | White | Schultz, Joseph | Technical & Production Assista |
| C6ZGRMGARDEN | M | Hispanic Or Latino | Vazquez, Tito | Gardener |
| C9ZDHCINFOSPC | F | White | Green, Linda | Health Careers Information Spe |
| C6ZAEDSECRET1 | F | Hispanic Or Latino | Guzman, Angeles | Secretary I |
| C12IPOCORSCHD | F | White | Braglia, Frances | Coordinator, Scheduling |
| C8ZLIBSECRET2 | F | Black Or African Am. | Basile, Claire | Secretary II |
| C13SKTLEADPER | M | White | Mazurek, Steven | Lead Person, Maintenance |
| C7ZFINCLKACCT | F | White | Tkoletz, Courtney | Clerk, Account |
| C8ZEQMMMAINSEM | M | Hispanic Or Latino | Martinez, Fernando | Maint. Semi-Skilled (car) |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Fernandez, Juanita | Custodian |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Blair, Lajuan | Custodian |

| | | | | |
|----------------|---|----------------------|------------------------|--------------------------------|
| C12ASMCRDTEST | F | Hispanic Or Latino | Caro, Lizeet | Coordinator, Testing Ctr |
| C7ZCUSMAINPER | M | White | May, Kenneth | Maintenance Personnel |
| C6ZBESSECRET1 | F | White | Mick, Linda | Secretary I |
| C7ZFINCLKACCT | F | Black Or African Am. | Harvey-Lemons, Lynette | Clerk, Account |
| C9ZCUSLEADPER | M | Black Or African Am. | Dorsey, Kirby | Lead Person, Custodial/Grounds |
| C6ZAUDEQPAST | M | Black Or African Am. | White, Deon | Audio Visual Equipment Assista |
| C11CURCURRAST | F | White | Maratto, Susan | Curriculum & Assessment Assist |
| C9ZADMPRINSPC | F | Black Or African Am. | Coble, Rhonda | Prospective Student Informatio |
| C10AVBBUSNSPC | F | Black Or African Am. | Stephens, Danielle | Business Specialist |
| C9ZFIACORINTK | M | White | Lamoureux, Daniel | Coordinator, Intake Services |
| C6ZCUSCUSTDN | M | White | Grandsart, Doug | Custodian |
| C9ZADMCLKPER2 | M | Hispanic Or Latino | Vega, Felix | Clerk, Student Personnel II |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Raddi, Alfonso | Custodian |
| C12PUBCRASOC | F | White | Swanberg, Renee | Creative Services Associate |
| C10POLLDPEROFF | F | White | Kemph, Carolyn | Lead Person Police Communicati |
| C9ZFIASRFASPC | F | White | Hilker, Ruby | Sr. Financial Aid Specialist |
| C6ZWELCLKPER1 | F | Black Or African Am. | Solid, Annette | Clerk, Student Personnel I |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Avelar, Miguel | Custodian |
| C8ZSRMMAILAST | F | White | McElligott, Joan | Mail Automation Assistant |
| C11CDTCCCASOC | F | Black Or African Am. | Wiley, Charlotte | Child Care Ctr Assoc Tdlr |
| C12ASMCRDTEST | F | Black Or African Am. | Harp, Angela | Coordinator, Testing Ctr |
| C11COETRNGCORD | F | White | Olsen, JoAnne | Training Coordinator |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Orellana, Byron | Custodian |
| C11EQMMAINSKT | M | White | Kiriazis, Cary | Maintenance, Skilled Trades (c |
| C11CDCCCCASOC | F | White | Dicosola, Elena | Child Care Ctr Associate |
| C7ZFINCLKACCT | F | White | Grabinski, Antoinette | Clerk, Account |
| C6ZLACSECRET1 | F | Hispanic Or Latino | Silva, Calixta | Secretary I |
| C9ZSRMLEADPER | M | White | Bagby, Timothy | Lead Person, Shipping & Receiv |
| C10NETSYSSPC | M | White | Camaioni, James | System Support Specialist |
| C6ZWELCLKPER1 | M | Hispanic Or Latino | Matusek, James | Clerk, Student Personnel I |
| C6ZCUSCUSTDN | F | Hispanic Or Latino | Escareno, Erica | Custodian |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Garcia, Pedro | Custodian |
| C8ZFIALOANSPC | M | White | Sieczka, Simon | Student Loan Specialist |
| C12IPOCORSCHD | F | White | Clair, Carleen | Coordinator, Scheduling |
| C6ZCUSCUSTDN | F | White | Welander, Nancy | Custodian |
| C6ZCUSCUSTDN | M | Black Or African Am. | Young, Richard | Custodian |
| C6ZCSLSECRET1 | F | White | Luster, Cora | Secretary I |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Cortez, Joel | Custodian |

| | | | | |
|-----------------|---|----------------------|---------------------------|--------------------------------|
| C9ZCUSLEADPER | M | Hispanic Or Latino | Godinez Garcia, Alfonso | Lead Person, Custodial/Grounds |
| C8ZDASSECRET2 | F | Hispanic Or Latino | Manzanero, LaDawn | Secretary II |
| C10DESOFFCOR | F | White | Artola, Sonia | Office Coordinator |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Salvador, Jose | Custodian |
| C6ZDBTSECRET1 | F | Hispanic Or Latino | Martinez, Martha | Secretary I |
| C8ZAEDSECRT2 | F | Hispanic Or Latino | Hernandez, Rosa | Secretary II |
| C7ZCUSMAINPER | M | Hispanic Or Latino | Cruz-Rivera, Rafael | Maintenance Personnel |
| C6ZGRMGARDEN | M | Hispanic Or Latino | Sanchez, Antonio | Gardener |
| C8ZNURSESECRET2 | F | Black Or African Am. | Ross-King, Tatiana | Secretary II |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Sanchez, Juan | Custodian |
| C6ZLIBLIBTECA | F | Hispanic Or Latino | Figueroa, Dayanne | Library Tech & Cir Asst |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Drouaillet Robledo, Mario | Custodian |
| C6ZAUDEQPAST | M | White | Vaisvila, Ignas | Audio Visual Equipment Assista |
| C6ZCUSCUSTDN | M | Hispanic Or Latino | Montero, Fabian | Custodian |
| D11AVALASTADMIN | F | | McDonald, Qeana | Assistant, Administrative |
| D11HURASTADMIN | F | Black Or African Am. | Thomas, Adrienne | Assistant, Administrative |
| D11GRTASTADMIN | F | Hispanic Or Latino | Villasenor, Norma | Asst, Administrative (grants |
| D10HUREMPINFPR | F | Hispanic Or Latino | Aguirre, Susana | Employment & Information |
| D11VPBASTADMIN | F | | Kluza, Malgorzata | Assistant, Administrative |
| D11VPAASTADMIN | F | Hispanic Or Latino | Madrigal, Jenelle | Assistant, Administrative |
| EZZPLMSTATENG | M | White | Mc Eathron, Glen | Engineer, Stationary |
| EZZPLMCHIEFENG | M | White | Larsen, Kirk | Engineer, Chief |
| EZZPLMSTATENG | M | | Chapan, Richard | Engineer, Stationary |
| EZZPLMSTATENG | M | | Zuleger, Joseph | Engineer, Stationary |
| EZZPLMSTATENG | M | White | Kelleher, Michael | Engineer, Stationary |
| EZZPLMSTATENG | M | White | Fioccola, Sebastiano | Engineer, Stationary |
| EZZPLMSTATENG | M | White | Sanda, Gregory | Engineer, Stationary |
| FZZCSL40FACLT | F | White | Wester, Leslie | Counselor (12/40) Fac |
| FZZSPAFACULTY | M | Hispanic Or Latino | Armas, Maxi | Spanish Faculty |
| FZZDVRWRTFACLT | F | | Gorham, Aja | Dev. Writing Faculty |
| FZZBISFACULTY | F | White | Rohde, Susan | Biological Science Faculty |
| FZZMATFACULTY | F | White | Dunn, Beth | Math Faculty |
| FZZFACRETIREE | F | White | Harris, Cynthia | FT Faculty Retiree |
| FZZENTFACULTY | F | White | Blaylock, Andrea | Engineering Faculty |
| FZZCISFACULTY | M | White | Anderson, David | Computer Info. Syst Faculty |
| FZZBIOFACULTY | M | Asian | Chan, Richard | Biology Faculty |
| FZZDVMFACULTY | F | White | Mote, Tina | Developmental Math Faculty |
| FZZRHTFACULTY | F | Black Or African Am. | Wright, Renee | English Faculty |

| | | | | |
|-----------------|---|---------------------------|-----------------------|-------------------------------|
| FZZLIB12/40FAC | M | White | Connor, Robert | Librarian (12/40) Faculty |
| FZZCJAFACULTY | F | White | Mullany, Jacqueline | Criminal Justice Adm. Faculty |
| FZZBISFACULTY | F | Asian | Jiang, Bian | Biological Science Faculty |
| FZZSOCFACULTY | M | White | Decker, Bill | Social Sciences Faculty |
| FZZRADFACULTY | F | | Elkins, Mary | Radiology Faculty |
| FZZMATFACULTY | M | White | Hayes, Brian | Math Faculty |
| FZZRHTFACULTY | F | White | Musker, Maureen | English Faculty |
| FZZNURFACULTY | F | White | Brewer, Geri | Nursing Faculty |
| FZZRHTFACULTY | M | White | Greenwald, Robert | English Faculty |
| FZZMATFACULTY | F | White | Mehmedagic, Selma | Math Faculty |
| FZZCSL40FACULTY | F | White | Wright, Tracy | Counselor (12/40) Fac |
| FZZCHMFACULTY | M | White | Baker, J | Chemistry Faculty |
| FZZBISFACULTY | M | White | Wilson, Robert | Biological Science Faculty |
| FZZBISFACULTY | F | White | Smith, Jennifer | Biological Science Faculty |
| FZZPSYFACULTY | F | Hispanic Or Latino | Dyer, Maria-Tereza | Psychology Faculty |
| FZZNURFACULTY | F | White | Mehmeti, Enisa | Nursing Faculty |
| FZZPHLFACULTY | M | White | Manni, Daniele | Philosophy Faculty |
| FZZDMSFACULTY | F | White | Krukowski, Debra | DMS Faculty |
| FZZCHMFACULTY | M | White | Manno, Larry | Chemistry Faculty |
| FZZCSL40FACULTY | F | White | Sztark, Sylvia | Counselor (12/40) Fac |
| FZZCHMFACULTY | M | | Gostowski, Rudy | Chemistry Faculty |
| FZZCJAFACULTY | M | White | Catena, Gregory | Criminal Justice Adm. Faculty |
| FZZAUTFACULTY | M | White | Davis, Kenneth | Automotive Tech Faculty |
| FZZBUSFACULTY | M | | Washington, Calvin | Business Faculty |
| FZZFACRETIREE | M | White | Heitzman, Frank | FT Faculty Retiree |
| FZZFACRETIREE | M | White | Porebski, Thomas | FT Faculty Retiree |
| FZZPHLFACULTY | M | Black Or African Am. | Muhammad, Eugene | Philosophy Faculty |
| FZZNURFACULTY | F | White | Hughes, Sandra | Nursing Faculty |
| FZZFACRETIREE | F | White | Hussey, Patricia | FT Faculty Retiree |
| FZZCISFACULTY | M | | Henson, Michael | Computer Info. Syst Faculty |
| FZZDVMFACULTY | F | Am. Indian Native Alaskan | Caputlu, Serpil | Developmental Math Faculty |
| FZZLIB12/40FAC | F | | Kosrow, Lauren | Librarian (12/40) Faculty |
| FZZFACRETIREE | M | White | Augustine, John | FT Faculty Retiree |
| FZZNURFACULTY | F | White | Enich, Magdelin | Nursing Faculty |
| FZZCSL40FACULTY | F | White | Casey-Incardone, Mary | Counselor (12/40) Fac |
| FZZFACRETIREE | F | White | Fencl, Terry | FT Faculty Retiree |
| FZZCSL40FACULTY | M | Hispanic Or Latino | Zavala, Hector | Counselor (12/40) Fac |
| FZZHISFACULTY | F | White | Knol, Patricia | History Faculty |

| | | | | |
|------------------|---|----------------------|-------------------------|-------------------------------|
| FZZDVMFACULTY | M | Black Or African Am. | Dean, Tuan | Developmental Math Faculty |
| FZZMATFACULTY | M | White | Jablonski, Glenn | Math Faculty |
| FZZECEFACULTY | F | White | Miller, Ayelet | Early Childhood Educ Faculty |
| FZZAUTFACULTY | M | White | MacHonga, Gary | Automotive Tech Faculty |
| FZZHISFACULTY | F | White | Brophy, Christina | History Faculty |
| FZZBUSFACULTY | F | White | Reyes, Gretchen | Business Faculty |
| FZZRHTFACULTY | F | White | Fournier, Rebecca | English Faculty |
| FZZENTFACULTY | F | White | Sharris, Antigone | Engineering Faculty |
| FZZSPCFACULTY | F | Asian | Dhamavasi, Archawee | Speech Faculty |
| FZZAUTFACULTY | M | White | Jaimes, Robert | Automotive Tech Faculty |
| FZZEDUFACULTY | F | White | Staunton, Angela | Education Faculty |
| FZZCSL40FACULTY | F | Black Or African Am. | Berryhill, Sandra | Counselor (12/40) Fac |
| FZZMATFACULTY | F | White | Prentis, Patrice | Math Faculty |
| FZZNURFACULTY | F | White | Golden, Deanna | Nursing Faculty |
| FZZRHTFACULTY | F | White | Dragin, Alexandra | English Faculty |
| FZZACCFACULTY | M | White | Hiller, Geoff | Accounting Faculty |
| FZZNURFACULTY | F | Black Or African Am. | Davis, Cheryl | Nursing Faculty |
| FZZFACRETIREE | M | White | Oconnell, William | FT Faculty Retiree |
| FZZNASFACULTY | F | White | Bowling, Sandra | Nursing Assistant Faculty |
| FZZDVRREDFACULTY | F | White | Krahenbuhl, Gail | Dev. Reading Faculty |
| FZZDVMFACULTY | F | White | Feltman, Roseanne | Developmental Math Faculty |
| FZZFACRETIREE | M | Black Or African Am. | Murphy, Gabriel | FT Faculty Retiree |
| FZZMCMFACULTY | M | White | McClellan, Seth | Mass Communications Faculty |
| FZZDVRWRTFACULTY | F | White | Giangrego, Jennifer | Dev. Writing Faculty |
| FZZACCFACULTY | F | | Koc, Justyna | Accounting Faculty |
| FZZFACRETIREE | F | White | Smith, Lucy | FT Faculty Retiree |
| FZZFACRETIREE | F | White | Dodt, Lorette | FT Faculty Retiree |
| FZZHIAFACULTY | F | White | Smith-Gaborit, Denise | Hosp. Ind. Adm. Faculty |
| FZZRADFACULTY | F | Hispanic Or Latino | Rizo, Nancy | Radiology Faculty |
| FZZEVSFACULTY | M | | Turner, Sheldon | Environmental Science Faculty |
| FZZDMSFACULTY | F | White | Reece, Krysti | DMS Faculty |
| FZZAHLFACULTY | M | White | Jaswilko, Peter | Allied Health |
| FZZVICFACULTY | F | White | Lobianco-Bartalis, Jill | Visual Communications Faculty |
| FZZAUTFACULTY | F | White | May, Christopher | Automotive Tech Faculty |
| FZZOPHFACULTY | F | White | Maas, Lisa | Ophtalmic Technology Faculty |
| FZZNURFACULTY | F | White | Zak, Barbara | Nursing Faculty |
| FZZASTFACULTY | M | White | Nicholson, Cullen | Astronomy Faculty |
| FZZRHTFACULTY | M | Hispanic Or Latino | Martinez, Paul | English Faculty |

| | | | | |
|----------------|---|----------------------|-----------------------|--------------------------------|
| FZZRHTFACULTY | M | White | Nedrow, William | English Faculty |
| FZZMATFACULTY | M | | Bowen, David | Math Faculty |
| FZZPEDFACULTY | F | White | Murphy, Julianne | Physical Education Faculty |
| FZZBESFACULTY | M | Black Or African Am. | McCullum, Victor | Behaviorial Science Faculty |
| FZZHIAFACULTY | M | White | Clem, Christopher | Hosp. Ind. Adm. Faculty |
| FZZMATFACULTY | F | White | Senese, Christyn | Math Faculty |
| FZZNURFACULTY | F | White | Fritz, Joyce | Nursing Faculty |
| FZZSPCFACULTY | M | White | Randall, Kent | Speech Faculty |
| FZZMATFACULTY | M | White | Dusek, Joseph | Math Faculty |
| FZZBUSFACULTY | M | White | Griffin, William | Business Faculty |
| FZZPEDFACULTY | F | White | Deresinski, Katherine | Physical Education Faculty |
| FZZARTFACULTY | M | White | Erzen, Michael | Art Faculty |
| FZZSPCFACULTY | F | White | Samra, Lisa | Speech Faculty |
| FZZRHTFACULTY | M | | Klein, Joseph | English Faculty |
| FZZNUCFACULTY | F | | Maloy, Tory | Nuclear Medicine Faculty |
| FZZPSYFACULTY | F | White | Hallongren, Ruth | Psychology Faculty |
| FZZSURFACULTY | F | | Junge, Teri | Surgical Technology Faculty |
| FZZBIOFACULTY | M | White | Beuchel, Joseph | Biology Faculty |
| FZZHISFACULTY | F | White | Collins, Elizabeth | History Faculty |
| FZZARTFACULTY | M | White | McNamara, Dennis | Art Faculty |
| FZZRHTFACULTY | M | White | Flaherty, Michael | English Faculty |
| FZZMASFACULTY | M | White | Cody, John | Medical Assistant Faculty |
| FZZMATFACULTY | F | Hispanic Or Latino | La Rosa, Myrna | Math Faculty |
| FZZBISFACULTY | F | White | Cliffel, Beth | Biological Science Faculty |
| FZZPHLFACULTY | M | Black Or African Am. | Adeofe, Leke | Philosophy Faculty |
| FZZECOFACULTY | M | Asian | Lam, George | Economics Faculty |
| FZZFACRETIREE | F | Black Or African Am. | Watkins, Brenda | FT Faculty Retiree |
| FZZLIB12/40FAC | F | White | Juraga, Dubravka | Librarian (12/40) Faculty |
| FZZRHTFACULTY | F | Black Or African Am. | Haferkamp, Keturah | English Faculty |
| FZZHIAFACULTY | M | Hispanic Or Latino | Uribe Espin, Manuel | Hosp. Ind. Adm. Faculty |
| FZZBISFACULTY | M | Hispanic Or Latino | Guzman, Gabriel | Biological Science Faculty |
| HHFADGTUTOR2 | F | White | Ogievetskaya, Irene | Tutor - Level II |
| HHFLACTUTOR1 | M | | Tapia, Edward | Tutor - Level I |
| HHATECHPROGAST | M | White | Susuz, Erkan | Program Assistant-Aut & Ent |
| HH3ASMTECHAST | F | White | Wente, Susan | Technical Assistant, Assessmen |
| HHFDCSCOMPTECH | M | | Boonprasarn, Timothy | Computer Tech, Desktop Comp |
| HHFLACMTHLBCOR | F | | Glisovic, Natalija | Math Lab Coordinator |
| HHFPOLOFFICER | M | White | Warnock, Robert | Police Officer |

| | | | | |
|----------------|---|----------------------|---------------------------|--------------------------------|
| HHFLACTUTOR3 | M | White | Alder, Brady | Tutor - Level II |
| HHFLACTUTOR3 | M | White | Barrera, Luis | Tutor - Level II |
| HHFPOLDISPCERT | F | | Swan, Emily | Police Dispatcher-Cert |
| HHFFAJEDITOR | F | White | Di Stefano, Marie | Editor |
| HH2CDCINSTAID2 | F | Hispanic Or Latino | Ocon, Maria | Instructional Aide II, CDC |
| HH1HRTCLERCL1 | F | White | Michael, Ramona | Clerical I, Horticulture |
| HH2CCPINSTAID2 | F | Black Or African Am. | Polk, Kimberly | Instructional Aide I, Pool |
| HHABEESLASSTAP | F | White | Miramontes, Maria | Esl Grant Compliance & Assessm |
| HH1HRTCLERCL1 | F | White | Karabetsos, Michelle | Clerical I, Horticulture |
| HH3RADITECHAST | M | | Mendoza, Alec | Technical Assistant Radio Stat |
| HHFSPETUTOR2 | M | Hispanic Or Latino | Lopez, Jesus | Tutor-Level I |
| HH1CUSLABOR1 | M | | Almaraz, Ervin | Laborer I |
| HHFCSLCOUNSEL | F | White | Geary, Jennifer | Counselor PT |
| HHFNETCOMPTECH | M | White | Taylor, James | Computer Tech Network Serv |
| HHFDCSCOMPTECH | M | Hispanic Or Latino | Tabares, Antonio | Computer Tech, Desktop Comp |
| HHATHEVENTWORK | M | White | Seidel, Luke | Athletic Event Worker- Athl |
| HH2CCPINSTAID2 | F | White | Abate, Nannette | Instructional Aide I, Pool |
| HH3FINTECHAST | F | Black Or African Am. | Green, Krystal | Technical Assistant, Finance |
| HHBLIBLIBRARN | F | White | Pinc, Amy | Librarian |
| HHFFIASPECIAL | F | White | Anderson, Angelica | Financial Aid Specialist |
| HHFPOLDISPCERT | F | White | Neil, Madeleine | Police Dispatcher-Cert |
| HH3FIATECHAST | F | Hispanic Or Latino | Rosas, Tania | Technical Assistant, Fin Aid |
| HHFFAJEDITOR | F | | Hindery, Rachel | Editor |
| HHFLACTUTOR1 | M | Hispanic Or Latino | Menendez, Roland | Tutor - Level I |
| HHFPOLOFFICER | M | White | D'Agostino, Salvatore | Police Officer |
| HHFSPETUTOR2 | F | Hispanic Or Latino | Nieves, Alyana | Tutor-Level I |
| HH2CCPINSTAID2 | F | Hispanic Or Latino | Guzman, Dayana | Instructional Aide I, Pool |
| HHFSPETUTOR1 | M | White | Rosenberg, Murray | Tutor - Level I |
| HH1CUSLABOR1 | M | Hispanic Or Latino | Pereznegron, Jose | Laborer I |
| HHFLACTUTOR2 | M | | Benedict, Thomas | Tutor - Level II |
| HHFSPETUTOR1 | F | White | Ferguson, Ashley | Tutor - Level I |
| HH1CUSLABOR1 | F | Hispanic Or Latino | Avelar, Leticia | Laborer I |
| HH1LIBCLERCL1 | M | White | Wittrock, Andrew | Clerk I- Library |
| HHFSPETUTOR1 | M | Hispanic Or Latino | Berglind, Joseph | Tutor - Level I |
| HHZBUSINFOSPEC | M | White | Hausknecht, Robert | Information Specialist |
| HH2CUSLABOR2 | F | Hispanic Or Latino | Rodriguez-Lopez, Adelaida | Laborer II |
| HHFCSLCOUNSEL | M | | Smith, Tarvies | Counselor PT |
| HHAPOLSERCERT | M | Hispanic Or Latino | Rodriguez, Otoniel | Certified Pub Svc Officer |

| | | | | |
|----------------|---|----------------------|----------------------|--------------------------------|
| HH3FINTECHAST | F | Hispanic Or Latino | Zuniga, Anjelina | Technical Assistant, Finance |
| HHFFNAACCOMP | F | | Choi, Soo-Yon | Accompanist |
| HHBVICASTCORSP | M | White | Loranz, Daniel | Assistant Coordinator, Special |
| HH2CUSLABOR2 | F | Black Or African Am. | Davis, Dale | Laborer II |
| HHAPUBWEBGRPH | M | Black Or African Am. | McKinney, Timothy | Website/Graphic Designer |
| HHAADMINFOSPC | F | | Irby, Tiffany | Information Specialist |
| HH2CCPINSTAI2 | M | White | Ferrici, Joseph | Instructional Aide I, Pool |
| HHFSPETUTOR1 | F | Asian | Luna, Kristine | Tutor - Level I |
| HHFSPETUTOR1 | F | White | Sienkiewicz, Avery | Tutor - Level I |
| HH2FGACLERCL2 | F | Black Or African Am. | Gilmore, Zaria | Clerk I, Fine Arts Gallery |
| HH1CUSLABOR1 | M | White | Szopinski, Brian | Laborer I |
| HHFCRGADVISOR | M | White | Buttacavoli, Albert | Sss Pt Advisor, |
| HHFSPETUTOR1 | F | Hispanic Or Latino | Gerena, Maria | Tutor - Level I |
| HH2CUSLABOR2 | M | Black Or African Am. | Booker, Thomas | Laborer II |
| HHFPOLDISPCERT | F | | Lark, Elizabeth | Police Dispatcher-Cert |
| HH1HRTINSTAID1 | F | | Glowinski, Jenny | Instructional Aide I, Horticul |
| HHBDCRASTCORSP | F | Black Or African Am. | Miller, Joyce | Asst Coord., Special Project |
| HHASTLBUSDRIVE | F | Black Or African Am. | Coleman, Angela | Bus Driver Success Express Shu |
| HHFPUBLSAFEOFF | M | White | Glowinski, Michael | Public Service Officer |
| HHACSCPROGAST | M | White | Troiani, Daniel | Program Assistant, CSC |
| HH3VIDTECHAST | F | White | Lynch, Kelli | Technical Assistant |
| HH3CSCTECHAST | M | White | Drake, Darren | Technical Assistant, CSC |
| HH2ETCINSTAID2 | F | White | Olvera, Jennifer | Instructional Aide II, ETRC |
| HHAFIAPROGAST | F | Hispanic Or Latino | Vazquez, Axia | Program Asst, Financial Aid |
| HH3ASMTECHAST | M | Hispanic Or Latino | Guadarrama, Eduardo | Technical Assistant, Assessmen |
| HH1AEGINSTAI2 | F | White | Paredes, Ivette | Instructional Aide |
| HHFLACTUTOR3 | M | Asian | Dorado, Aric | Tutor - Level II |
| HHACSCPROGAST | M | | Wickman, Neil | Program Assistant, CSC |
| HHFFAJEDITOR | M | White | Pickens, Chester | Editor |
| HHDVRPROMASST | M | Hispanic Or Latino | Nunez, Jose | Program Assistant |
| HHFSPETUTOR1 | F | White | McKimmon, Mary Ellen | Tutor - Level I |
| HHZHOGDUALCRSP | F | White | Kapusciarz, Alicja | Dual Credit Specialist |
| HH2SFSCLERCL2 | F | Hispanic Or Latino | Fajardo, Tina | Clerical II, Staff Services |
| HH1CUSLABOR1 | M | Hispanic Or Latino | Rodriguez, Daniel | Laborer I |
| HH3STLTECHAST | F | White | Colella, Gianna | Tech Assist, Student Life |
| HH3FINTECHAST | F | Hispanic Or Latino | Diazdeleon, Amor | Technical Assistant, Finance |
| HH2CCPINSTAI2 | M | Hispanic Or Latino | Alvarez, Gustavo | Instructional Aide I, Pool |
| HH3ASMTECHAST | F | Hispanic Or Latino | Macias, Erica | Technical Assistant, Assessmen |

| | | | | |
|----------------|---|----------------------|-----------------------|--------------------------------|
| HH3SRMTECHAST | M | Black Or African Am. | Burks, Xavier | Technical Assistant, S & R |
| HH1CUSLABOR1 | M | White | Fredrickson, Dominic | Laborer I |
| HHBLIBLIBRARN | F | | Cheever, Katie | Librarian |
| HH3ASMTECHAST | M | Black Or African Am. | Ojisua, Maki | Technical Assistant, Assessmen |
| HHFLACTUTOR1 | F | Black Or African Am. | Robertson, Marylyn | Tutor - Level I |
| HHFCSLCOUNSEL | F | | Kirksey, Chenetta | Counselor PT |
| HHFFAJEDITOR | F | White | Laskowski, Amanda | Editor |
| HHFLACTUTOR1 | F | White | Laskowski, Amanda | Tutor - Level I |
| HH1FITINSTAID1 | F | Hispanic Or Latino | Mora, Nicole | Instructional Aide I, Fit |
| HHARVGPROGAST | F | White | Lustro, Geraldine | Program Assistant, RSVP |
| HHFPACTECHAST | F | White | Lustro, Geraldine | Technical Assistant |
| HHALIBPROGAST | F | | Fairbanks, Heather | Program Assistant, Library |
| HHFSPETUTOR2 | M | White | Tomczuk, Krystian | Tutor-Level I |
| HHFDCSCOMPTECH | M | | Braza, Arvin | Computer Tech, Desktop Comp |
| HH2ETCINSTAID2 | F | White | Schrod, Angela | Instructional Aide II, ETRC |
| HHZBUSINFOSPEC | F | Hispanic Or Latino | Rodriguez, Dolores | Information Specialist |
| HH1CUSLABOR1 | M | Hispanic Or Latino | Hernandez, Eliceo | Laborer I |
| HH2CSCCLERCL2 | F | White | Van de Carr, Margaret | Clerical II |
| HHAFIAPROGAST | F | White | Moreth, Barbara | Program Asst, Financial Aid |
| HH1LIBCLERCL1 | F | Black Or African Am. | Drummond, Kimberly | Clerk I- Library |
| HH2SCIINSTAID2 | M | | Zamora, Bobby | Instructional Aide II, Science |
| HHFHEALPROGAST | F | White | Stenberg, Catherine | Program Assistant-Ahl |
| HHFLACTUTOR3 | F | White | Righeimer, Carolyn | Tutor - Level II |
| HH1SKTLABOR1 | M | White | Pedroza, Israel | Laborer I |
| HHPDCASTCOORD | F | | Wagner, Laura | Assistant Coordinator, Speci |
| HH2CDCINSTAID2 | F | Hispanic Or Latino | Hoyos, Gina | Instructional Aide II, CDC |
| HH3CSCTECHAST | M | White | Mikolajczyk, Dean | Technical Assistant, CSC |
| HHFPOLOFFICER | M | White | Gulino, Joseph | Police Officer |
| HHFSPETUTOR2 | F | Unknown | Borchek, Jennifer | Tutor-Level I |
| HH2STLCLERCL2 | M | White | Jackson, Nigel | Clerk I |
| HHFSPETUTOR2 | M | Hispanic Or Latino | Hernandez, Adrian | Tutor-Level I |
| HHFLACATUTCOR4 | F | Asian | Arshad, Tayyab | Area Tutor Coordinator |
| HHFSPETUTOR1 | F | Black Or African Am. | Smith, Loretha | Tutor - Level I |
| HHFLACACSCCOR | M | | Holly, Mark | ASC Coordinator |
| HHAADMINFOSPC | F | White | Baffa, Erica | Information Specialist |
| HHFSPETUTOR2 | M | Black Or African Am. | Taylor, Jahi | Tutor-Level I |
| HHAFITCRDAST | M | White | Klusek, Mateusz | Program Assistant |
| HHFASGLABSUP | F | White | Palucki, Deborah | Lab Supvr, SSG Fed Perkins |

| | | | | |
|----------------|---|----------------------|--------------------------|--------------------------------|
| HH3CSCTECHAST | M | White | Joyce, Daniel | Technical Assistant, CSC |
| HHADESPROGAST | F | White | Samp, Cecelia | Program Asst, Enrollment Srv |
| HHASTLBUSTRIVE | M | | Mattio, Mark | Bus Driver Success Express Shu |
| HHZSTCCOORSUSC | F | White | Fisher, Adrian | Coordinator, Sustainability Ct |
| HHFFAJEDITOR | M | White | Clifton, James | Editor |
| HH3CUSTECHAST | F | | Hernandez, Belen | Technical Assistant, Custodial |
| HHAHURINFOSPC | F | Hispanic Or Latino | Bahena, Maricela | Information Specialist |
| HH3VIDTECHAST | M | White | Shields, Nigel | Technical Assistant |
| HH1SKTLABOR1 | F | Hispanic Or Latino | Estrella Garcia, Adriana | Laborer I |
| HHFPOLOFFICER | M | Black Or African Am. | Sykes, Jamal | Police Officer |
| HH3FINTECHAST | M | | Jones, Joshua | Technical Assistant, Finance |
| HHFLACTUTOR1 | M | White | Rogers, Matthew | Tutor - Level I |
| HHFSPETUTOR1 | M | Hispanic Or Latino | Rodriguez, Eric | Tutor - Level I |
| HHFLACTUTOR1 | F | White | Baker, Melissa | Tutor - Level I |
| HHFSPETUTOR1 | M | Hispanic Or Latino | Negron, Isaiah | Tutor - Level I |
| HH1LIBCLERCL1 | M | Black Or African Am. | Macon, Tyler | Clerk I- Library |
| HH2CCPINSTAD2 | M | Black Or African Am. | Strickland, Jalen | Instructional Aide I, Pool |
| HH2CUSLABOR2 | M | Hispanic Or Latino | Perez, Rafael | Laborer II |
| HHAHIAPROGAST | F | Hispanic Or Latino | Montalvo, Vanessa | Program Asst, Hospitality |
| HHFSPETUTOR1 | F | White | Barrera, Eglá | Tutor - Level I |
| HHFCRGADVISOR | F | White | Wittman, Christin | Sss Pt Advisor, |
| HH1CUSLABOR1 | F | Hispanic Or Latino | Arevalo, Gabriela | Laborer I |
| HHFWELREGAST | F | Hispanic Or Latino | Tapia, Briceida | Registration Assistant |
| HHFLACTUTOR1 | M | White | Stocks, Joshua | Tutor - Level I |
| HHFSPETUTOR1 | F | White | Cakaj, Edena | Tutor - Level I |
| HH1FITINSTAID1 | F | | Esserman, Jeanne | Instructional Aide I, Fit |
| HHFADGTUTOR2 | M | White | Traska, Anthony | Tutor - Level II |
| HH2STLCLERCL2 | F | Hispanic Or Latino | Flores, Yolanda | Clerk I |
| HHFSPETUTOR2 | F | White | Smarto, Paige | Tutor-Level I |
| HH1FITINSTAID1 | F | White | Levar, Nicole | Instructional Aide I, Fit |
| HH1CUSLABOR1 | M | White | Del Beccaro, Edward | Laborer I |
| HH1FITINSTAID1 | F | White | Ricchio, Marlene | Instructional Aide I, Fit |
| HHADMINFOSPC | F | White | Yurkiw, Lesia | Information Specialist |
| HH1FITINSTAID1 | M | | Jimenez, Alejandro | Instructional Aide I, Fit |
| HH1CUSLABOR1 | M | | Ojeda, Luis | Laborer I |
| HH2FNAINSTAD2 | F | White | Gutkowski, Carol | Program Assistant |
| HHFPOLDISPCERT | M | | Fitzgerald, Ogden | Police Dispatcher-Cert |
| HHFCSCACCTNT | F | Black Or African Am. | Edwards-Robertson, Joyce | Accountant |

| | | | | |
|----------------|---|----------------------|----------------------|--------------------------------|
| HHFPOLOFFICER | M | White | Reid, Colin | Police Officer |
| HHFCAAPROJSPE | F | Black Or African Am. | Jackson, Jasmine | Project Achieve Specialist |
| HHFLACTUTOR1 | M | | Minorczyk, Adam | Tutor - Level I |
| HH1CUSLABOR1 | M | White | Castro, Kristian | Laborer I |
| HHFSPETUTOR1 | M | White | Kaplon, Daniel | Tutor - Level I |
| HHDSOPTECHSUP | M | White | Nitahara, James | Copier Technician Supervisor |
| HHFCSLCOUNSEL | F | | Ortega, Kelly | Counselor PT |
| HHFLACTUTOR1 | F | White | Benedict, Emily | Tutor - Level I |
| HHFSPETUTOR1 | F | White | Minor, Veronica | Tutor - Level I |
| HH1CDCINSTAID1 | F | | Serrano, Alejandra | Instructional Aide I, Cdc |
| HHAADMINFOSPC | F | Hispanic Or Latino | Torres, Ilse | Information Specialist |
| HH1LIBCLERCL1 | F | White | Asani, Nicole | Clerk I- Library |
| HHCISARCPROAST | F | Black Or African Am. | Crawford, Jo | Program Assistant- Cis & Arc |
| HH1CUSLABOR1 | M | White | Holowicki, Daniel | Laborer I |
| HH1CUSLABOR1 | M | Black Or African Am. | Barnes, Martrell | Laborer I |
| HHARTSCIPROCOP | M | | Zelenka, Richard | Program Coordinator |
| HHAADMINFOSPC | F | Black Or African Am. | Davis, Belinda | Information Specialist |
| HH1SFSCLERCL1 | M | White | Schiffert, Eric | Clerical I, Staff Services |
| HHFWELREGAST | M | Hispanic Or Latino | Trujillo, William | Registration Assistant |
| HHFSPETUTOR1 | M | Black Or African Am. | Miller Jr, Brian | Tutor - Level I |
| HHFDCSCOMPTECH | M | White | Narkis, Matthew | Computer Tech, Desktop Comp |
| HHFSPETUTOR2 | M | Black Or African Am. | Frazier, Eric | Tutor-Level I |
| HHFSPETUTOR1 | F | | Verma, Karishma | Tutor - Level I |
| HHABEESLASSTAP | M | Hispanic Or Latino | Salinas, Daniel | Esl Grant Compliance & Assessm |
| HHFFIASPECIAL | M | Hispanic Or Latino | Diaz-Rosales, Isidro | Financial Aid Specialist |
| HH3SCITECHAST | M | White | Yusim, Leonid | Technical Assistant |
| HHFCAAADTECSPE | M | Hispanic Or Latino | Smetters, Jason | Adaptive Technology Specialist |
| HH3FINTECHAST | F | Black Or African Am. | Hicks, Latasha | Technical Assistant, Finance |
| HHFLACTUTOR4 | F | White | Black, Ruth | Tutor - Level III |
| HHFADMCRASOC | M | White | Olson, Thomas | Communications Relations Assoc |
| HH1CDCCLERCL1 | F | White | Ricchio, Linda | Clerical I |
| HHFPOLOFFICER | M | White | Palmsiano, Mark | Police Officer |
| HHAFIAPROGAST | F | Hispanic Or Latino | Carrera, Isamar | Program Asst, Financial Aid |
| HHASTLBUSDRIVE | F | Black Or African Am. | Smith, Sharnett | Bus Driver Success Express Shu |
| HH2ETCINSTAID2 | M | White | Gutowski, Thomas | Instructional Aide II, ETRC |
| HHFCAAPROJSPE | F | Unknown | Quintana, Thalia | Project Achieve Specialist |
| HHACRSPROGAST | F | White | Valderas, Alisa | Program Assistant, Career Serv |
| HHATHEVENTWORK | M | Black Or African Am. | Burgess, Darvell | Athletic Event Worker- Athl |

| | | | | |
|----------------|---|----------------------|------------------------------|--------------------------------|
| HHFSPETUTOR1 | F | Hispanic Or Latino | Ortega, Gladys | Tutor - Level I |
| HH2STLCLERCL2 | F | Asian | Romero, Karen | Clerk I |
| HHFFAJEDITOR | F | White | O'Toole, Jamie | Editor |
| HH2ETCINSTAID2 | F | White | Wica, Cathy | Instructional Aide II, ETRC |
| HH1CUSLABOR1 | M | White | Williams, Arthur | Laborer I |
| HHFHEALPROGAST | F | | Brown, Darlene | Program Assistant-Ahl |
| HHFCSLCOUNSEL | F | White | Origitano, Nina | Counselor PT |
| HHAADMINFOSPC | F | Black Or African Am. | Cox, Christoph | Information Specialist |
| HHZPOLLOCKSMTH | M | White | Dobry, David | Locksmith/Fleet Manager |
| HHFSPETUTOR2 | F | White | Rokaitis, Amy | Tutor-Level I |
| HH2CCPINSTAID2 | F | White | Manieri, Katherine | Instructional Aide I, Pool |
| HHFCOEPROGCOOR | F | Black Or African Am. | Croom-Bright, Lenetta | Program Coordinator |
| HHBVIDPRODAST | M | White | Molinaro, Anthony | Production Assistant |
| HH2CUSLABOR2 | M | White | Podlesak, Stephen | Laborer II |
| HH1FITINSTAID1 | M | White | Campbell, Samuel | Instructional Aide I, Fit |
| HH3FINTECHAST | F | Black Or African Am. | Allison, Tanisha | Technical Assistant, Finance |
| HH3FINTECHAST | M | White | Mlynski, Jonathan | Technical Assistant, Finance |
| HHFSPETUTOR2 | F | | Orellana, Natalia | Tutor-Level I |
| HHFSPETUTOR2 | F | Hispanic Or Latino | Ocampo, Nancy | Tutor-Level I |
| HHFCCPLEADLIFE | F | White | Gabriele, Marie | Lead Lifeguard |
| HH1CUSLABOR1 | M | Hispanic Or Latino | Alvarado, Jose | Laborer I |
| HH2CCPINSTAID2 | M | Black Or African Am. | Timejardine-Zomeno, Abderrah | Instructional Aide I, Pool |
| HHFPUBLSAFEOFF | M | White | Reid, Kyle | Public Service Officer |
| HH2FINCLERCL2 | F | Black Or African Am. | Conrad, Yvonne | Clerical II, Finance |
| HH1CUSLABOR1 | M | | Dylong, John | Laborer I |
| HHFCRGADVISOR | M | Black Or African Am. | Harvey, Damien | Sss Pt Advisor, |
| HHAADMINFOSPC | F | Unknown | Dominguez, Diane | Information Specialist |
| HHFSPETUTOR1 | F | White | Huston, Scott | Tutor - Level I |
| HHBETCSUPVSR | F | Hispanic Or Latino | David, Laura | Supervisor, ETRC |
| HH1FITINSTAID1 | M | | Foronda, Kevin | Instructional Aide I, Fit |
| HHFLACATUTCOR4 | M | White | Hurtado, Pedro | Area Tutor Coordinator |
| HHFDCSCOMPTECH | M | | Alexander, David | Computer Tech, Desktop Comp |
| HHFADGTUTOR2 | F | White | Lasku, Orjola | Tutor - Level II |
| HHAAMGPROGAST | F | White | Villareal, Elvia | Program Assistant, Adult Volun |
| HHFCSLCOUNSEL | F | White | Schrey, Iris | Counselor PT |
| HH1FITINSTAID1 | F | Hispanic Or Latino | Ramirez, Jada | Instructional Aide I, Fit |
| HHFSPETUTOR2 | M | Hispanic Or Latino | Galarza, Christian | Tutor-Level I |
| HHFFAJEDITOR | M | White | McIntosh, Edward | Editor |

| | | | | |
|----------------|---|----------------------|---------------------------|--------------------------------|
| HHFNURCONSULT | F | White | Schoerger, Lorraine | Consultant, Nursing |
| HHDASPROGASST | F | | Bittan, Jolita | Program Assistant |
| HHFCSLCOUNSEL | F | | Werner, Sandra | Counselor PT |
| HHABEADLITCOOR | F | | Pisto, Britt | Literacy Coordinator |
| HHFSPETUTOR1 | F | White | Stockdreher, Georgia | Tutor - Level I |
| HHBLIBLIBRARN | F | | Rice, Sarah | Librarian |
| HHFSPETUTOR2 | F | Black Or African Am. | McMillan, Patricia | Tutor-Level I |
| HH3POLTECHAST | M | Black Or African Am. | Rogers, Elton | Technical Assistant, Police |
| HH3MTHTECHAST | F | White | Sosa, Nora | Program Assistant |
| HHFFNAACCOMP | M | | Adams, Jacob | Accompanist |
| HH3FIATECHAST | F | | Walls, LaTanya | Technical Assistant, Fin Aid |
| HHFADGTUTOR2 | M | White | Howell, Jeffrey | Tutor - Level II |
| HHFSPETUTOR1 | M | White | Skarda, Chase | Tutor - Level I |
| HHFCSLCOUNSEL | M | White | Degrado, Francis | Counselor PT |
| HHBLIBLIBRARN | F | | Kaplan, Kamallah | Librarian |
| HH3CUSTECHAST | F | | Cuevas, Jeannette | Technical Assistant, Custodial |
| HH3ASMTECHAST | F | Hispanic Or Latino | Reyes, Gisselle | Technical Assistant, Assessmen |
| HHFPOLDISPCERT | F | | Shoubaki, Delelah | Police Dispatcher-Cert |
| HHFSPETUTOR1 | M | Unknown | Ocampo Barrera, Jose | Tutor - Level I |
| HH2SFSCLERCL2 | F | Hispanic Or Latino | Gonzalez, Alexis | Clerical II, Staff Services |
| HHFDCSCOMPTECH | M | | Tayco, Eumir | Computer Tech, Desktop Comp |
| HH3ASMTECHAST | F | Hispanic Or Latino | Urueta Hernandez, Mariana | Technical Assistant, Assessmen |
| HHFPOLOFFICER | F | Hispanic Or Latino | Vega, Olga | Police Officer |
| HHFWELREGAST | F | Hispanic Or Latino | Monge-Navarro, Melanie | Registration Assistant |
| HHFSPETUTOR2 | F | | Kvas, Liliya | Tutor-Level I |
| HHDCSCOMTECSUP | M | White | Janowicz, Daniel | Computer Technician Supervisor |
| HHFSPETUTOR2 | F | White | Kostyuk, Inna | Tutor-Level I |
| HHFNETCOMPTECH | M | Hispanic Or Latino | Perez Mondragon, Cesar | Computer Tech Network Serv |
| HHFSPETUTOR2 | M | Asian | Ahmad, Junaid | Tutor-Level I |
| HHFSPETUTOR2 | F | | Hernandez, Miriam | Tutor-Level I |
| HHCURASCOMSPEC | F | Hispanic Or Latino | Marizancen, Maria | Compliance Specialist |
| HHFLACTUTOR1 | F | | Stasyuk, Nataliya | Tutor - Level I |
| MNZWELSTSADV | F | | Guzman Gama, Nancy | Student Succ Adv - Wel |
| MJZATHDIRECTOR | M | White | McGinnis, Harry | Director, Athletics |
| MJZFINSRACCNT | M | Hispanic Or Latino | Porras-Nava, Gerardo | Senior Accountant |
| MJZFINSRACCNT | F | White | Zefeldt, Susan | Senior Accountant |
| MJZCEHMGRHCECH | F | White | Rullo, Katie | Mgr, Cont. Ed. Ctr for Health |
| MKZSTLDIRECTOR | M | Hispanic Or Latino | Urbina, Juan | Director of Student Services |

| | | | | |
|----------------|---|----------------------|--------------------------|--------------------------------|
| MLZATHFACCOORD | M | Hispanic Or Latino | Torgerson, Harry | Athletic Facilities Coord |
| MKZDBTDIRDUAL | M | White | Nystrom, Timothy | Dir, Dual Credit/Dual Enroll |
| MHZFINASTDIR | M | Asian | Lau, Sum | Assistant Director Finance |
| MJZFIAASTDIR | F | White | LaCognata, Nicole | Assist Dir, Financial Aid |
| MMZAEDMGRADED | F | Hispanic Or Latino | Figueroa, Elsa | Mgr of Adult Ed Testing |
| MMZLLLCORCED | M | Black Or African Am. | Morton, Eric | Coordinator, Continuing Educat |
| MLZLACSTSUC3 | M | Black Or African Am. | Rule, Lewis | Student Success Strategist |
| MJZAEDIRTRAN | F | | Smoukova, Elena | Dir,Ad Ed Transitions |
| MJZFIAASTDIR | F | White | Linderman, Jennifer | Assist Dir, Financial Aid |
| MNZWELSTSADV | F | | Bahena, Yvette | Student Succ Adv - Wel |
| MKZLACDIRECTOR | F | White | Merheb, Hanan | Director, Academic Success Ctr |
| MLZADMCRELASOC | F | White | Vitale, Daniela | College Relations Associate |
| MKZINFASODIR | M | White | Jason, Mark | Associate Dir, Systems Op |
| MMZTRGSPCTRAIN | F | Black Or African Am. | Holman, Janice | Specialist, Training and Asses |
| MIZCDCDIRECTOR | F | White | Mentone, Cynthia | Director, CDC |
| MKZADMCORADMR | F | | Wilkins, Linda | Coordinator, Adm and Records |
| MMZETCMGRETRC | F | Black Or African Am. | Hughes, Reginia | Manager ETRC |
| MHZSRMCPMGR | F | White | Silvestri, Lori Ann | Contract & Physical Prop Mgr |
| MLZHOGDIRWEST | F | White | Preston, Rosa | Dir, Westlake Foundation |
| MMZTRGSPCTRAIN | F | | Brantley, Patricia | Specialist, Training and Asses |
| MIZLIBDIRECTOR | F | White | Meyer, Hilary | Dir, Library Systems & Tech |
| MIZMCMDIRTVRPB | M | White | Werner, Kurt | Dir, TV Radio & Broadcast |
| MKZASMDIRTEST | M | White | Damsz, Brent | Director, Testing Ctr |
| MKZCRSASSTDIR | F | Hispanic Or Latino | Gordon, Jacqueline | Asst. Director, Career Service |
| MKZCRGDIRSSS | F | White | Olivera-Jones, Melanie | Dir, Student Support Service |
| MMZCTEINSTRDES | F | | Stapleton-Corcoran, Erin | Instructional Designer |
| MMZAEDCOMPTRAN | F | | Guzman, Denise | Completion & Trans Special |
| MNZDSSSTSUCADV | M | White | Perkins, Adrian | Student Success Advisor |
| MLZATHACACOR | M | Hispanic Or Latino | Christiansen, Steven | Athletic Academic Coord |
| MMZAEDCOMPTRAN | F | | Krzykowska, Dorota | Completion & Trans Special |
| MMZRVPDIRRSVP | F | White | Frey, Kay | Director, RSVP |
| MKZSPEDIRCAAS | F | White | Kaczmarek, Deborah | Dir,Center Students W/ Disab |
| MJZDHCCORHLR | F | White | Satala, Angela | Coord, Health Learn Resource |
| MKZINFWEBSYSAN | M | White | Savage, Scot | Web Systems Analyst |
| MIZSPLDIRHLTS | F | White | Marx, Jacqueline | Director, Health Services |
| MLZCAACORCAAS | F | White | Osmani, Vezire | Coord., Ctr for Access & Accom |
| MKZADMCORCALL | F | White | Coleman, Tasha | Coordinator, Call Ctr |
| MLZFINMGRBURS | M | | Ahmed, Mohammed | Manager, Bursar's Office |

| | | | | |
|----------------|---|----------------------|-------------------------|-------------------------------|
| MKZWELCRDWELCT | F | Black Or African Am. | Johnson, Toni | Welcome Ctr Coordinator |
| MKZDCSDIRINFO | M | White | Hordorwich, Christopher | Dir, Info Tech Services |
| MKZINFWEBSYSAN | F | Black Or African Am. | Hutchinson, Cassandra | Web Systems Analyst |
| MNZCRGSTSCADV | F | White | Castro, Claudia | Student Success Advisor |
| MKZGRMCONMGR | M | | Knox, John | Construction Manager |
| MNZDSSSTSUCADV | M | | Baskin, Corey | Student Success Advisor |
| MMZAEDMGRDATA | F | Hispanic Or Latino | Hassan, Veronica | Manager, Data and Information |
| MMZCSCPLANETED | M | | Nelson, Johnathan | Planetarium Educator |
| MNZWELSTSADV | M | | Johnson, James | Student Succ Adv - Wel |
| MMZAEDCOMPTRAN | F | | Young-Stephens, Meaghan | Completion & Trans Special |
| MJZAEDDIRADFAC | M | White | Goins, Mitchell | Dir Adult Ed Fac & Inst |
| PZZAEDADJUNCT | F | White | Rankin, Shyla | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Rankin, Shyla | AEF Adjunct |
| PZZMUSADJUNCT | M | | Sherman, Robert | Music Adjunct |
| PZZMUSADJUNCT | M | White | Koehler, Reimund | Music Adjunct |
| PZZBISADJUNCT | M | Unknown | Mitra, Joydeep | Biological Sciences Adjunct |
| PZZDCEADJUNCT | F | White | Wilkins, Susan | CE Adjunct, C Courses |
| PZZARCADJUNCT | M | | Leary, David | Architecture Adjunct |
| PZZDCEADJUNCT | F | | Lee, Candace | CE Adjunct, C Courses |
| PZZECEADJUNCT | F | White | Gottlinger, Lesley | Early Childhood Edu Adj |
| PZZEDUADJUNCT | F | White | Gottlinger, Lesley | Education Adjunct |
| PZZDCEADJUNCT | M | White | Crowell, Kevin | CE Adjunct, C Courses |
| PZZMUSADJUNCT | F | | Willhoft, Cacie | Music Adjunct |
| PZZNURADJUNCT | F | White | Breen, Mary | Nursing Adjunct |
| PZZAEGADJUNCT1 | F | | Moss, Sarah | AEF Adjunct |
| PZZARTADJUNCT | F | White | Hasso, Jennifer | Art Adjunct |
| PZZDCEADJUNCT | M | White | White, Edward | CE Adjunct, C Courses |
| PZZBUSADJUNCT | F | White | Cooper, Tracy | Business Adjunct |
| PZZPSYADJUNCT | F | White | Cooper, Tracy | Psychology Adjunct |
| PZZSCLADJUNCT | F | White | Cooper, Tracy | Sociology Adjunct |
| PZZBISADJUNCT | F | | Martinez, Jacqueline | Biological Sciences Adjunct |
| PZZDCEADJUNCT | M | | Courtney, Ryan | CE Adjunct, C Courses |
| PZZMUSADJUNCT | M | | Graham, Joshua | Music Adjunct |
| PZZARCADJUNCT | M | White | Becker, Daniel | Architecture Adjunct |
| PZZPHLADJUNCT | M | | Lawrence, Johnson | Philosophy Adjunct |
| PZZCBPDL399ADJ | M | White | Arvans, David | Local 399 Adjunct |
| PZZARCADJUNCT | M | | Gilbert, Douglas | Architecture Adjunct |
| PZZMUSADJUNCT | M | Black Or African Am. | Smith, Jonathan | Music Adjunct |

| | | | | |
|----------------|---|----------------------|--------------------------|--------------------------------|
| PZZCHMADJUNCT | F | White | Romberger, Mary | Chemistry Adjunct |
| PZZENTADJUNCT | M | White | Durston, Jonathan | Engineering Technology Adj |
| PZZHRTADJUNCT | M | | Sproule, Robert | Horticulture Adjunct |
| PZZBISADJUNCT | M | Hispanic Or Latino | Michalewicz, Pablo | Biological Sciences Adjunct |
| PZZMUSADJUNCT | M | White | Flippo, David | Music Adjunct |
| PZZAEGADJUNCT2 | F | | Koellner, Krista | AES Adjunct |
| PZZNURADJUNCT | F | | Simon, Jolene | Nursing Adjunct |
| PZZDVMADJUNCT | F | White | Harris, Cynthia | Developmental Math Adjunct |
| PZZDCEADJUNCT | F | White | Konishi, Akiko | CE Adjunct, C Courses |
| PZZMUSADJUNCT | F | White | Konishi, Akiko | Music Adjunct |
| PZZAEGADJUNCT2 | M | White | Russell, Eric | AES Adjunct |
| PZZMUSADJUNCT | M | | Ward, Jeremy | Music Adjunct |
| PZZDVMADJUNCT | F | White | Sarkes, Samira | Developmental Math Adjunct |
| PZZMATADJUNCT | F | White | Sarkes, Samira | Math Adjunct |
| PZZCHMADJUNCT | M | Asian | Meegoda, M | Chemistry Adjunct |
| PZZARTADJUNCT | M | | Lang, Gerald | Art Adjunct |
| PZZEMSADJUNCT | M | | Ward, Kevin | Emergency Medical Services Adj |
| PZZNURADJUNCT | F | White | Ponulak, Beverly | Nursing Adjunct |
| PZZBISADJUNCT | M | | Jenkins, Anthony | Biological Sciences Adjunct |
| PZZPSCADJUNCT | M | | Sun, Yizhong | Political Science Adjunct |
| PZZDVRADJUNCT | F | White | Cheverette, April | Developmental Rhetoric Adjunct |
| PZZCBPADJUNCT | M | | Robles, Edwin | CBP Adjunct |
| PZZHTHADJUNCT | M | | Robles, Edwin | Health Adjunct |
| PZZPEDADJUNCT | M | | Robles, Edwin | Physical Education Adjunct |
| PZZDVMADJUNCT | M | | Chung, Paul | Developmental Math Adjunct |
| PZZMATADJUNCT | M | | Chung, Paul | Math Adjunct |
| PZZHIAADJUNCT | M | White | Nielsen, Jens | Hospitality Industry Adm Adj |
| PZZCHMADJUNCT | M | | Young, Paul | Chemistry Adjunct |
| PZZAEDADJUNCT | F | White | Zabransky, Angela | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Zabransky, Angela | AEF Adjunct |
| PZZASTADJUNCT | M | Black Or African Am. | Obidi, T | Astronomy Adjunct |
| PZZPHYADJUNCT | M | Black Or African Am. | Obidi, T | Physics Adjunct |
| PZZMATADJUNCT | M | | Rodriguez-Florida, Jorge | Math Adjunct |
| PZZARTADJUNCT | M | White | Nelson, Mark | Art Adjunct |
| PZZSPAADJUNCT | F | | Albaladejo, Carmen | Spanish Adjunct |
| PZZCISADJUNCT | M | Black Or African Am. | Saweh, Paul | CIS Adjunct |
| PZZPSYADJUNCT | F | White | Andress, Cathy | Psychology Adjunct |
| PZZBISADJUNCT | M | White | Rupp, Brent | Biological Sciences Adjunct |

| | | | | |
|----------------|---|----------------------|----------------------|-------------------------------|
| PZZHISADJUNCT | M | White | Hunter, Robert | History Adjunct |
| PZZBUSADJUNCT | M | White | Rufo, Gary | Business Adjunct |
| PZZHRTADJUNCT | M | White | Oen, Urban | Horticulture Adjunct |
| PZZDCEADJUNCT | M | White | Patti, Brian | CE Adjunct, C Courses |
| PZZMUSADJUNCT | M | White | Patti, Brian | Music Adjunct |
| PZZBISADJUNCT | F | White | Mc Farland, Kelley | Biological Sciences Adjunct |
| PZZBISADJUNCT | M | | Khan, Anwar | Biological Sciences Adjunct |
| PZZCHMADJUNCT | M | | Khan, Anwar | Chemistry Adjunct |
| PZZHISADJUNCT | F | | Shumar, Laura | History Adjunct |
| PZZCHMADJUNCT | F | | Dandashli, Euphemie | Chemistry Adjunct |
| PZZDCEADJUNCT | F | | Breu, Mary Jane | CE Adjunct, C Courses |
| PZZSCLADJUNCT | M | | Caban, Emilio | Sociology Adjunct |
| PZZDVMADJUNCT | F | Black Or African Am. | Stewart, Constance | Developmental Math Adjunct |
| PZZPEDADJUNCT | M | White | McGinnis, Harry | Physical Education Adjunct |
| PZZWSLHDcoach | M | White | McGinnis, Harry | Wrestling, Head Coach |
| PZZHTHADJUNCT | F | White | Goines, Melissa | Health Adjunct |
| PZZPEDADJUNCT | F | White | Goines, Melissa | Physical Education Adjunct |
| PZZDCEADJUNCT | F | | Baker, Sandra | CE Adjunct, C Courses |
| PZZDCEADJUNCT | F | | Schrock, Yukiko | CE Adjunct, C Courses |
| PZZHRTADJUNCT | M | White | Unni, Koch | Horticulture Adjunct |
| PZZSATADJUNCT | M | White | Unni, Koch | SAT Adjunct |
| PZZCBPADJUNCT | M | White | Bland, Robert | CBP Adjunct |
| PZZDCEADJUNCT | M | | Martin, Carter | CE Adjunct, C Courses |
| PZZMCMADJUNCT | M | | Martin, Carter | Mass Communications Adjunct |
| PZZNASADJUNCT | F | Black Or African Am. | Love-Johnson, Evelyn | Nursing Assistant Adjunct |
| PZZRADADJUNCT | F | | Elkins, Mary | Radiologic Technology Adjunct |
| PZZAEDADJUNCT | F | White | Disheva, Stanka | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Disheva, Stanka | AEF Adjunct |
| PZZCBPDL399ADJ | M | White | Dorton, Darryl | Local 399 Adjunct |
| PZZRHTADJUNCT | F | | Moore, Stacy | Non Developmental Rhetoric |
| PZZENTADJUNCT | M | White | Deoniziak, Peter | Engineering Technology Adj |
| PZZBISADJUNCT | M | | Sanei, Maxwell | Biological Sciences Adjunct |
| PZZOPHADJUNCT | M | | Sanei, Maxwell | Ophthalmic Technician Adjunct |
| PZZAEGADJUNCT1 | F | | Uryga, Bozena | AEF Adjunct |
| PZZAEGADJUNCT2 | F | | Uryga, Bozena | AES Adjunct |
| PZZCHMADJUNCT | M | White | Kimball, Douglas | Chemistry Adjunct |
| PZZECEADJUNCT | F | White | Shelton, Gail | Early Childhood Edu Adj |
| PZZBISADJUNCT | M | | Slusarczyk, Janusz | Biological Sciences Adjunct |

| | | | | |
|----------------|---|----------------------|---------------------|--------------------------------|
| PZZPEDADJUNCT | M | | Slusarczyk, Janusz | Physical Education Adjunct |
| PZZCISADJUNCT | M | White | Mahani, Mohammad | CIS Adjunct |
| PZZEMSADJUNCT | M | White | Bubis, Timothy | Emergency Medical Services Adj |
| PZZAEDADJUNCT | M | White | Parker, Neal | Adult Basic Education Adjunct |
| PZZHISADJUNCT | M | White | Parker, Neal | History Adjunct |
| PZZNURADJUNCT | F | Hispanic Or Latino | Bernal, Erika | Nursing Adjunct |
| PZZAEDADJUNCT | F | White | Minta, Danuta | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Minta, Danuta | AEF Adjunct |
| PZZDMSADJUNCT | F | White | Anzaldi, Natalie | Diagnostic Med Sonography Adju |
| PZZDVMADJUNCT | F | White | Mehmedagic, Selma | Developmental Math Adjunct |
| PZZDCEADJUNCT | M | White | Ryant, Dale | CE Adjunct, C Courses |
| PZZAEGADJUNCT1 | F | White | Backe, Carol | AEF Adjunct |
| PZZAEDADJUNCT | M | White | Hadac, James | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | White | Hadac, James | AEF Adjunct |
| PZZNUCADJUNCT | F | White | Campos, Susan | Nuclear Medicine Adjunct |
| PZZPSYADJUNCT | F | White | Wright, Tracy | Psychology Adjunct |
| PZZHISADJUNCT | M | White | Smith, Scott | History Adjunct |
| PZZAEGADJUNCT2 | M | White | Cushing, Paul | AES Adjunct |
| PZZDCEADJUNCT | F | Black Or African Am. | Fennerson, Telia | CE Adjunct, C Courses |
| PZZICLADJUNCT | F | | Muhammad, Dawn | Intro to College Adjunct |
| PZZPSYADJUNCT | F | | Muhammad, Dawn | Psychology Adjunct |
| PZZSPCADJUNCT | F | | Muhammad, Dawn | Speech Adjunct |
| PZZDCEADJUNCT | M | | Ortiz, Armando | CE Adjunct, C Courses |
| PZZHTHADJUNCT | F | White | Rullo, Katie | Health Adjunct |
| PZZAEDADJUNCT | M | White | Krzykala, Andrzej | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | White | Krzykala, Andrzej | AEF Adjunct |
| PZZPSYADJUNCT | F | | Jilani, Atika | Psychology Adjunct |
| PZZAEDADJUNCT | F | White | Meanza, Carolyn | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Meanza, Carolyn | AEF Adjunct |
| PZZSPCADJUNCT | F | White | Craig, Marilyn | Speech Adjunct |
| PZZDCEADJUNCT | F | White | Oliivo-Kier, Louise | CE Adjunct, C Courses |
| PZZNASADJUNCT | F | White | Jovanovic, Vera | Nursing Assistant Adjunct |
| PZZHIAADJUNCT | F | White | Gleeson, Claudine | Hospitality Industry Adm Adj |
| PZZHUMADJUNCT | F | White | Saeli, Marie | Humanities Adjunct |
| PZZVICADJUNCT | F | Hispanic Or Latino | Bergholz, Katherine | Visual Communications Adj |
| PZZEMSADJUNCT | M | | Pesavento, Vincent | Emergency Medical Services Adj |
| PZZHRTADJUNCT | F | White | Michael, Ramona | Horticulture Adjunct |
| PZZPEDADJUNCT | M | Hispanic Or Latino | Torgerson, Harry | Physical Education Adjunct |

| | | | | |
|----------------|---|--------------------|-----------------------|-------------------------------|
| PZZDCEADJUNCT | M | White | Mirabile, Nicholas | CE Adjunct, C Courses |
| PZZPSYADJUNCT | F | White | Sztark, Sylvia | Psychology Adjunct |
| PZZSFBASTCOACH | F | | Miller, Hannah | Softball, Assistant Coach |
| PZZCOEADJUNCT | F | Hispanic Or Latino | Berman, Claudia | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | Hispanic Or Latino | Berman, Claudia | CE Adjunct, C Courses |
| PZZAEGADJUNCT2 | F | Hispanic Or Latino | Ruano-Corral, Erminda | AES Adjunct |
| PZZDCEADJUNCT | M | White | Szypura, Donald | CE Adjunct, C Courses |
| PZZBUSADJUNCT | F | | Murphy, Marylou | Business Adjunct |
| PZZBISADJUNCT | F | | Novak, Cheryl | Biological Sciences Adjunct |
| PZZAEDADJUNCT | F | White | Valerio, Margarita | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Valerio, Margarita | AEF Adjunct |
| PZZNURADJUNCT | F | | Onuoha, Joy | Nursing Adjunct |
| PZZCBPDL399ADJ | M | White | Lind, George | Local 399 Adjunct |
| PZZICLADJUNCT | F | White | Geary, Jennifer | Intro to College Adjunct |
| PZZSURADJUNCT | M | | Matthews, Dane | Surgical Technology Adjunct |
| PZZCBPDL399ADJ | M | White | O'Gorman, Patrick | Local 399 Adjunct |
| PZZDCEADJUNCT | F | | Schlecker, Cara | CE Adjunct, C Courses |
| PZZMUSADJUNCT | F | | Schlecker, Cara | Music Adjunct |
| PZZDCEADJUNCT | M | White | Horn, Mitchell | CE Adjunct, C Courses |
| PZZBUSADJUNCT | F | White | Zurawska, Izabela | Business Adjunct |
| PZZCJAADJUNCT | F | White | Sanders, Catherine | Criminal Justice Adm Adjunct |
| PZZAEDADJUNCT | F | White | Abate, Nannette | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Abate, Nannette | AEF Adjunct |
| PZZAEGADJUNCT3 | F | White | Abate, Nannette | ICCB Adult Ed Adjunct |
| PZZHTHADJUNCT | F | White | Abate, Nannette | Health Adjunct |
| PZZPEDADJUNCT | F | White | Abate, Nannette | Physical Education Adjunct |
| PZZAEDADJUNCT | F | White | Vanderhoof, Ellen | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Vanderhoof, Ellen | AEF Adjunct |
| PZZPHLADJUNCT | M | | Catenazzo, Anthony | Philosophy Adjunct |
| PZZHISADJUNCT | F | White | Gray, Rhonda | History Adjunct |
| PZZSCMASTCOACH | M | Hispanic Or Latino | Correa, Trinidad | Soccer-Men's, Asst Coach |
| PZZPEDADJUNCT | M | White | Anzona, Christopher | Physical Education Adjunct |
| PZZAEDADJUNCT | F | White | Villalobos, Irene | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | White | Villalobos, Irene | AES Adjunct |
| PZZAEDADJUNCT | M | White | Steffanov, Steffan | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | White | Steffanov, Steffan | AEF Adjunct |
| PZZPHLADJUNCT | M | | Tapia, Robert | Philosophy Adjunct |
| PZZARCADJUNCT | M | White | Heitzman, Frank | Architecture Adjunct |

| | | | | |
|----------------|---|----------------------|--------------------|--------------------------------|
| PZZCEHADJUNCT | F | White | Ottaviano, Roxane | Continuing Education Healthcar |
| PZZNASADJUNCT | F | White | Ottaviano, Roxane | Nursing Assistant Adjunct |
| PZZNURADJUNCT | F | White | Ottaviano, Roxane | Nursing Adjunct |
| PZZEADJUNCT | M | White | Porebski, Thomas | Economics Adjunct |
| PZZAEDADJUNCT | F | White | Crotty, Maureen | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | White | Crotty, Maureen | AES Adjunct |
| PZZCHMADJUNCT | M | Asian | Tabba, Siddiq | Chemistry Adjunct |
| PZZCBPDL399ADJ | M | | Regnier, Joseph | Local 399 Adjunct |
| PZZAEGADJUNCT2 | M | | Shirley, Robert | AES Adjunct |
| PZZDCEADJUNCT | F | | Cole, Rachel | CE Adjunct, C Courses |
| PZZNURADJUNCT | F | | Smith, Lillie | Nursing Adjunct |
| PZZICLADJUNCT | F | Unknown | Humphries, Evelyn | Intro to College Adjunct |
| PZZMUSADJUNCT | M | | Beltran, Alexander | Music Adjunct |
| PZZHTHADJUNCT | F | White | Eason, Natasha | Health Adjunct |
| PZZPEDADJUNCT | F | White | Eason, Natasha | Physical Education Adjunct |
| PZZDCEADJUNCT | M | | Koch, Chad | CE Adjunct, C Courses |
| PZZEMSADJUNCT | F | | Hayes, Kathryn | Emergency Medical Services Adj |
| PZZAEDADJUNCT | F | White | Iordanova, Iordana | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Iordanova, Iordana | AEF Adjunct |
| PZZAEGADJUNCT2 | F | White | Iordanova, Iordana | AES Adjunct |
| PZZRHTADJUNCT | F | White | Daniel, Jenifer | Non Developmental Rhetoric |
| PZZNURADJUNCT | F | White | Hughes, Sandra | Nursing Adjunct |
| PZZBISADJUNCT | M | White | Malek, Dennis | Biological Sciences Adjunct |
| PZZBUSADJUNCT | F | White | Simantz, Carol | Business Adjunct |
| PZZMATADJUNCT | F | White | Hussey, Patricia | Math Adjunct |
| PZZHIAADJUNCT | M | White | Marovitz, Robert | Hospitality Industry Adm Adj |
| PZZAEGADJUNCT1 | M | White | Quinn, John | AEF Adjunct |
| PZZCISADJUNCT | M | | Hendry, Robert | CIS Adjunct |
| PZZSURADJUNCT | F | | Martinelli, Sarah | Surgical Technology Adjunct |
| PZZCBPDL399ADJ | M | White | Winters, Brendan | Local 399 Adjunct |
| PZZBUSADJUNCT | F | Black Or African Am. | Banks, Lasondra | Business Adjunct |
| PZZAUTADJUNCT | M | White | Haberland, Phillip | Automotive Technology Adjunct |
| PZZCBPDL399ADJ | M | | Putman, Owen | Local 399 Adjunct |
| PZZDCEADJUNCT | F | White | Locascio, Amalia | CE Adjunct, C Courses |
| PZZDVMADJUNCT | F | White | Antony, Ansamma | Developmental Math Adjunct |
| PZZCOEADJUNCT | M | White | Hagearty, James | CE Adjunct, E Courses |
| PZZDCEADJUNCT | M | White | Hagearty, James | CE Adjunct, C Courses |
| PZZRHTADJUNCT | F | White | Golden, Mary | Non Developmental Rhetoric |

| | | | | |
|----------------|---|----------------------|------------------------|--------------------------------|
| PZZMUSADJUNCT | F | | Koidin, Julie | Music Adjunct |
| PZZACCADJUNCT | M | White | Haworth, Michael | Accounting Adjunct |
| PZZDCIADJUNCT | M | White | Haworth, Michael | Dual Credit Instructor |
| PZZCJAADJUNCT | M | Black Or African Am. | Reynolds, LaDon | Criminal Justice Adm Adjunct |
| PZZAUTADJUNCT | M | White | Salinas, Alfredo | Automotive Technology Adjunct |
| PZZEMSADJUNCT | M | | Matousek, Kyle | Emergency Medical Services Adj |
| PZZANTADJUNCT | M | White | Lopinto, Andrew | Anthropology Adjunct |
| PZZRHTADJUNCT | F | White | Stark, Elisabeth | Non Developmental Rhetoric |
| PZZAHLADJUNCT | F | White | Stopa, Ewa | Allied Health Adjunct |
| PZZNURADJUNCT | F | White | Stopa, Ewa | Nursing Adjunct |
| PZZCHMADJUNCT | F | | Khan, Saadia | Chemistry Adjunct |
| PZZAEGADJUNCT1 | F | White | Anderson, Rita | AEF Adjunct |
| PZZAEGADJUNCT2 | F | White | Anderson, Rita | AES Adjunct |
| PZZDVMADJUNCT | M | White | Lysaught, James | Developmental Math Adjunct |
| PZZCISADJUNCT | M | | Pavlik, Dennis | CIS Adjunct |
| PZZECEADJUNCT | F | White | Williams, Mary | Early Childhood Edu Adj |
| PZZAHLADJUNCT | F | White | Racky, Denise | Allied Health Adjunct |
| PZZNURADJUNCT | F | White | Racky, Denise | Nursing Adjunct |
| PZZFIRADJUNCT | M | White | Casale, Joseph | Fire Science Adjunct |
| PZZPSYADJUNCT | F | White | Carvajal, Lorelei | Psychology Adjunct |
| PZZBISADJUNCT | F | | Khan Chowdhury, Shamim | Biological Sciences Adjunct |
| PZZAHLADJUNCT | M | Hispanic Or Latino | Mejia, Jose | Allied Health Adjunct |
| PZZDMSADJUNCT | M | Hispanic Or Latino | Mejia, Jose | Diagnostic Med Sonography Adju |
| PZZDVMADJUNCT | M | White | McKenzie, William | Developmental Math Adjunct |
| PZZMATADJUNCT | M | White | McKenzie, William | Math Adjunct |
| PZZNURADJUNCT | F | Asian | Rescober, Teresita | Nursing Adjunct |
| PZZAEDADJUNCT | F | White | Quinn, Susan | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Quinn, Susan | AEF Adjunct |
| PZZCJAADJUNCT | M | Black Or African Am. | Little, Gregory | Criminal Justice Adm Adjunct |
| PZZPSYADJUNCT | M | | Smith, Tarvies | Psychology Adjunct |
| PZZAHLADJUNCT | M | Black Or African Am. | Ekpo, Joseph | Allied Health Adjunct |
| PZZEDUADJUNCT | M | Black Or African Am. | Ekpo, Joseph | Education Adjunct |
| PZZMUSADJUNCT | F | | Choi, Soo-Yon | Music Adjunct |
| PZZCOEADJUNCT | F | | Belejec, Barbara | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | | Belejec, Barbara | CE Adjunct, C Courses |
| PZZDCEADJUNCT | F | White | Ruffer, Eileen | CE Adjunct, C Courses |
| PZZCOEADJUNCT | F | White | Pappadopoli, Marion | CE Adjunct, E Courses |
| PZZPSYADJUNCT | M | White | Ellison, Jim | Psychology Adjunct |

| | | | | |
|----------------|---|----------------------|---------------------|--------------------------------|
| PZZMATADJUNCT | M | White | Baliga, John | Math Adjunct |
| PZZFIRADJUNCT | M | White | Kovalcik, John | Fire Science Adjunct |
| PZZDCEADJUNCT | F | White | Thorpe, Julie | CE Adjunct, C Courses |
| PZZAEGADJUNCT1 | M | Black Or African Am. | Zewde, Fekade | AEF Adjunct |
| PZZDVRADJUNCT | M | Black Or African Am. | Zewde, Fekade | Developmental Rhetoric Adjunct |
| PZZICLADJUNCT | M | Black Or African Am. | Zewde, Fekade | Intro to College Adjunct |
| PZZDMSADJUNCT | F | Hispanic Or Latino | Mejia, Damaris | Diagnostic Med Sonography Adju |
| PZZNURADJUNCT | F | Hispanic Or Latino | Rybarczyk, Rosalina | Nursing Adjunct |
| PZZCJAADJUNCT | M | | Rivera, Noland | Criminal Justice Adm Adjunct |
| PZZAEDADJUNCT | F | | Smarsh, Tammy | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | | Smarsh, Tammy | AEF Adjunct |
| PZZAEGADJUNCT2 | F | | Smarsh, Tammy | AES Adjunct |
| PZZCBPADJUNCT | F | White | Mesyef, Tatyana | CBP Adjunct |
| PZZENTADJUNCT | F | White | Mesyef, Tatyana | Engineering Technology Adj |
| PZZCJAADJUNCT | M | Hispanic Or Latino | Alvarado, Rafael | Criminal Justice Adm Adjunct |
| PZZBISADJUNCT | M | White | Kosanovic, Radomir | Biological Sciences Adjunct |
| PZZNURADJUNCT | F | White | Rosa, Cari | Nursing Adjunct |
| PZZCOEADJUNCT | F | | Chan, Stephanie | CE Adjunct, E Courses |
| PZZCOEADJUNCT | F | White | Perez, Jo | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | White | Perez, Jo | CE Adjunct, C Courses |
| PZZCHMADJUNCT | M | White | Ochwat, Krzysztof | Chemistry Adjunct |
| PZZBISADJUNCT | F | White | Merheb, Hanan | Biological Sciences Adjunct |
| PZZICLADJUNCT | F | White | Merheb, Hanan | Intro to College Adjunct |
| PZZAEDADJUNCT | F | Asian | Roa, Mary | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | Asian | Roa, Mary | AEF Adjunct |
| PZZCOEADJUNCT | F | White | Nawrocki, Diana | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | White | Nawrocki, Diana | CE Adjunct, C Courses |
| PZZSCLADJUNCT | M | White | Dunagan, Kevin | Sociology Adjunct |
| PZZCJAADJUNCT | M | White | Konstanty, Edward | Criminal Justice Adm Adjunct |
| PZZDCEADJUNCT | M | White | Kapnick, Brian | CE Adjunct, C Courses |
| PZZDVMADJUNCT | M | White | Zolek, Jeffrey | Developmental Math Adjunct |
| PZZMATADJUNCT | M | White | Zolek, Jeffrey | Math Adjunct |
| PZZECEADJUNCT | F | Black Or African Am. | Pechacek, Roshune | Early Childhood Edu Adj |
| PZZAEGADJUNCT1 | F | | McDonald, Dionn | AEF Adjunct |
| PZZCBPDL399ADJ | M | White | Kenzinger, Michael | Local 399 Adjunct |
| PZZANTADJUNCT | F | White | Malekfar, Lily | Anthropology Adjunct |
| PZZICLADJUNCT | F | White | Malekfar, Lily | Intro to College Adjunct |
| PZZRHTADJUNCT | F | White | Peters, Kristen | Non Developmental Rhetoric |

| | | | | |
|----------------|---|----------------------|--------------------|------------------------------|
| PZZCBPDL399ADJ | M | White | Maloney, Timothy | Local 399 Adjunct |
| PZZCBPADJUNCT | M | Black Or African Am. | Bizzle, Jeramie | CBP Adjunct |
| PZZDVMADJUNCT | M | | Scipione, Michael | Developmental Math Adjunct |
| PZZEDUADJUNCT | M | | Scipione, Michael | Education Adjunct |
| PZZICLADJUNCT | M | | Scipione, Michael | Intro to College Adjunct |
| PZZMATADJUNCT | M | | Scipione, Michael | Math Adjunct |
| PZZCJAADJUNCT | F | Hispanic Or Latino | Plazas, Cynthia | Criminal Justice Adm Adjunct |
| PZZPSYADJUNCT | F | Hispanic Or Latino | Plazas, Cynthia | Psychology Adjunct |
| PZZMATADJUNCT | M | White | Pellegrini, Daniel | Math Adjunct |
| PZZDVMADJUNCT | M | Asian | Cherian, Babu | Developmental Math Adjunct |
| PZZDCEADJUNCT | F | White | Pitts, Christa | CE Adjunct, C Courses |
| PZZCJAADJUNCT | M | White | Augustine, John | Criminal Justice Adm Adjunct |
| PZZDCEADJUNCT | M | White | Augustine, John | CE Adjunct, C Courses |
| PZZHTHADJUNCT | M | White | Schmidt, Alan | Health Adjunct |
| PZZPEDADJUNCT | M | White | Schmidt, Alan | Physical Education Adjunct |
| PZZDCEADJUNCT | F | Hispanic Or Latino | McLaren, Minerva | CE Adjunct, C Courses |
| PZZAEGADJUNCT1 | F | | Levine, Deborah | AEF Adjunct |
| PZZCOEADJUNCT | M | White | White, Ralph | CE Adjunct, E Courses |
| PZZCBPDL399ADJ | M | White | Nagle, Kevin | Local 399 Adjunct |
| PZZDVMADJUNCT | M | White | Abtahi, Ali | Developmental Math Adjunct |
| PZZMATADJUNCT | M | White | Abtahi, Ali | Math Adjunct |
| PZZAEGADJUNCT2 | F | | Hill-LoBue, China | AES Adjunct |
| PZZECOADJUNCT | M | White | Memmos, Matt | Economics Adjunct |
| PZZICLADJUNCT | M | White | Memmos, Matt | Intro to College Adjunct |
| PZZCJAADJUNCT | F | | McCoy, Patrina | Criminal Justice Adm Adjunct |
| PZZDCEADJUNCT | F | Asian | Abraham, Susan | CE Adjunct, C Courses |
| PZZCBPDL399ADJ | M | White | Badame, Michael | Local 399 Adjunct |
| PZZMATADJUNCT | F | White | Alexandru, Vica | Math Adjunct |
| PZZNURADJUNCT | F | Black Or African Am. | Hodges, Frances | Nursing Adjunct |
| PZZANTADJUNCT | M | White | Tandarich, John | Anthropology Adjunct |
| PZZGEOADJUNCT | M | White | Tandarich, John | Geology Adjunct |
| PZZGOGADJUNCT | M | White | Tandarich, John | Geography Adjunct |
| PZZPHYADJUNCT | M | | Schmitz, Jeffrey | Physics Adjunct |
| PZZSCLADJUNCT | M | White | Halm, James | Sociology Adjunct |
| PZZPHLADJUNCT | F | Black Or African Am. | Atiba, Afri | Philosophy Adjunct |
| PZZENTADJUNCT | M | White | Deleon, Salvador | Engineering Technology Adj |
| PZZCJAADJUNCT | M | White | Falagario, Michael | Criminal Justice Adm Adjunct |
| PZZNURADJUNCT | M | Asian | Talib, Saifuddin | Nursing Adjunct |

| | | | | |
|----------------|---|----------------------|----------------------|-------------------------------|
| PZZBUSADJUNCT | F | White | Cherivtch, Lisa | Business Adjunct |
| PZZAEDADJUNCT | M | Hispanic Or Latino | Delgado, Juan | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | M | Hispanic Or Latino | Delgado, Juan | AES Adjunct |
| PZZHIAADJUNCT | F | Asian | Kibir, Janice | Hospitality Industry Adm Adj |
| PZZASTADJUNCT | F | | Kramer, Leigh | Astromony Adjunct |
| PZZDCIADJUNCT | F | | Kramer, Leigh | Dual Credit Instructor |
| PZZMATADJUNCT | F | | Oh, Shukmei | Math Adjunct |
| PZZARCADJUNCT | F | Hispanic Or Latino | Rezaeian, Mina | Architecture Adjunct |
| PZZBISADJUNCT | M | White | White, Richard | Biological Sciences Adjunct |
| PZZAEDADJUNCT | M | White | Malarski, James | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | M | White | Malarski, James | AES Adjunct |
| PZZAEDADJUNCT | F | White | Sweetman, Bonnie | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Sweetman, Bonnie | AEF Adjunct |
| PZZHIAADJUNCT | M | White | Gaborit, Christian | Hospitality Industry Adm Adj |
| PZZSPCADJUNCT | F | White | Fencl, Terry | Speech Adjunct |
| PZZCBPADJUNCT | M | White | Wysocki, Jerome | CBP Adjunct |
| PZZCHMADJUNCT | M | White | Wysocki, Jerome | Chemistry Adjunct |
| PZZSPCADJUNCT | M | White | Kubiszyn, John | Speech Adjunct |
| PZZMATADJUNCT | M | White | Zeier, Steven | Math Adjunct |
| PZZMUSADJUNCT | M | White | Jermihov, Peter | Music Adjunct |
| PZZPHLADJUNCT | M | White | Spoleti, Thomas | Philosophy Adjunct |
| PZZDCEADJUNCT | F | | Benson, Erica | CE Adjunct, C Courses |
| PZZNURADJUNCT | F | White | Tan, Eleanor | Nursing Adjunct |
| PZZVICADJUNCT | F | White | Wallace, Alicia | Visual Communications Adj |
| PZZPSYADJUNCT | F | White | Cicirale, Anna | Psychology Adjunct |
| PZZNURADJUNCT | F | Black Or African Am. | Heard, Shashanna | Nursing Adjunct |
| PZZPSYADJUNCT | M | Hispanic Or Latino | Zavala, Hector | Psychology Adjunct |
| PZZPHLADJUNCT | M | White | King, Matthew | Philosophy Adjunct |
| PZZCBPDL399ADJ | M | White | Oliphant, Patrick | Local 399 Adjunct |
| PZZHIAADJUNCT | M | Black Or African Am. | Roundtree, David | Hospitality Industry Adm Adj |
| PZZCOEADJUNCT | F | Hispanic Or Latino | Hernandez, Sandra | CE Adjunct, E Courses |
| PZZPSYADJUNCT | F | White | Demos, Marina | Psychology Adjunct |
| PZZCOEADJUNCT | M | White | White, Mark | CE Adjunct, E Courses |
| PZZFIRADJUNCT | M | White | White, Mark | Fire Science Adjunct |
| PZZHISADJUNCT | M | White | Truckenbrod, Timothy | History Adjunct |
| PZZDVMADJUNCT | M | Black Or African Am. | Dean, Tuan | Developmental Math Adjunct |
| PZZCJAADJUNCT | M | White | Aller, Keith | Criminal Justice Adm Adjunct |
| PZZDCEADJUNCT | M | White | Aller, Keith | CE Adjunct, C Courses |

| | | | | |
|----------------|---|----------------------|------------------------------|-------------------------------|
| PZZCBPDL399ADJ | M | | Ryan, Desmond | Local 399 Adjunct |
| PZZSCLADJUNCT | F | White | Isaacs, Julia | Sociology Adjunct |
| PZZBISADJUNCT | M | White | Noel, John | Biological Sciences Adjunct |
| PZZAHLADJUNCT | F | White | Donatelli, Silvia | Allied Health Adjunct |
| PZZCBPDL399ADJ | M | White | Long, Gary | Local 399 Adjunct |
| PZZECOADJUNCT | M | White | Corrado, Jon | Economics Adjunct |
| PZZCBPDL399ADJ | M | White | May, Mark | Local 399 Adjunct |
| PZZCOEADJUNCT | F | White | Borowiak, Donna | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | White | Borowiak, Donna | CE Adjunct, C Courses |
| PZZPSCADJUNCT | M | White | Papadakis, James | Political Science Adjunct |
| PZZSOCADJUNCT | M | White | Papadakis, James | Social Science Adjunct |
| PZZHIAADJUNCT | F | White | Behnke, Eleanor | Hospitality Industry Adm Adj |
| PZZENTADJUNCT | M | White | Hibner, Donald | Engineering Technology Adj |
| PZZAUTADJUNCT | M | White | Hertko, Allan | Automotive Technology Adjunct |
| PZZCBPADJUNCT | M | White | Hertko, Allan | CBP Adjunct |
| PZZCBPADJUNCT | M | | Klette, Patrick | CBP Adjunct |
| PZZPSYADJUNCT | F | White | Matson, Catherine | Psychology Adjunct |
| PZZPSYADJUNCT | F | White | Misra, Sabrina | Psychology Adjunct |
| PZZSCLADJUNCT | F | White | Misra, Sabrina | Sociology Adjunct |
| PZZCOEADJUNCT | F | Hispanic Or Latino | Berndt, Yolanda | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | Hispanic Or Latino | Berndt, Yolanda | CE Adjunct, C Courses |
| PZZMUSADJUNCT | F | | Papatheodorou Schreier, Devv | Music Adjunct |
| PZZPSYADJUNCT | F | Hispanic Or Latino | Villasenor, Norma | Psychology Adjunct |
| PZZDVMADJUNCT | F | White | Galusza, Lucyna | Developmental Math Adjunct |
| PZZMATADJUNCT | F | White | Galusza, Lucyna | Math Adjunct |
| PZZBISADJUNCT | F | | Kaushal, Bindiya | Biological Sciences Adjunct |
| PZZCBPADJUNCT | M | White | MacHonga, Gary | CBP Adjunct |
| PZZDCEADJUNCT | F | White | Galivan, Gail | CE Adjunct, C Courses |
| PZZICLADJUNCT | F | White | Mallett, Klaudia | Intro to College Adjunct |
| PZZPSYADJUNCT | F | White | Mallett, Klaudia | Psychology Adjunct |
| PZZECEADJUNCT | F | White | Mentone, Cynthia | Early Childhood Edu Adj |
| PZZVICADJUNCT | M | | Smith, Michael | Visual Communications Adj |
| PZZNASADJUNCT | F | Black Or African Am. | Oladeji, Charamonte | Nursing Assistant Adjunct |
| PZZNURADJUNCT | F | Black Or African Am. | Oladeji, Charamonte | Nursing Adjunct |
| PZZCBPDL399ADJ | M | White | McLaughlin, Bryan | Local 399 Adjunct |
| PZZRHTADJUNCT | M | White | Carroll, Donald | Non Developmental Rhetoric |
| PZZHISADJUNCT | M | | Allare, Robert | History Adjunct |
| PZZCISADJUNCT | M | White | Squeo, Alessandro | CIS Adjunct |

| | | | | |
|----------------|---|--------------------|-----------------------------|--------------------------------|
| PZZRHTADJUNCT | M | White | Fouts, Matthew | Non Developmental Rhetoric |
| PZZDCEADJUNCT | F | Hispanic Or Latino | Velez, Annette | CE Adjunct, C Courses |
| PZZSPCADJUNCT | M | | Wisniewski, Carl | Speech Adjunct |
| PZZDCEADJUNCT | F | White | Ziupsnys, Amanda | CE Adjunct, C Courses |
| PZZAEDADJUNCT | F | Hispanic Or Latino | Quan Kiu Vazquez, Elizabeth | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | Hispanic Or Latino | Quan Kiu Vazquez, Elizabeth | AES Adjunct |
| PZZCBPADJUNCT | F | Hispanic Or Latino | Quan Kiu Vazquez, Elizabeth | CBP Adjunct |
| PZZDCEADJUNCT | F | Hispanic Or Latino | Quan Kiu Vazquez, Elizabeth | CE Adjunct, C Courses |
| PZZAUTADJUNCT | M | White | Fedele, Carl | Automotive Technology Adjunct |
| PZZSPCADJUNCT | M | White | Harrington, Joseph | Speech Adjunct |
| PZZPSCADJUNCT | M | White | Pinnau, Glenn | Political Science Adjunct |
| PZZCBPDL399ADJ | M | White | Kruczek, Doug | Local 399 Adjunct |
| PZZRHTADJUNCT | M | White | Bernstein, Arnie | Non Developmental Rhetoric |
| PZZHIAADJUNCT | F | White | Carney, Julia | Hospitality Industry Adm Adj |
| PZZRHTADJUNCT | F | White | Piscopo, Atalie | Non Developmental Rhetoric |
| PZZDCEADJUNCT | M | | Heiden, Daniel | CE Adjunct, C Courses |
| PZZPEDADJUNCT | M | | Heiden, Daniel | Physical Education Adjunct |
| PZZDVMADJUNCT | F | White | Rzany, Caroline | Developmental Math Adjunct |
| PZZBISADJUNCT | F | Hispanic Or Latino | Vazquez, Dulce | Biological Sciences Adjunct |
| PZZNURADJUNCT | F | | Chase, Melody | Nursing Adjunct |
| PZZDCEADJUNCT | F | | Kerndl, Jenna | CE Adjunct, C Courses |
| PZZBISADJUNCT | M | White | Iaccino, Richard | Biological Sciences Adjunct |
| PZZNURADJUNCT | F | | O'Boye, Anne | Nursing Adjunct |
| PZZDMSADJUNCT | F | White | McCurrie, Kortney | Diagnostic Med Sonography Adju |
| PZZPSYADJUNCT | M | | Rustum, Amer | Psychology Adjunct |
| PZZMCMADJUNCT | F | White | O'Reilly, Kristine | Mass Communications Adjunct |
| PZZAEGADJUNCT1 | F | | Rand, Valarie | AEF Adjunct |
| PZZAEGADJUNCT2 | F | | Rand, Valarie | AES Adjunct |
| PZZCJAADJUNCT | M | White | Evans, Kendall | Criminal Justice Adm Adjunct |
| PZZDCEADJUNCT | M | White | Evans, Kendall | CE Adjunct, C Courses |
| PZZARTADJUNCT | F | White | Taylor, Lara | Art Adjunct |
| PZZSPCADJUNCT | F | White | Rockafellow, Colleen | Speech Adjunct |
| PZZARTADJUNCT | F | White | Lisboa, Sierra | Art Adjunct |
| PZZEMSADJUNCT | M | White | Fichter, Zachary | Emergency Medical Services Adj |
| PZZAEGADJUNCT2 | F | | Schallmo, Michelle | AES Adjunct |
| PZZEMSADJUNCT | M | White | Leiser, Jeffrey | Emergency Medical Services Adj |
| PZZCISADJUNCT | M | | Hawkins, Witt | CIS Adjunct |
| PZZPHYADJUNCT | M | Asian | Kim, Yangtae | Physics Adjunct |

| | | | | |
|----------------|---|----------------------|------------------------------|--------------------------------|
| PZZAEDADJUNCT | F | White | Dolapchieva-Johneva, Martina | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Dolapchieva-Johneva, Martina | AEF Adjunct |
| PZZCHMADJUNCT | M | White | Baran, Wayne | Chemistry Adjunct |
| PZZCISADJUNCT | M | White | Pielet, Robert | CIS Adjunct |
| PZZVLYHDCOACH | M | | Malesky, Thomas | Volleyball, Head Coach |
| PZZAEGADJUNCT1 | F | White | Hausler, Elizabeth | AEF Adjunct |
| PZZICLADJUNCT | F | Black Or African Am. | Berryhill, Sandra | Intro to College Adjunct |
| PZZEMSADJUNCT | M | | Olszewski, Robert | Emergency Medical Services Adj |
| PZZDCEADJUNCT | F | White | Iusco, Maria | CE Adjunct, C Courses |
| PZZDCEADJUNCT | F | White | Jones, Julia | CE Adjunct, C Courses |
| PZZRHTADJUNCT | F | White | Hurlburt, Dorothy | Non Developmental Rhetoric |
| PZZHIAADJUNCT | F | Black Or African Am. | Redmond, Samantha | Hospitality Industry Adm Adj |
| PZZICLADJUNCT | M | White | Dezynski, William | Intro to College Adjunct |
| PZZSCLADJUNCT | M | White | Dezynski, William | Sociology Adjunct |
| PZZNURADJUNCT | F | White | Holahan, Lisa | Nursing Adjunct |
| PZZSCLADJUNCT | F | | Marley, Julia | Sociology Adjunct |
| PZZHIAADJUNCT | M | White | Kokenes, Peter | Hospitality Industry Adm Adj |
| PZZAUTADJUNCT | M | Black Or African Am. | Adewale, Martes | Automotive Technology Adjunct |
| PZZDVMADJUNCT | M | White | Oduola, Isiaka | Developmental Math Adjunct |
| PZZBISADJUNCT | M | | Kanan, Tomer | Biological Sciences Adjunct |
| PZZBISADJUNCT | M | White | Ofiara, Kenneth | Biological Sciences Adjunct |
| PZZVLYASTCOACH | F | | Gronko, Rose | Volleyball, Assistant Coach |
| PZZAEGADJUNCT1 | M | White | White, Terrence | AEF Adjunct |
| PZZCBPDL399ADJ | M | White | Rafferty, James | Local 399 Adjunct |
| PZZREAADJUNCT | M | White | Quigley, Michael | Real Estate Academy |
| PZZHIAADJUNCT | M | White | Quaranta, Frank | Hospitality Industry Adm Adj |
| PZZVICADJUNCT | M | White | Stolz, Joseph | Visual Communications Adj |
| PZZEMSADJUNCT | F | White | Flynn, Sean | Emergency Medical Services Adj |
| PZZDCEADJUNCT | F | Black Or African Am. | Stokes, Megan | CE Adjunct, C Courses |
| PZZNASADJUNCT | F | White | Kusar, Constance | Nursing Assistant Adjunct |
| PZZENTADJUNCT | M | White | Hayden, Russell | Engineering Technology Adj |
| PZZMATADJUNCT | M | White | Affleck, Roger | Math Adjunct |
| PZZAEDADJUNCT | F | White | Righeimer, Carolyn | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | White | Righeimer, Carolyn | AES Adjunct |
| PZZEMSADJUNCT | M | White | Breslin, Timothy | Emergency Medical Services Adj |
| PZZEMSADJUNCT | M | White | Newcomer, Edward | Emergency Medical Services Adj |
| PZZEMSADJUNCT | M | White | Hoppe, David | Emergency Medical Services Adj |
| PZZFIRADJUNCT | M | White | Hoppe, David | Fire Science Adjunct |

| | | | | |
|----------------|---|----------------------|------------------------|-------------------------------|
| PZZSCLADJUNCT | F | White | Minnick, Traci | Sociology Adjunct |
| PZZAEDADJUNCT | F | White | Oprea, Cristina | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Oprea, Cristina | AEF Adjunct |
| PZZDCEADJUNCT | F | White | Bulinski, Jennifer | CE Adjunct, C Courses |
| PZZAEDADJUNCT | F | White | Slokva, Nataliya | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Slokva, Nataliya | AEF Adjunct |
| PZZACCADJUNCT | F | | Gardner, Dawn | Accounting Adjunct |
| PZZMUSADJUNCT | M | White | Staron, Michael | Music Adjunct |
| PZZECOADJUNCT | M | | Granholm, Donald | Economics Adjunct |
| PZZCISADJUNCT | M | White | Alvino, Frank | CIS Adjunct |
| PZZBSBASTCOACH | M | | Halter, Jeffrey | Baseball, Asst Coach |
| PZZCISADJUNCT | M | White | Kane, Patrick | CIS Adjunct |
| PZZCOEADJUNCT | M | White | Flanagan, James | CE Adjunct, E Courses |
| PZZDCEADJUNCT | M | White | Flanagan, James | CE Adjunct, C Courses |
| PZZBUSADJUNCT | M | Asian | Thevalakara, Bency | Business Adjunct |
| PZZBISADJUNCT | F | | Kanan, Martha | Biological Sciences Adjunct |
| PZZDCEADJUNCT | F | Hispanic Or Latino | Rico, Ellen | CE Adjunct, C Courses |
| PZZREAADJUNCT | M | White | Shaulis, Richard | Real Estate Academy |
| PZZRHTADJUNCT | M | | Doyle, John | Non Developmental Rhetoric |
| PZZBISADJUNCT | M | Black Or African Am. | Saffold, Monroe | Biological Sciences Adjunct |
| PZZPEDADJUNCT | M | Black Or African Am. | Saffold, Monroe | Physical Education Adjunct |
| PZZAUTADJUNCT | M | White | Oconnell, William | Automotive Technology Adjunct |
| PZZAEDADJUNCT | F | White | Woelke, Roberta | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Woelke, Roberta | AEF Adjunct |
| PZZAEGADJUNCT3 | F | White | Woelke, Roberta | ICCB Adult Ed Adjunct |
| PZZCBPADJUNCT | F | White | Woelke, Roberta | CBP Adjunct |
| PZZDVMADJUNCT | F | White | Musur, Margaret | Developmental Math Adjunct |
| PZZCBPDL399ADJ | M | Asian | Dollah, Nasser | Local 399 Adjunct |
| PZZBISADJUNCT | M | White | Billington, Craig | Biological Sciences Adjunct |
| PZZDCEADJUNCT | M | | Messer, James | CE Adjunct, C Courses |
| PZZDCIADJUNCT | M | | Messer, James | Dual Credit Instructor |
| PZZAEDADJUNCT | M | White | Yacovacci, Joseph | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | White | Yacovacci, Joseph | AEF Adjunct |
| PZZDCEADJUNCT | F | White | Bahl, Emily | CE Adjunct, C Courses |
| PZZBBWHDCOACH | M | | Hatch, Marques | Basketball-Wmn's, Head Coach |
| PZZNURADJUNCT | F | | Santiago, Leeanna | Nursing Adjunct |
| PZZDCEADJUNCT | F | White | Christopher, Christina | CE Adjunct, C Courses |
| PZZPEDADJUNCT | F | White | Christopher, Christina | Physical Education Adjunct |

| | | | | |
|----------------|---|----------------------|------------------------|--------------------------------|
| PZZSFBHDCOACH | F | White | Christopher, Christina | Softball, Head Coach |
| PZZMATADJUNCT | F | | Burgess, Kaitlin | Math Adjunct |
| PZZCOEADJUNCT | F | White | Bratkovskiy, Marta | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | White | Bratkovskiy, Marta | CE Adjunct, C Courses |
| PZZDCEADJUNCT | M | White | Klusek, Mateusz | CE Adjunct, C Courses |
| PZZPEDADJUNCT | M | White | Klusek, Mateusz | Physical Education Adjunct |
| PZZACCADJUNCT | M | White | Thiry, Michael | Accounting Adjunct |
| PZZCOEADJUNCT | F | White | Neal, Kathleen | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | White | Neal, Kathleen | CE Adjunct, C Courses |
| PZZPHLADJUNCT | M | White | Kazanjan, Michael | Philosophy Adjunct |
| PZZDCEADJUNCT | F | White | Wierer, Kathleen | CE Adjunct, C Courses |
| PZZSCLADJUNCT | M | White | Intorcio, Michael | Sociology Adjunct |
| PZZBUSADJUNCT | M | White | Zage, Russell | Business Adjunct |
| PZZOMGADJUNCT | F | White | Fisher, Adrian | O&M Grant Adjunct - IL Green |
| PZZOPHADJUNCT | F | White | Imler, Barbara | Ophthalmic Technician Adjunct |
| PZZVICADJUNCT | M | White | Michalowski, Robert | Visual Communications Adj |
| PZZAEDADJUNCT | F | White | Teubert, Laura | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Teubert, Laura | AEF Adjunct |
| PZZDVMADJUNCT | F | White | Keshavarzi, Rokhak | Developmental Math Adjunct |
| PZZAEDADJUNCT | M | White | Nowlan, John | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | White | Nowlan, John | AEF Adjunct |
| PZZEMSADJUNCT | F | White | Farlow, Brenda | Emergency Medical Services Adj |
| PZZHTHADJUNCT | F | | Walsh, Lucy | Health Adjunct |
| PZZPEDADJUNCT | F | | Walsh, Lucy | Physical Education Adjunct |
| PZZBISADJUNCT | F | | Korneff, Dennis | Biological Sciences Adjunct |
| PZZHIAADJUNCT | F | White | Smith, Jennifer | Hospitality Industry Adm Adj |
| PZZEMPADJUNCT | M | White | Ciolino, Christopher | EMP Adjunct |
| PZZFIRADJUNCT | M | White | Ciolino, Christopher | Fire Science Adjunct |
| PZZBISADJUNCT | M | Asian | Malik, Jeffery | Biological Sciences Adjunct |
| PZZSFBASTCOACH | F | White | Drager, Gianna | Softball, Assistant Coach |
| PZZAEDADJUNCT | F | White | Duch, Wioleta | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | White | Duch, Wioleta | AES Adjunct |
| PZZDVMADJUNCT | F | White | Dujua, Daisy | Developmental Math Adjunct |
| PZZMATADJUNCT | F | White | Dujua, Daisy | Math Adjunct |
| PZZNURADJUNCT | F | Black Or African Am. | Johnson, Sharon | Nursing Adjunct |
| PZZCOEADJUNCT | M | White | Steker, Nicholas | CE Adjunct, E Courses |
| PZZFIRADJUNCT | M | White | Steker, Nicholas | Fire Science Adjunct |
| PZZDMSADJUNCT | F | White | Moss, Jasmine | Diagnostic Med Sonography Adju |

| | | | | |
|----------------|---|----------------------|-------------------------|-------------------------------|
| PZZCOEADJUNCT | M | White | Paonessa, John-Paul | CE Adjunct, E Courses |
| PZZAEDADJUNCT | M | Hispanic Or Latino | Ovalle, Juan | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | M | Hispanic Or Latino | Ovalle, Juan | AES Adjunct |
| PZZASTADJUNCT | M | White | McDaniel, Harlan | Astromony Adjunct |
| PZZECOADJUNCT | M | | Lacey, Jerome | Economics Adjunct |
| PZZFIRADJUNCT | M | White | Folisi, Kenneth | Fire Science Adjunct |
| PZZAUTADJUNCT | M | Black Or African Am. | Murphy, Gabriel | Automotive Technology Adjunct |
| PZZAUTADJUNCT | M | White | Miner, Lester | Automotive Technology Adjunct |
| PZZAEDADJUNCT | M | Hispanic Or Latino | Guma, Angel | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | M | Hispanic Or Latino | Guma, Angel | AES Adjunct |
| PZZENTADJUNCT | M | Hispanic Or Latino | Guma, Angel | Engineering Technology Adj |
| PZZAEGADJUNCT1 | M | White | Hester, Joseph | AEF Adjunct |
| PZZCISADJUNCT | F | | Harrington, Eric | CIS Adjunct |
| PZZDCEADJUNCT | F | | Chorba, Sharon | CE Adjunct, C Courses |
| PZZHIAADJUNCT | F | Hispanic Or Latino | Montalvo, Vanessa | Hospitality Industry Adm Adj |
| PZZCJAADJUNCT | M | White | Camp, Justin | Criminal Justice Adm Adjunct |
| PZZAEGADJUNCT1 | | | Valentin, Edgar | AEF Adjunct |
| PZZDVMADJUNCT | F | White | Gallagher, Shawna | Developmental Math Adjunct |
| PZZMATADJUNCT | F | White | Gallagher, Shawna | Math Adjunct |
| PZZENTADJUNCT | M | White | Krolikowski, Maciej | Engineering Technology Adj |
| PZZCHMADJUNCT | F | | Ansel, Omana | Chemistry Adjunct |
| PZZNASADJUNCT | F | White | Josefson, Barbara | Nursing Assistant Adjunct |
| PZZNURADJUNCT | F | White | Josefson, Barbara | Nursing Adjunct |
| PZZCOEADJUNCT | M | White | Kolaski, Jerome | CE Adjunct, E Courses |
| PZZDCEADJUNCT | M | White | Kolaski, Jerome | CE Adjunct, C Courses |
| PZZCJAADJUNCT | M | White | Hennelly, Thomas | Criminal Justice Adm Adjunct |
| PZZDCEADJUNCT | M | White | Cipriani, Flavio | CE Adjunct, C Courses |
| PZZDCEADJUNCT | F | | Esserman, Jeanne | CE Adjunct, C Courses |
| PZZHTHADJUNCT | F | | Esserman, Jeanne | Health Adjunct |
| PZZPEDADJUNCT | F | | Esserman, Jeanne | Physical Education Adjunct |
| PZZDCEADJUNCT | M | Black Or African Am. | Stevenson, Franklin | CE Adjunct, C Courses |
| PZZBBWASTCOACH | F | | Dent-Robertson, Beverly | Basketball-Wmn's, Asst Coach |
| PZZCOEADJUNCT | M | White | McGhee, Terrance | CE Adjunct, E Courses |
| PZZARCADJUNCT | F | | Anderson, Christina | Architecture Adjunct |
| PZZDCEADJUNCT | F | White | Reppe, Sonia | CE Adjunct, C Courses |
| PZZPHLADJUNCT | M | White | Traver, David | Philosophy Adjunct |
| PZZTRFIELCOACH | M | White | Petrelli, Shane | Track & Field-Assistant Coach |
| PZZENTADJUNCT | M | White | Holthouse, Frank | Engineering Technology Adj |

| | | | | |
|----------------|---|----------------------|--------------------------|-------------------------------|
| PZZCBPDL399ADJ | M | Hispanic Or Latino | Pizana, Jose | Local 399 Adjunct |
| PZZMUSADJUNCT | F | | Stapleton-Corcoran, Erin | Music Adjunct |
| PZZAEGADJUNCT1 | F | Hispanic Or Latino | Valenzuela, Patricia | AEF Adjunct |
| PZZHRTADJUNCT | M | White | Del Beccaro, Edward | Horticulture Adjunct |
| PZZSATADJUNCT | M | White | Del Beccaro, Edward | SAT Adjunct |
| PZZARCADJUNCT | M | White | Kuypers, Edward | Architecture Adjunct |
| PZZINDADJUNCT | M | White | Kuypers, Edward | IBC Adjunct |
| PZZEDUADJUNCT | F | White | Dugo, Jean | Education Adjunct |
| PZZAEGADJUNCT2 | F | White | Kennedy, Marianne | AES Adjunct |
| PZZDCEADJUNCT | M | White | Stevens, Robert | CE Adjunct, C Courses |
| PZZVICADJUNCT | F | White | Dodt, Lorette | Visual Communications Adj |
| PZZDCEADJUNCT | F | Black Or African Am. | Bond, Kimberley | CE Adjunct, C Courses |
| PZZSPCADJUNCT | M | White | Felix, David | Speech Adjunct |
| PZZICLADJUNCT | M | | LoSasso, Joseph | Intro to College Adjunct |
| PZZSCLADJUNCT | M | | LoSasso, Joseph | Sociology Adjunct |
| PZZDCEADJUNCT | M | | Jimenez, Alejandro | CE Adjunct, C Courses |
| PZZEDUADJUNCT | M | White | Rosanova, Michael | Education Adjunct |
| PZZPSYADJUNCT | M | White | Rosanova, Michael | Psychology Adjunct |
| PZZCPEADJUNCT | M | White | Johns, Steven | Cooperative Education Adjunct |
| PZZDCEADJUNCT | M | White | Johns, Steven | CE Adjunct, C Courses |
| PZZAEDADJUNCT | F | | Boldrey, Susan | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | | Boldrey, Susan | AEF Adjunct |
| PZZDCEADJUNCT | F | | Boldrey, Susan | CE Adjunct, C Courses |
| PZZCISADJUNCT | M | White | Owrey, John | CIS Adjunct |
| PZZGOGADJUNCT | F | White | Dillow, Robin | Geography Adjunct |
| PZZCOEADJUNCT | F | White | Vaiana, Barbara | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | White | Vaiana, Barbara | CE Adjunct, C Courses |
| PZZBISADJUNCT | F | White | Howe, Misty | Biological Sciences Adjunct |
| PZZAUTADJUNCT | M | White | Caira, Frank | Automotive Technology Adjunct |
| PZZAEGADJUNCT1 | M | | Rearden, Nathan | AEF Adjunct |
| PZZAEDADJUNCT | F | White | Salmasi, Soraya | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Salmasi, Soraya | AEF Adjunct |
| PZZDCEADJUNCT | M | | George, Miller | CE Adjunct, C Courses |
| PZZBISADJUNCT | M | White | Salmen, John | Biological Sciences Adjunct |
| PZZCJAADJUNCT | F | White | Walsh, Diane | Criminal Justice Adm Adjunct |
| PZZECOADJUNCT | M | Black Or African Am. | Brown, Deon | Economics Adjunct |
| PZZDCEADJUNCT | F | White | Fabiani, Hilda | CE Adjunct, C Courses |
| PZZICLADJUNCT | F | White | Fabiani, Hilda | Intro to College Adjunct |

| | | | | |
|----------------|---|--------------------|----------------------|--------------------------------|
| PZZPEDADJUNCT | F | White | Fabiani, Hilda | Physical Education Adjunct |
| PZZDCEADJUNCT | F | White | Pontow, Monica | CE Adjunct, C Courses |
| PZZHRTADJUNCT | M | White | Coulter, David | Horticulture Adjunct |
| PZZSATADJUNCT | M | White | Coulter, David | SAT Adjunct |
| PZZEMSADJUNCT | M | White | Paczesny, John | Emergency Medical Services Adj |
| PZZHISADJUNCT | M | White | Brazile, Lamar | History Adjunct |
| PZZARCADJUNCT | F | White | Pandya, Hemangini | Architecture Adjunct |
| PZZBISADJUNCT | M | White | Dakarian, Charles | Biological Sciences Adjunct |
| PZZENTADJUNCT | M | White | Kuffel, David | Engineering Technology Adj |
| PZZHTHADJUNCT | M | White | Kasak, Arthur | Health Adjunct |
| PZZPEDADJUNCT | M | White | Kasak, Arthur | Physical Education Adjunct |
| PZZAEDADJUNCT | F | | Vazquez-Rivera, Ana | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | | Vazquez-Rivera, Ana | AES Adjunct |
| PZZDVRADJUNCT | F | White | Dereef, Patricia | Developmental Rhetoric Adjunct |
| PZZAEDADJUNCT | F | Hispanic Or Latino | Chierici, Leticia | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | Hispanic Or Latino | Chierici, Leticia | AEF Adjunct |
| PZZAEGADJUNCT3 | F | Hispanic Or Latino | Chierici, Leticia | ICCB Adult Ed Adjunct |
| PZZPSYADJUNCT | F | White | Russo, Stephanie | Psychology Adjunct |
| PZZAEDADJUNCT | F | White | Gonzalez, Eva | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Gonzalez, Eva | AEF Adjunct |
| PZZBISADJUNCT | F | Asian | Kim, Esther | Biological Sciences Adjunct |
| PZZPSYADJUNCT | F | White | Halilovic, Nadia | Psychology Adjunct |
| PZZAUTADJUNCT | M | White | Hickman, John | Automotive Technology Adjunct |
| PZZDVMADJUNCT | F | White | Cristoltean, Sonia | Developmental Math Adjunct |
| PZZMATADJUNCT | F | White | Cristoltean, Sonia | Math Adjunct |
| PZZAEDADJUNCT | F | White | Petkova, Nelly | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Petkova, Nelly | AEF Adjunct |
| PZZSPCADJUNCT | M | White | Gulinski, C | Speech Adjunct |
| PZZNUCADJUNCT | F | White | Marogil, Angela | Nuclear Medicine Adjunct |
| PZZAEGADJUNCT1 | F | | Meza, Judith | AEF Adjunct |
| PZZAEGADJUNCT2 | F | | Meza, Judith | AES Adjunct |
| PZZCJAADJUNCT | M | White | Lukaszek, Joseph | Criminal Justice Adm Adjunct |
| PZZEMSADJUNCT | M | White | Lukaszek, Joseph | Emergency Medical Services Adj |
| PZZCJAADJUNCT | F | | Gist, Raeann | Criminal Justice Adm Adjunct |
| PZZICLADJUNCT | F | | Gist, Raeann | Intro to College Adjunct |
| PZZSCLADJUNCT | F | | Gist, Raeann | Sociology Adjunct |
| PZZBBMHDCOACH | M | Hispanic Or Latino | Christiansen, Steven | Basketball-Men's, Head Coach |
| PZZDCEADJUNCT | M | White | Adams, Joseph | CE Adjunct, C Courses |

| | | | | |
|----------------|---|----------------------|------------------------|--------------------------------|
| PZZNURADJUNCT | F | | Evangelista, Mary | Nursing Adjunct |
| PZZNURADJUNCT | F | Black Or African Am. | Julion, Barbara | Nursing Adjunct |
| PZZDCEADJUNCT | F | White | O Grady, Sheila | CE Adjunct, C Courses |
| PZZBUSADJUNCT | M | | Kaun, Glenn | Business Adjunct |
| PZZPHLADJUNCT | M | White | Kakaletris, George | Philosophy Adjunct |
| PZZNURADJUNCT | F | | McDonald, Daphne | Nursing Adjunct |
| PZZDCEADJUNCT | F | Hispanic Or Latino | Guzman, Angeles | CE Adjunct, C Courses |
| PZZEMSADJUNCT | M | White | Koletsos, Nicholas | Emergency Medical Services Adj |
| PZZDVMADJUNCT | M | White | Sarhan, Ghazi | Developmental Math Adjunct |
| PZZMATADJUNCT | M | White | Sarhan, Ghazi | Math Adjunct |
| PZZHTHADJUNCT | M | White | Nunn, De'Andre | Health Adjunct |
| PZZPEDADJUNCT | M | White | Nunn, De'Andre | Physical Education Adjunct |
| PZZDCIADJUNCT | M | White | Stoch, Mark | Dual Credit Instructor |
| PZZENTADJUNCT | M | White | Stoch, Mark | Engineering Technology Adj |
| PZZCBPDL399ADJ | M | | Miller, Brian | Local 399 Adjunct |
| PZZRHTADJUNCT | F | Black Or African Am. | Danley, R'Che | Non Developmental Rhetoric |
| PZZRHTADJUNCT | F | | Verma, Karishma | Non Developmental Rhetoric |
| PZZSCLADJUNCT | M | | Sitko, Robert | Sociology Adjunct |
| PZZPSYADJUNCT | M | White | Zimmerman, Gary | Psychology Adjunct |
| PZZSCLADJUNCT | M | White | Zimmerman, Gary | Sociology Adjunct |
| PZZNURADJUNCT | F | White | Gillen, Cathleen | Nursing Adjunct |
| PZZACCADJUNCT | M | | Ginsberg, Warren | Accounting Adjunct |
| PZZDCEADJUNCT | F | Black Or African Am. | Shaw, Geraldine | CE Adjunct, C Courses |
| PZZPEDADJUNCT | F | Black Or African Am. | Shaw, Geraldine | Physical Education Adjunct |
| PZZAEDADJUNCT | F | | Rieser, Melanie | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | | Rieser, Melanie | AEF Adjunct |
| PZZAEGADJUNCT2 | F | | Rieser, Melanie | AES Adjunct |
| PZZDCEADJUNCT | F | | Kozy, Annette | CE Adjunct, C Courses |
| PZZPHYADJUNCT | M | White | Yusim, Leonid | Physics Adjunct |
| PZZPSYADJUNCT | M | White | Yusim, Leonid | Psychology Adjunct |
| PZZHIAADJUNCT | F | Hispanic Or Latino | Bilbao-Romero, Jasmine | Hospitality Industry Adm Adj |
| PZZDVRADJUNCT | F | White | Syputa, Alyssa | Developmental Rhetoric Adjunct |
| PZZECEADJUNCT | F | White | Syputa, Alyssa | Early Childhood Edu Adj |
| PZZICLADJUNCT | F | White | Syputa, Alyssa | Intro to College Adjunct |
| PZZDVRADJUNCT | M | | Rockers, Nicholas | Developmental Rhetoric Adjunct |
| PZZAHLADJUNCT | F | White | Satala, Angela | Allied Health Adjunct |
| PZZBUSADJUNCT | F | White | Murray, Donna | Business Adjunct |
| PZZARCADJUNCT | M | White | Pontarelli, Robert | Architecture Adjunct |

| | | | | |
|----------------|---|----------------------|----------------------|--------------------------------|
| PZZAEDADJUNCT | M | White | Hill, James | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | White | Hill, James | AEF Adjunct |
| PZZAEGADJUNCT2 | M | White | Hill, James | AES Adjunct |
| PZZHIAADJUNCT | M | White | McKenna, Paul | Hospitality Industry Adm Adj |
| PZZNURADJUNCT | F | | Dean, Erica | Nursing Adjunct |
| PZZBUSADJUNCT | M | | Mahone, Kenneth | Business Adjunct |
| PZZCISADJUNCT | M | | Mahone, Kenneth | CIS Adjunct |
| PZZEMSADJUNCT | M | White | Justiz, William | Emergency Medical Services Adj |
| PZZFIRADJUNCT | M | White | Justiz, William | Fire Science Adjunct |
| PZZAEDADJUNCT | M | Asian | Al-Ali, Ratib | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | Asian | Al-Ali, Ratib | AEF Adjunct |
| PZZBUSADJUNCT | F | | Spada, Gina | Business Adjunct |
| PZZCJAADJUNCT | F | | Spada, Gina | Criminal Justice Adm Adjunct |
| PZZDMSADJUNCT | M | White | Connors, Adam | Diagnostic Med Sonography Adju |
| PZZAEGADJUNCT1 | F | | Allen, Sandy | AEF Adjunct |
| PZZEMSADJUNCT | M | | Dehmlow, Bradley | Emergency Medical Services Adj |
| PZZPHYADJUNCT | M | | Tari, Suleyman | Physics Adjunct |
| PZZBISADJUNCT | F | | Tari, Canan | Biological Sciences Adjunct |
| PZZCHMADJUNCT | F | | Tari, Canan | Chemistry Adjunct |
| PZZPHYADJUNCT | F | | Tari, Canan | Physics Adjunct |
| PZZPHLADJUNCT | M | White | Woodruff, David | Philosophy Adjunct |
| PZZCOEADJUNCT | F | | Wuertz, Lorraine | CE Adjunct, E Courses |
| PZZMUSADJUNCT | M | White | Burns, Timothy | Music Adjunct |
| PZZNURADJUNCT | F | Black Or African Am. | Finch, La Trice | Nursing Adjunct |
| PZZCJAADJUNCT | F | White | Divito, Gia | Criminal Justice Adm Adjunct |
| PZZEMSADJUNCT | M | White | Gentile, Michael | Emergency Medical Services Adj |
| PZZWSLHDcoach | M | White | Duggan, Timothy | Wrestling, Head Coach |
| PZZDVRADJUNCT | M | Hispanic Or Latino | Martinez, Salvador | Developmental Rhetoric Adjunct |
| PZZRHTADJUNCT | M | Hispanic Or Latino | Martinez, Salvador | Non Developmental Rhetoric |
| PZZNURADJUNCT | F | | Jalil, Neelum | Nursing Adjunct |
| PZZHTHADJUNCT | M | White | Kaczmarczyk, Robert | Health Adjunct |
| PZZDCEADJUNCT | M | Black Or African Am. | Hilderbrand, Garrick | CE Adjunct, C Courses |
| PZZBUSADJUNCT | M | | Mueller, Bruce | Business Adjunct |
| PZZENTADJUNCT | M | White | Stathakis, Peter | Engineering Technology Adj |
| PZZFIRADJUNCT | M | White | Hianik, Robert | Fire Science Adjunct |
| PZZCJAADJUNCT | M | White | Fatta, Louis | Criminal Justice Adm Adjunct |
| PZZTRFIELcoach | F | | Hayes, Tiffany | Track & Field-Assistant Coach |
| PZZNURADJUNCT | F | | Marotta, Colleen | Nursing Adjunct |

| | | | | |
|----------------|---|----------------------|------------------------|--------------------------------|
| PZZNURADJUNCT | F | Black Or African Am. | Chirpich, Mercy | Nursing Adjunct |
| PZZMUSADJUNCT | F | | Colas Grant, Nathalie | Music Adjunct |
| PZZAEDADJUNCT | M | White | Gross, John | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | M | White | Gross, John | AEF Adjunct |
| PZZACCADJUNCT | M | White | Hughes, Martin | Accounting Adjunct |
| PZZICLADJUNCT | M | White | Miller, Kevin | Intro to College Adjunct |
| PZZRHTADJUNCT | M | White | Miller, Kevin | Non Developmental Rhetoric |
| PZZNUCADJUNCT | F | White | Bertagna, Denise | Nuclear Medicine Adjunct |
| PZZECEADJUNCT | F | White | Origitano, Nina | Early Childhood Edu Adj |
| PZZEDUADJUNCT | F | White | Origitano, Nina | Education Adjunct |
| PZZDVRADJUNCT | F | | Blacker, Jayne | Developmental Rhetoric Adjunct |
| PZZEMSADJUNCT | M | | Cardenas, Kenneth | Emergency Medical Services Adj |
| PZZAEDADJUNCT | F | White | Stella, Antoinette | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Stella, Antoinette | AEF Adjunct |
| PZZAEGADJUNCT2 | F | White | Stella, Antoinette | AES Adjunct |
| PZZAEGADJUNCT3 | F | White | Stella, Antoinette | ICCB Adult Ed Adjunct |
| PZZCBPADJUNCT | M | White | Pretzie, Rocco | CBP Adjunct |
| PZZCJAADJUNCT | M | White | Pretzie, Rocco | Criminal Justice Adm Adjunct |
| PZZAEGADJUNCT2 | F | Black Or African Am. | Green, Oleavia | AES Adjunct |
| PZZPHLADJUNCT | F | | Goesel, Kathryn | Philosophy Adjunct |
| PZZACCADJUNCT | M | | Mago, Michael | Accounting Adjunct |
| PZZDCEADJUNCT | M | | Krazek, Rafal | CE Adjunct, C Courses |
| PZZAEGADJUNCT2 | F | Black Or African Am. | Herod-Purham, Sharon | AES Adjunct |
| PZZSCLADJUNCT | F | Black Or African Am. | Brady-Mackins, Cynthia | Sociology Adjunct |
| PZZCBPDL399ADJ | M | White | Middleton, William | Local 399 Adjunct |
| PZZAEGADJUNCT2 | M | White | Diana, Robert | AES Adjunct |
| PZZDCEADJUNCT | F | Hispanic Or Latino | Millan, Kiola | CE Adjunct, C Courses |
| PZZOPHADJUNCT | F | | Kastler, Courtney | Opthalmic Technician Adjunct |
| PZZRHTADJUNCT | F | White | Hart, Jennifer | Non Developmental Rhetoric |
| PZZVICADJUNCT | M | White | Lindsay, Robert | Visual Communications Adj |
| PZZHTHADJUNCT | M | White | Campbell, Samuel | Health Adjunct |
| PZZPEDADJUNCT | M | White | Campbell, Samuel | Physical Education Adjunct |
| PZZAEDADJUNCT | F | White | Granatowski, Monika | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | White | Granatowski, Monika | AEF Adjunct |
| PZZBISADJUNCT | F | | Misayah, Rowena | Biological Sciences Adjunct |
| PZZAEGADJUNCT2 | F | White | McCartney, Susan | AES Adjunct |
| PZZGOGADJUNCT | M | White | McIntyre, John | Geography Adjunct |
| PZZICLADJUNCT | M | White | McIntyre, John | Intro to College Adjunct |

| | | | | |
|----------------|---|----------------------|------------------------|--------------------------------|
| PZZCBPDL399ADJ | M | White | McGinty, Roger | Local 399 Adjunct |
| PZZAEGADJUNCT2 | F | White | Malarski, Patricia | AES Adjunct |
| PZZDVRADJUNCT | F | White | Malarski, Patricia | Developmental Rhetoric Adjunct |
| PZZCJAADJUNCT | F | Hispanic Or Latino | Halpin, Eileen | Criminal Justice Adm Adjunct |
| PZZAEGADJUNCT2 | F | | Kokat, Nancy | AES Adjunct |
| PZZDCEADJUNCT | F | | Johnson, Emily | CE Adjunct, C Courses |
| PZZECEADJUNCT | F | Hispanic Or Latino | Janney, Aydee | Early Childhood Edu Adj |
| PZZAEGADJUNCT1 | F | White | Fields, Mary | AEF Adjunct |
| PZZDVMADJUNCT | M | White | Perez, Francisco | Developmental Math Adjunct |
| PZZENTADJUNCT | M | | Hlavacs, Jason | Engineering Technology Adj |
| PZZCBPDL399ADJ | M | White | Winters, Martin | Local 399 Adjunct |
| PZZDCEADJUNCT | F | | Kleppe, Svetlana | CE Adjunct, C Courses |
| PZZBISADJUNCT | M | White | Taha, Jack | Biological Sciences Adjunct |
| PZZHRTADJUNCT | M | White | Benson, Kenneth | Horticulture Adjunct |
| PZZSATADJUNCT | M | White | Benson, Kenneth | SAT Adjunct |
| PZZBUSADJUNCT | F | White | McCain, Margaret | Business Adjunct |
| PZZNASADJUNCT | F | Black Or African Am. | Shaird-Watson, Cynthia | Nursing Assistant Adjunct |
| PZZINDADJUNCT | M | White | Bajner, Donald | IBC Adjunct |
| PZZCBPDL399ADJ | M | White | O'Kane, Brian | Local 399 Adjunct |
| PZZDCEADJUNCT | M | White | Weible, Arturs | CE Adjunct, C Courses |
| PZZCJAADJUNCT | M | White | Malinowski, Michael | Criminal Justice Adm Adjunct |
| PZZEMSADJUNCT | F | White | Chesney, Kourtney | Emergency Medical Services Adj |
| PZZHIAADJUNCT | F | Hispanic Or Latino | Diaz, Carolina | Hospitality Industry Adm Adj |
| PZZAEGADJUNCT1 | F | White | Niedzwiecki, Ewa | AEF Adjunct |
| PZZASTADJUNCT | M | White | Swieton, Melvin | Astromony Adjunct |
| PZZDCEADJUNCT | F | White | Griest, Julia | CE Adjunct, C Courses |
| PZZPEDADJUNCT | F | White | Griest, Julia | Physical Education Adjunct |
| PZZHIAADJUNCT | M | | Davis, Ernest | Hospitality Industry Adm Adj |
| PZZCJAADJUNCT | M | White | Cowin, Raymond | Criminal Justice Adm Adjunct |
| PZZNURADJUNCT | F | | Anderson, LaWanda | Nursing Adjunct |
| PZZCBPDL399ADJ | M | White | O Rourke, John | Local 399 Adjunct |
| PZZAEGADJUNCT1 | F | Hispanic Or Latino | Marji, Iris | AEF Adjunct |
| PZZDVRADJUNCT | M | White | Meske, Paul | Developmental Rhetoric Adjunct |
| PZZPHLADJUNCT | F | Hispanic Or Latino | Ortiz, Catalina | Philosophy Adjunct |
| PZZDVMADJUNCT | M | White | Chidlow, David | Developmental Math Adjunct |
| PZZDVMADJUNCT | M | White | Kaszuba, Amadeusz | Developmental Math Adjunct |
| PZZMATADJUNCT | M | White | Kaszuba, Amadeusz | Math Adjunct |
| PZZSPCADJUNCT | F | | Simwenyi, Naomi | Speech Adjunct |

| | | | | |
|----------------|---|----------------------|--------------------------|--------------------------------|
| PZZVICADJUNCT | F | | Luc, Carol | Visual Communications Adj |
| PZZAEGADJUNCT1 | M | | Themel, Sarah | AEF Adjunct |
| PZZAEGADJUNCT2 | M | | Themel, Sarah | AES Adjunct |
| PZZCISADJUNCT | F | White | Skimin, Candyce | CIS Adjunct |
| PZZCISADJUNCT | M | White | Sletten, Michael | CIS Adjunct |
| PZZAHLADJUNCT | F | White | Zavala, Ruth | Allied Health Adjunct |
| PZZVICADJUNCT | M | | Luc, Allan | Visual Communications Adj |
| PZZNASADJUNCT | F | White | Schoerger, Lorraine | Nursing Assistant Adjunct |
| PZZNURADJUNCT | F | White | Schoerger, Lorraine | Nursing Adjunct |
| PZZHIAADJUNCT | M | | Harden, Cedric | Hospitality Industry Adm Adj |
| PZZNURADJUNCT | F | White | Mullikin, Linda | Nursing Adjunct |
| PZZPHLADJUNCT | M | White | Wiar, Robert | Philosophy Adjunct |
| PZZMCMADJUNCT | F | | Stack, Susan | Mass Communications Adjunct |
| PZZARCADJUNCT | F | White | Figg, Frances | Architecture Adjunct |
| PZZVICADJUNCT | F | | Sudbrink, Lauren | Visual Communications Adj |
| PZZDVMADJUNCT | M | | Zanio, Robert | Developmental Math Adjunct |
| PZZDVRADJUNCT | M | | DeGuire, Christopher | Developmental Rhetoric Adjunct |
| PZZRHTADJUNCT | M | | DeGuire, Christopher | Non Developmental Rhetoric |
| PZZNURADJUNCT | F | | McPeak- O'Donnell, Kelly | Nursing Adjunct |
| PZZICLADJUNCT | M | White | Schill, Joseph | Intro to College Adjunct |
| PZZSPCADJUNCT | M | White | Schill, Joseph | Speech Adjunct |
| PZZAEGADJUNCT2 | M | White | Morris, John | AES Adjunct |
| PZZDVRADJUNCT | M | White | Morris, John | Developmental Rhetoric Adjunct |
| PZZAUTADJUNCT | M | | Lentino, Daniel | Automotive Technology Adjunct |
| PZZECEADJUNCT | F | Black Or African Am. | McCray, Jo | Early Childhood Edu Adj |
| PZZNURADJUNCT | F | White | Osowski, Mary Jo | Nursing Adjunct |
| PZZDCEADJUNCT | M | White | Strange, Gary | CE Adjunct, C Courses |
| PZZBISADJUNCT | F | Asian | Mishra, Manjari | Biological Sciences Adjunct |
| PZZENTADJUNCT | M | White | Heiman, Ronald | Engineering Technology Adj |
| PZZNURADJUNCT | F | Black Or African Am. | Holley-VanHook, Adrienne | Nursing Adjunct |
| PZZPSYADJUNCT | M | Black Or African Am. | Williams, Jay | Psychology Adjunct |
| PZZSPCADJUNCT | M | Black Or African Am. | Williams, Jay | Speech Adjunct |
| PZZAHLADJUNCT | F | Black Or African Am. | Johnson, Tracey | Allied Health Adjunct |
| PZZAEDADJUNCT | F | Black Or African Am. | Harris, Idonia | Adult Basic Education Adjunct |
| PZZAEGADJUNCT1 | F | Black Or African Am. | Harris, Idonia | AEF Adjunct |
| PZZAEGADJUNCT3 | F | Black Or African Am. | Harris, Idonia | ICCB Adult Ed Adjunct |
| PZZMCMADJUNCT | F | White | Sanders-Weir, Rise | Mass Communications Adjunct |
| PZZSCLADJUNCT | F | White | Reed, Kimberly | Sociology Adjunct |

| | | | | |
|----------------|---|----------------------|------------------------|--------------------------------|
| PZZSCWASTCOACH | M | White | Orlowski, Maclej | Soccer-Women's, Asst Coach |
| PZZPHYADJUNCT | M | Asian | Salami, Mohammad | Physics Adjunct |
| PZZSCLADJUNCT | F | | Cheek, Jennifer | Sociology Adjunct |
| PZZEMSADJUNCT | M | | Skibbens, Jared | Emergency Medical Services Adj |
| PZZAEDADJUNCT | M | White | Lucero, Mario | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | M | White | Lucero, Mario | AES Adjunct |
| PZZAEGADJUNCT2 | F | Hispanic Or Latino | Hassan, Veronica | AES Adjunct |
| PZZCOEADJUNCT | F | Hispanic Or Latino | Hassan, Veronica | CE Adjunct, E Courses |
| PZZGOGADJUNCT | F | White | Talbot, Phyllis | Geography Adjunct |
| PZZHUMADJUNCT | F | White | Talbot, Phyllis | Humanities Adjunct |
| PZZDVRADJUNCT | F | Black Or African Am. | Tillmon, Terri | Developmental Rhetoric Adjunct |
| PZZMUSADJUNCT | M | White | Davis, James | Music Adjunct |
| PZZSURADJUNCT | F | White | Strom, Joan | Surgical Technology Adjunct |
| PZZDCEADJUNCT | M | | Nelson, Johnathan | CE Adjunct, C Courses |
| PZZCISADJUNCT | M | Black Or African Am. | Ondande, John | CIS Adjunct |
| PZZBUSADJUNCT | F | | Wagner, Melissa | Business Adjunct |
| PZZEDUADJUNCT | M | White | Reibsamen, John | Education Adjunct |
| PZZBUSADJUNCT | F | | Wand, Jennifer | Business Adjunct |
| PZZSPCADJUNCT | F | White | Austin, Sommer | Speech Adjunct |
| PZZRHTADJUNCT | M | | Ruzkowski, Andrew | Non Developmental Rhetoric |
| PZZBISADJUNCT | M | | Kartha, Sreedharan | Biological Sciences Adjunct |
| PZZDVMADJUNCT | F | | Ash Cianciolo, Heather | Developmental Math Adjunct |
| PZZICLADJUNCT | F | | Ash Cianciolo, Heather | Intro to College Adjunct |
| PZZMATADJUNCT | F | | Ash Cianciolo, Heather | Math Adjunct |
| PZZAUTADJUNCT | M | Hispanic Or Latino | Orozco, Alejandro | Automotive Technology Adjunct |
| PZZINDADJUNCT | M | Hispanic Or Latino | Ruiz, Carlos | IBC Adjunct |
| PZZEDUADJUNCT | M | White | Degrado, Francis | Education Adjunct |
| PZZPSYADJUNCT | M | White | Degrado, Francis | Psychology Adjunct |
| PZZDCEADJUNCT | F | White | Fullmer, Denise | CE Adjunct, C Courses |
| PZZHIAADJUNCT | F | White | Fullmer, Denise | Hospitality Industry Adm Adj |
| PZZRHTADJUNCT | F | White | Connor, Noelle | Non Developmental Rhetoric |
| PZZVICADJUNCT | M | | Barnhart, Philo | Visual Communications Adj |
| PZZBISADJUNCT | M | | Nino, John | Biological Sciences Adjunct |
| PZZCISADJUNCT | M | White | Thesen, Scott | CIS Adjunct |
| PZZICLADJUNCT | F | Hispanic Or Latino | Monge, Raquel | Intro to College Adjunct |
| PZZDCEADJUNCT | M | | Newell, Benjamin | CE Adjunct, C Courses |
| PZZAEDADJUNCT | F | Hispanic Or Latino | Hernandez, Rosa | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | Hispanic Or Latino | Hernandez, Rosa | AES Adjunct |

| | | | | |
|----------------|---|----------------------|-----------------------|--------------------------------|
| PZZCHMADJUNCT | M | Hispanic Or Latino | Nunez, Luis | Chemistry Adjunct |
| PZZHIAADJUNCT | M | | Melendez-Negron, Jose | Hospitality Industry Adm Adj |
| PZZDCEADJUNCT | F | White | Bartolomei, Sheila | CE Adjunct, C Courses |
| PZZACCADJUNCT | F | | Criddle, Diana | Accounting Adjunct |
| PZZDVRADJUNCT | M | Black Or African Am. | McGinnis, Lee | Developmental Rhetoric Adjunct |
| PZZASTADJUNCT | F | | Olson, Elizabeth | Astromony Adjunct |
| PZZGEOADJUNCT | F | | Olson, Elizabeth | Geology Adjunct |
| PZZDVRADJUNCT | M | | Whippo, Douglas | Developmental Rhetoric Adjunct |
| PZZRHTADJUNCT | M | | Whippo, Douglas | Non Developmental Rhetoric |
| PZZARTADJUNCT | F | | Lupu, Stephanie | Art Adjunct |
| PZZEDUADJUNCT | F | | Manning, Mary | Education Adjunct |
| PZZSPAADJUNCT | F | | Morales, Juliana | Spanish Adjunct |
| PZZDVMADJUNCT | F | White | Lazarska, Bozena | Developmental Math Adjunct |
| PZZBISADJUNCT | M | White | Talwar, Sundeep | Biological Sciences Adjunct |
| PZZCHMADJUNCT | M | White | Talwar, Sundeep | Chemistry Adjunct |
| PZZCHIADJUNCT | F | | Luo, Dan | Chinese Adjunct |
| PZZDMSADJUNCT | M | | Witwit, Ibtehal | Diagnostic Med Sonography Adju |
| PZZDVMADJUNCT | F | Asian | Abrantes, Rachelle | Developmental Math Adjunct |
| PZZPHLADJUNCT | M | | Zalkaske, Michael | Philosophy Adjunct |
| PZZAEDADJUNCT | F | Hispanic Or Latino | Talamantes, Maria | Adult Basic Education Adjunct |
| PZZAEGADJUNCT2 | F | Hispanic Or Latino | Talamantes, Maria | AES Adjunct |
| PZZBISADJUNCT | F | | Reyes, Kristine | Biological Sciences Adjunct |
| PZZDCEADJUNCT | M | Hispanic Or Latino | Uribe Espin, Manuel | CE Adjunct, C Courses |
| PZZBISADJUNCT | M | Hispanic Or Latino | Guzman, Gabriel | Biological Sciences Adjunct |
| PZZCOEADJUNCT | F | White | Hernandez, Fatima | CE Adjunct, E Courses |
| PZZDCEADJUNCT | F | White | Hernandez, Fatima | CE Adjunct, C Courses |
| PZZAEGADJUNCT2 | F | Hispanic Or Latino | Munoz Warens, Amanda | AES Adjunct |
| PZZCHMADJUNCT | F | White | Andrei, Daniela | Chemistry Adjunct |
| PZZPHYADJUNCT | F | | Ghauri, Farzan | Physics Adjunct |
| RZZPOLACTSRGNT | M | | Gorzkwicz, Tomasz | Acting Police Sergeant |
| RZZPOLSERGNT | M | White | McGarvey, James | Sergeant, Police |
| RZZPOLSERGNT | M | White | Hansen, John | Sergeant, Police |
| RZZPOLOFFICER | F | White | Drent, Amanda | Officer, Police |
| RZZPOLOFFICER | M | White | Logalbo, Peter | Officer, Police |
| RZZPOLOFFICER | M | | Pogorzelski, Edward | Officer, Police |
| XJZCSCDIRCRNSP | F | | McCall, Kristine | Director Cernan Space Ctr |
| XGZPRESECBOT | F | White | Page, Susan | Secretary to the Board of Trus |
| XHZRESSRASOC | F | | Murphy, Marylou | Senior Research Associate |

| | | | | |
|----------------|---|--------------------|-------------------|--------------------------------|
| XLZHURRECTRAIN | F | Hispanic Or Latino | Lopez, Monica | Recruitment and Training Coord |
| XKZINFSECANLYS | F | White | Perez, Jo | Security Analyst |
| XLZFINMGRPAYRL | M | Hispanic Or Latino | Vazquez, Jesus | Manager Payroll |
| XLZPUBCOORDPR | M | | Butera, Stephen | Coordinator of Public Relation |
| XHZINFSRSYSANL | M | White | Butler, Michael | Senior Systems Analyst |
| XGZPREEXECASST | F | White | Fazio, Josephine | Executive Assistant to the Pre |
| XHZRESSRASOC | F | White | Ballas, Hannah | Senior Research Associate |
| XKZHURMGRHUMRS | F | White | Stadermann, Donna | Manager Human Resources |
| XHZINFSRSYSANL | F | White | Rapala, Elise | Senior Systems Analyst |
| XJZGRMASOCDIRF | M | | Miles, Averil | Associate Dir., Facilities |
| XHZINFSRSYSANL | M | Hispanic Or Latino | Garcia, Salvador | Senior Systems Analyst |
| | | | | |

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16341

SUBJECT: MICROSOFT CONSOLIDATED CAMPUS AGREEMENT WITH CDW-G

RECOMMENDATION: That the Board of Trustees approve a one-year renewal agreement with CDW-G to provide Microsoft software products for all Triton owned or leased PC's at a cost of \$44,030.11 for FY20. There is no change in cost from the FY19 renewal. The renewal period runs from September 1, 2019 through August 31, 2020.

RATIONALE: Microsoft has allowed CDW-G and the Illinois Community College System Procurement Consortium (ICCSPC) the ability to offer Illinois community colleges a consolidated Microsoft Campus Agreement. This Agreement combines the license needs from all member community colleges, allowing Triton to receive Level B pricing, the best price available from Microsoft.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

| | | |
|-------------------------------------|------------------------------------|-------------------------------------|
| <u>Mark R. Stephens</u> Chairman | <u>Diane Viverito</u> Secretary | <u> </u> Date |
|-------------------------------------|------------------------------------|-------------------------------------|

Related forms requiring signature: Yes No X

QUOTE CONFIRMATION



DEAR MICHAEL GARRITY,

Thank you for considering CDW•G for your computing needs. The details of your quote are below. [Click here](#) to convert your quote to an order.



ACCOUNT MANAGER NOTES: Thanks you for the opportunity to send you a quote! Please reach out to me with any questions you may have.

| QUOTE # | QUOTE DATE | QUOTE REFERENCE | CUSTOMER # | GRAND TOTAL |
|---------|------------|-----------------|------------|-------------|
| KTLX850 | 7/30/2019 | KTLX850 | 0334944 | \$44,030.11 |

| QUOTE DETAILS | | | | |
|---|-----|---------|------------|-------------|
| ITEM | QTY | CDW# | UNIT PRICE | EXT. PRICE |
| Microsoft Desktop Education w/Enterprise CAL - license & software assurance Mfg. Part#: 2UJ-00003-ILCC UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET | 726 | 2476143 | \$56.70 | \$41,164.20 |
| Microsoft Office SharePoint Server - license & software assurance - 1 serve Mfg. Part#: H04-00232 UNSPSC: 43232915 Electronic distribution - NO MEDIA Contract: MARKET | 2 | 2355614 | \$453.65 | \$907.30 |
| Microsoft Windows Server - External Connector License & Software Assurance Mfg. Part#: R39-00374 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET | 1 | 2379801 | \$182.21 | \$182.21 |
| Microsoft Windows Server Datacenter Edition - license & software assurance Mfg. Part#: 9EA-00039 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET | 40 | 4325198 | \$44.41 | \$1,776.40 |

| PURCHASER BILLING INFO | SUBTOTAL | \$44,030.11 |
|---|---------------------------|-------------|
| Billing Address: TRITON COLLEGE ACCTS PAYABLE 2000 5TH AVE RIVER GROVE, IL 60171-1995 Phone: (708) 456-0300 Payment Terms: NET 30 Days-Govt/Ed | SHIPPING | \$0.00 |
| | SALES TAX | \$0.00 |
| | GRAND TOTAL | \$44,030.11 |
| | Please remit payments to: | |
| DELIVER TO | | |

Shipping Address:

TRITON COLLEGE
CHRISTOPHER HORDORWICH
2000 5TH AVE
RIVER GROVE, IL 60171-1995

Phone: (708) 456-0300

Shipping Method: ELECTRONIC DISTRIBUTION

CDW Government
75 Remittance Drive
Suite 1515
Chicago, IL 60675-1515

Need Assistance? CDW•G SALES CONTACT INFORMATION



Andrew Beninati

(877) 524-9359

andbeni@cdwg.com

This quote is subject to CDW's Terms and Conditions of Sales and Service Projects at

<http://www.cdwg.com/content/terms-conditions/product-sales.aspx>

For more information, contact a CDW account manager

© 2019 CDW•G LLC, 200 N. Milwaukee Avenue, Vernon Hills, IL 60061 | 800.808.4239

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16342

SUBJECT: ADVOCATE ILLINOIS MASONIC MEDICAL CENTER AGREEMENT

RECOMMENDATION: That the Board of Trustees approve the Affiliation Agreement between Triton College and Advocate Illinois Masonic Medical Center. The term of this Agreement shall be for (3) years, to commence on June 1, 2019, and terminate on May 31, 2022. Either party may terminate this Agreement at any time, with or without cause, upon ninety (90) days prior written notice to the other party. In the event that this Agreement is not renewed for a subsequent term, students who are participating in the practical learning and clinical, educational experiences at the time of termination shall be allowed to complete such assignment under the terms and conditions herein set forth. There is no cost associated to the college for this Agreement.

RATIONALE: This Affiliation Agreement will enable students in Nuclear Medicine Technology to participate in clinical rotations at Advocate Illinois Masonic Medical Center. This is an Advocate Illinois Masonic Medical Center standard Agreement and stands as presented.

Submitted to Board by: _____


Dr. Susan Campos, Vice President of Academic Affairs

Board Officers' Signatures Required:

Mark R. Stephens
Chairman

Diane Viverito
Secretary

Date

Related forms requiring signature: Yes X

No

**AFFILIATION AGREEMENT
BETWEEN
TRITON COLLEGE
AND
ADVOCATE NORTH SIDE HEALTH NETWORK
D/B/A ADVOCATE ILLINOIS MASONIC MEDICAL CENTER**

This Affiliation Agreement (the “**Agreement**”) is entered into on the 1st day of June, 2019 (“**Effective Date**”), by and between Advocate North Side Health Network d/b/a Advocate Illinois Masonic Medical Center (“**Advocate**” or “**Facility**”), an Illinois not-for-profit corporation, and Triton College (the “**School**”).

WHEREAS, the School desires to utilize various Advocate sites, set forth in Exhibit A that may be available for the purpose of providing practical learning and clinical experiences for programs set forth in Exhibit B in connection with students of the School.

NOW, THEREFORE, it is understood and agreed upon by the parties hereto as follows:

This Agreement is entered into to enable School to apply for clinical placements for School’s students at Advocate sites. This Agreement does not guarantee that any specific Advocate site will accept School’s students for requested placement(s) or that experiences for all programs will be available at all sites.

I. SCHOOL RESPONSIBILITIES:

A. Provision of foundational curriculum to students. The School shall have the total responsibility for planning and determining the adequacy of the practical learning and clinical educational experience of students in theoretical background, basic skill, professional ethics, attitude and behavior, and will assign to the Facility only those students who have satisfactorily completed the prerequisite didactic portion of the School’s curriculum.

B. Insurance.

1. Student professional and general liability insurance.

(a) Other Colleges and Universities

School shall (a) maintain professional liability insurance, which may be self-insured, covering students, or (b) require students participating in the practicum to maintain a personal student professional liability insurance policy. Such policy shall have limits for professional liability insurance of not less than One Million Dollars (\$1,000,000.00) per occurrence or claim and Three Million Dollars (\$3,000,000.00) in the aggregate; and general liability coverage of at least One Million Dollars (\$1,000,000) per occurrence or claim and Two Million Dollars (\$2,000,000) in the aggregate covering the acts of such student while participating in the program. Such insurance coverage must be placed with an insurance carrier acceptable to the Facility. School shall provide proof of coverage to the Facility by providing certificates of insurance evidencing coverage prior to student participation in the practical learning and clinical educational experience.

In the event required insurance coverage is not provided or is canceled, the Facility may terminate the placement of the student(s).

(b) State Colleges and Universities located in Illinois

If the School is a state college or university located within Illinois, the School shall (a) maintain professional liability insurance, which may be self-insured, covering students, or (b) require students participating in the practical learning and clinical educational experience to maintain a personal student professional liability insurance policy. Such professional liability insurance policy shall have limits of not less than One Million Dollars (\$1,000,000.00) per occurrence or claim and Three Million Dollars (\$3,000,000.00) in the aggregate covering the acts of such student while participating in the program at the Facility. School shall provide proof of coverage to the Facility by providing certificates of insurance evidencing coverage prior to student participation in the practical learning and clinical educational experience.

(i) Where Worker's Compensation or other obligation for payment of benefits may arise, this Agreement shall neither enlarge nor diminish such obligation.

(ii) In the event required insurance coverage is not provided or is canceled, the Facility may terminate the placement of the student(s).

2. Student Health Insurance. School shall require students participating in the practical learning and clinical educational experience to maintain comprehensive health insurance. In the event required insurance coverage is not provided or is canceled, the Facility may terminate the placement of the student(s).

3. Facility Insurance. Facility shall maintain during this Agreement professional liability insurance in amounts not less than One Million Dollars (\$1,000,000.00) per occurrence or claim and Three Million Dollars (\$3,000,000.00) in the aggregate, and general liability insurance in amounts not less than One Million Dollars (\$1,000,000) per occurrence or claim and Two Million Dollars (\$2,000,000) in the aggregate. Further, Facility shall maintain workers compensation insurance in amounts not less than that required by statute. Facility may be self-insured.

C. Designation of liaison to Facility; communications relating to clinical placements. The School will designate a faculty or other professional staff member to coordinate and act as its liaison to the Facility. The assignments to be undertaken by the students participating in the practical learning and clinical experience will be mutually arranged and a regular exchange of information will be maintained by on-site visits when practical, and by letter or telephone in other instances. The School shall notify the Facility in writing of any change or proposed change of the person(s) responsible for coordinating clinical placements with the Facility.

D. Evidence of student certifications, vaccinations, etc. As required by the Facility, the School shall provide evidence that each student has met all requirements, which may include, but are not limited to, CPR certification, proof of absence of TB, hepatitis B vaccination, Tdap vaccination, annual flu vaccination, and OSHA compliance for prevention of transmission of blood borne pathogens and TB and general HIPAA training. Facility may update these requirements upon

written notice to School. Any student not meeting applicable requirements shall not be eligible to participate in a clinical rotation.

E. Criminal background check and drug screen compliance. Where applicable, a criminal background check and a drug screen, as required by and acceptable to the Facility, are required of each placed student prior to participation in the practical learning and clinical educational experience. It is the School's responsibility to ensure that the background check and drug screening have been completed and that students with unacceptable results will not participate at sites where students with such results are forbidden by Facility's policy.

F. School notices to students. The School shall notify each student prior to his/her arrival at the Facility that he/she is required to:

1. Follow the administrative policies, standards, and practices of the Facility.
2. Obtain medical care at his/her own expense for any injuries or illnesses sustained as a direct or indirect result of his/her affiliation with the Facility.
3. Provide his/her own transportation and living arrangements.
4. Report to the Facility on time and follow all established regulations during the regularly scheduled operating hours of the Facility.
5. Conform to the standards and practices established by the School while functioning at the Facility.
6. Obtain prior written approval of the Facility and the School before publishing any material relating to the practical learning and clinical educational experience.
7. Meet the personal, ethical and professional standards required of employees of the Facility and consistent with the applicable professional Code of Ethics and the applicable standards of relevant accrediting or regulatory bodies.

G. Accreditation. As required by Facility, School represents that it is and, for the term of this Agreement, will be (a) approved by the Illinois Board of Higher Education, or similar body for the state in which the School is located, and (b) accredited by an accrediting body that is recognized by Council for Higher Education Accreditation or the U.S. Department of Education. School will provide Facility with copies of all accreditations upon request. In the event accreditation is lost, suspended, or otherwise restricted, School shall notify Facility, in writing, within three (3) business days. Facility may, at its sole discretion, suspend or terminate this Agreement if School fails to maintain its accreditation.

II. FACILITY RESPONSIBILITIES:

A. Provision of facilities for supervised clinical experiences. Subject to the ability of Facility to accommodate School's request, which Facility shall determine in its sole discretion, the Facility agrees to make the appropriate facilities available to the School in order to provide

supervised practical learning and clinical educational experiences to students. Such facilities shall include an environment conducive to the learning process of the students as intended by the terms of this Agreement and conforming to customary Facility procedures. Facility shall provide faculty and students with an orientation to Facility, including HIPAA training.

B. Facility rules applicable to students during clinical assignments. Students are to remain subject to the authority, policies, and regulations imposed by the School and, during periods of practical learning and clinical educational experience, students will be subject to all rules and regulations of the Facility and imposed by the Facility on its employees and agents with regard to following the administrative policies, standards, and practices of the Facility.

C. Patient care. While at the Facility, students are not to replace the Facility staff, and are not to render service except as identified for educational value and delineated in the jointly planned practical learning and clinical educational experiences. Any such direct contact between a student and a patient shall be under the proximate supervision of a member of the staff of the Facility. The Facility shall at all times remain responsible for patient care.

D. Emergency treatment of students. Emergency outpatient treatment will be available to students while in the hospital for practical learning and clinical educational experience in case of accident or illness. In case of emergency at a non-hospital site, standard procedure will be followed. It is the student's responsibility to bear the cost of the emergency treatment.

E. Designation of liaison to School; communications relating to practical learning and clinical educational experiences. The Facility shall designate a liaison responsible for coordinating the practical learning and clinical educational experience. That person shall maintain contact with the School's designated liaison person to assure mutual participation in and surveillance of the practical learning and clinical educational experience. The Facility shall notify the School in writing of any change or proposed change of the person(s) responsible for coordinating the practical learning and clinical educational experience.

F. Identity and credentials of Facility supervising personnel. The Facility shall designate and submit in writing to the School, the name and professional and academic credentials of the individual(s) overseeing student(s) experiences.

G. School tour of Facility. The Facility shall, on reasonable request and subject to legal restrictions regarding patient health information, permit a tour of its clinical facilities and services available and other items pertaining to practical learning and clinical educational experiences, by representatives of the School and agencies charged with responsibility for approval of the facilities or accreditation of the curriculum.

H. Provision of relevant Facility policies. The Facility shall provide the student(s) and the School the Facility's administrative policies, standards and practices relevant to the practical learning and clinical educational experience.

I. FERPA compliance. The Facility shall comply with the applicable provisions of the Family Educational Rights and Privacy Act of 1974, 20 USC 1232 (g), otherwise known as FERPA or the Buckley Amendment, and shall take all measures necessary to ensure the confidentiality of

any and all information in its possession regarding the School's students who train at the Facility pursuant to this agreement.

III. OTHER RESPONSIBILITIES:

A. Compliance with patient privacy laws. The School agrees to abide by and require that its faculty and students abide by all applicable state and federal laws, rules and regulations regarding patient privacy, including but not limited to, the Standards for Privacy of Individually Identifiable Health Information as required under the Health Insurance Portability and Accountability Act (HIPAA). Students shall be required to comply with the Facility's policies and procedures regarding the confidentiality of patient information and the use of all such information. The parties will notify one another if there are known breaches of this confidentiality. Further, School shall require that students and faculty de-identify all documents created and/or utilized for educational purposes outside of Facility. This shall include, at a minimum, removal of patient name, date of birth, address, medical record number, insurance information, social security number and other personal information that could be used to identify a patient.

B. Determination of instructional period. The course of the practical learning and clinical educational experience will cover a period of time as arranged between the School and the Facility. The beginning dates and length of experience shall be mutually agreed upon by the School and the Facility.

C. Determination of number of participating students. The number of students eligible to participate in the practical learning and clinical educational experience will be determined and may be changed by mutual agreement of the parties. Notwithstanding the foregoing, the Facility and the School agree and understand that the availability of practical learning and clinical educational experiences at Facility during the term of this Agreement may periodically be affected by a variety of factors. In such event, Facility may reduce the number of students eligible to participate in the practical learning and clinical educational experience with prior notice to the School and adequate time for the School to reassign the student(s) to another clinical site. The Facility agrees further to accommodate students of the School who are similarly displaced from other clinical affiliates of the School to the extent that clinical space is available at the Facility.

D. Evaluation of students' clinical experiences. Evaluation of the practical learning and clinical educational experiences of the students will be accomplished jointly by the School and the Facility. Appropriate School and the Facility staff will communicate on a regular basis for the purpose of reviewing and evaluating current practical learning and clinical educational experiences offered to students.

E. Removal of students.

(a) The School has the right to remove a student from a practical learning and clinical educational experience. The School shall notify the Facility of such removal in writing.

(b) The Facility may immediately remove any student participating in a practical learning and clinical educational experience from the Facility's premises for behavior that the Facility deems to be an immediate threat to the health or welfare of its patients, staff members,

visitors, or operations. In such event, the Facility shall notify the School in writing of its actions and the reasons for its actions as soon as practicable. If the Facility desires to remove a student for any other reason, it shall notify the School in writing of the reasons for the removal and shall consult with the School before removing the student.

IV. TERM OF AGREEMENT:

The term of this Agreement shall be for three (3) years, to commence on **June 1, 2019** and terminate on **May 31, 2022**. Either party may terminate this Agreement at any time, with or without cause, upon ninety (90) days prior written notice to the other party. In the event that this Agreement is not renewed for a subsequent term, students who are participating in the practical learning and clinical educational experiences at the time of termination shall be allowed to complete such assignment under the terms and conditions herein set forth.

V. ADDITIONAL TERMS:

A. Stipulations as to liability. Subject to applicable state law, neither party to this Agreement shall be legally liable for the consequences, whether bodily injury or property damage, occasioned by an act, omission, or neglect chargeable to the other party. Where Worker's Compensation or other obligation for payment of benefits may arise, this Agreement shall neither enlarge nor diminish such obligation.

B. Qualifications of School faculty. The School represents that relevant faculty members are appropriately qualified, certified and/or licensed. The School will provide the Facility with copies of evidence of qualifications, certifications or licensures, upon request.

C. Assignment of Agreement. This Agreement may not be assigned without the prior written consent of the other party, which will not be unreasonably withheld.

D. Excluded Providers. Each party represents that neither it nor any of its employees and agents is excluded as a provider under Medicare or Medicaid or under any other federal or state health care program.

E. Severability. If any provision of this Agreement or the application thereof to any person or situation shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement, and the application of such provision to persons or situations other than those to which it shall have been held invalid or unenforceable, shall not be affected thereby, but shall continue to be valid and enforceable to the fullest extent permitted by law.

F. Non-Discrimination. The parties hereto shall abide by the requirements of Executive Order 11246, 42 U.S.C. Section 2000d and the regulations thereto, as may be amended from time to time, the Illinois Human Rights Act, and the Rules and Regulations of the Illinois Department of Human Rights. There shall be no unlawful discrimination or treatment because of race, color, religion, sex, national origin, age, order of protection status, marital status, ancestry, military status, unfavorable discharge from military service, sexual orientation or physical or mental disability in the employment, training, or promotion of students or personnel engaged in the performance of this Agreement.

G. Employment status. No student, School employee or agent of School under this Agreement shall in any way be considered an employee or agent of the Facility nor shall any such student, School employee or agent be entitled to any fringe benefits, Worker's Compensation, disability benefits or other rights normally afforded to employees of the Facility.

H. Notice to Parties. Any notice, demand or request required or permitted to be given under the provisions of this Agreement shall be in writing and shall be deemed to have been duly given under the earlier of (a) the date actually received by the party in question, by whatever means and however addressed, or (b) the date sent by facsimile (receipt confirmed), or on the date of personal delivery, if delivered by hand, or on the date signed for if sent by an overnight delivery service, to the following addresses, or to such other address as either party may request, in the case of the School, by notifying the Facility, and in the case of the Facility, by notifying the School:

If to the Facility: Advocate Illinois Masonic Medical Center
836 West Wellington Avenue
Chicago, Illinois 60610
Attention: President

With a Copy to: Advocate Health Care
3075 Highland Parkway
Suite 600
Downers Grove, Illinois 60515
Attention: Senior Vice President & General Counsel

If to the School: Triton College
2000 Fifth Avenue, Room A301
River Grove, Illinois 60171
Attention: Pamela Harmon, Interim Dean of Health Careers and
Public Service Programs

With a Copy to: Kusper & Raucci Chartered
30 North LaSalle Street, Suite 3400
Chicago, Illinois 60602
Attention: Sarie Winner

or to such other addresses as the parties may specify in writing from time to time.

I. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Illinois, without regard to the conflict of laws provisions thereof.

J. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same instrument.

K. No Third-Party Beneficiaries. This Agreement shall inure exclusively to the benefit of and be binding upon the parties hereto and their respective successors, assigns, executors and legal

representatives. Nothing in this Agreement, expressed or implied, is intended to confer on any person other than the parties hereto or their respective successors and assigns any rights, remedies, obligations or liabilities under or by reason of this Agreement.

L. Agreement binding on parties successors and assigns. This Agreement shall be binding upon the School and the Facility, their successors, employees, agents and assigns, during the initial term of this Agreement and any extensions thereof.

M. Captions for reference only. The captions contained in this Agreement are for convenience of reference only and do not define, describe, or limit the scope or intent of this Agreement or any of its provisions.

N. Entire Agreement. This Agreement supersedes any and all other agreements, either oral or written, between the parties hereto with respect to the subject matter hereof. No changes or modifications of this Agreement shall be valid unless the same are in writing and signed by the parties. No waiver of any provisions of this Agreement shall be valid unless in writing and signed by the parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective corporate names by duly authorized officers, as of the Effective Date.

**ADVOCATE NORTH SIDE HEALTH
NETWORK D/B/A ADVOCATE ILLINOIS
MASONIC MEDICAL CENTER**

TRITON COLLEGE, DISTRICT 504

By: _____
Susan Nordstrom Lopez
President

By: _____
Name: Mark R. Stephens
Chairman

Date: _____

Date: _____

EXHIBIT A

NAME/LOCATION OF FACILITY SITES

Advocate Illinois Masonic Medical Center
836 West Wellington Avenue
Chicago, Illinois 60610

EXHIBIT B

NAMES OF PROGRAM(S)

Nuclear Medicine

TRITON COLLEGE, District 504

Board of Trustees

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16343

SUBJECT: LOYOLA UNIVERSITY MEDICAL CENTER AGREEMENT

RECOMMENDATION: That the Board of Trustees approve the Agreement between Triton College and Loyola University Medical Center. This Agreement shall commence on April 1, 2019 for one year expiring on March 30, 2020. At the end of the initial Term, this Agreement shall automatically renew for three successive one year periods unless terminated. Either party may terminate this Agreement at any time, with or without cause, upon ninety (90) days prior written notice to the other party. In the event that this Agreement is not renewed, students who are participating at the time of termination shall be allowed to complete such assignment under the terms and conditions herein set forth. There is no cost associated to the college for this Agreement.

RATIONALE: This Affiliation Agreement will enable students in the Associate Degree Nursing, Nursing Assistant, Nuclear Medicine Technology, Diagnostic Medical Sonography, Radiologic Technology, Surgical Technology, Ophthalmic Technician, Certified Medical Assistant, Emergency Medical Technician, Sterile Processing, and Vascular Technology in Sonography, to participate in clinical rotations at Loyola University Medical Center. This is a Loyola University Medical Center standard Agreement and stands as presented.

Submitted to Board by: _____


Dr. Susan Campos, Vice President of Academic Affairs

Board Officers' Signatures Required:

Mark R. Stephens
Chairman

Diane Viverito
Secretary

Date

Related forms requiring signature: Yes X No _____

**MASTER EDUCATION AFFILIATION AGREEMENT
BETWEEN LOYOLA UNIVERSITY MEDICAL CENTER
and
COMMUNITY COLLEGE DISTRICT 504, TRITON COLLEGE**

This Education Affiliation Agreement (“Agreement”) is entered into as of the 1st day of April, 2019 by and between **Loyola University Medical Center**, an Illinois not-for-profit corporation (“Hospital”) and Community College District 504, commonly known as **Triton College, an Illinois Community College** (“Institution”). For purposes of the Agreement, Hospital and Institution shall each be referred to as a “party” and collectively as the “parties.” This Agreement replaces the Master Affiliation Agreement dated December 16, 2015 between both parties.

WHEREAS, Institution seeks to offer clinical education experience to its enrolled students in those programs identified in Exhibit A;

WHEREAS, Hospital recognizes the importance in aiding the educational development of health care professionals and persons seeking to become health care professionals and is willing to make its premises available for such purposes;

WHEREAS, the parties wish to enter into an agreement that sets forth the terms and conditions of engaging in a program for clinical education (the “Program”) at Hospital for students enrolled at Institution.

NOW THEREFORE, in consideration of the mutual covenants contained herein and other valuable consideration, the parties agree as follows:

I. INSTITUTION DUTIES

- A. Clinical Experience. Institution shall, in consultation with Hospital’s designated representatives, plan and administer the academic aspects of the Program in compliance with the requirements of all applicable laws, regulations, rules, and licensing or accrediting agencies. Institution shall modify the Program as necessary to accommodate Hospital’s requirements.
- B. Student Records.
 - 1. Institution Duties and Responsibilities. Institution acknowledges that it is an “educational agency or institution” subject to the requirements of the Family Education Rights and Privacy Act (“FERPA”) (20 U.S.C. § 1232g). The parties agree that (a) Institution has direct control over student records for the purposes of FERPA and (b) since Hospital is not an “educational agency or institution” and does not receive any funds from the United States Secretary of Education, Institution is the party responsible for FERPA compliance. The parties further agree and acknowledge that (a) Hospital will need to have access to student records

for legitimate educational interests and (b) Hospital may create and/or maintain records (such as for example immunization records or records relating to the students' clinical instruction) that may become part of the students' education records. As part of its responsibilities under FERPA, Institution shall be responsible for all recordkeeping relating to (a) any required documentation of Hospital's access to a student's records and/or (b) Institution's disclosure of personally identifiable information from a student's education records to Hospital or to other third parties without the eligible student's written consent. Hospital shall make no disclosures of any educational records and shall, upon receipt of any request for information which may be deemed an education record, forward such request to Institution.

2. Institution Acknowledgment and Notification. Institution acknowledges that it has adopted a FERPA policy and issues an annual notification to eligible students, which, among other matters, informs each eligible student that he/she, has the right to:

- a. Inspect and review his/her education record;
- b. Seek amendment of his/her education record that the eligible student believes to be inaccurate, misleading, or otherwise a violation of the student's privacy rights; and
- c. Consent in writing to disclosures of personally identifiable information contained in his/her education record, except to the extent FERPA authorizes disclosure without such written consent.

C. Student Names. Institution shall provide the names of students who will participate in the Program as soon as possible after registration for each semester, but in no event later than one week before the beginning of the Program at Hospital.

D. Supervision. Institution shall supervise all students in accordance with pertinent laws and regulations. All student observations and/or clinical experiences shall be subject to the approval of Hospital. Hospital shall remain solely responsible for all patient care.

E. Training. Institution shall provide adequate preclinical instruction to each student in accordance with standards mutually agreeable to Institution and Hospital and shall present for clinical experience at Hospital only those students who have satisfactorily completed the preclinical instructional program. Furthermore, Institution shall screen the students for training, background, and experience and shall recommend for placement in the Program only those students who meet the requirements for participation mutually established by Institution and Hospital.

- F. **Background Check.** **If student will have direct contact with patients, student must satisfy background check.** The Institution shall require students to perform a felony and misdemeanor criminal background check showing "no findings" on each student and provide evidence of such to Hospital prior to placement at a Hospital facility. If the student has any prior convictions or current charges for any state or federal offenses, other than minor traffic violations, Institution shall inform student of the obligation to notify Hospital prior to, or during, placement at Hospital facility. However, any felony conviction within the previous five (5) years, and certain other convictions regardless of the length of time since conviction, as determined by Hospital, will preclude a student from participating in the Program.
- G. **Government Healthcare Exclusion.** Institution hereby represents and warrants that student is not listed by any federal or state agency as excluded, debarred, or otherwise ineligible for participation in any federal or state health care program (<http://oig.hhs.gov/exclusions>). Institution shall notify Hospital immediately in accordance with the notice provisions of this Agreement of any such conviction, exclusion, debarment, or ineligibility.
- H. **Policies.** Institution shall instruct all of its students assigned to Hospital with regard to, and shall monitor and assure compliance with, all rules, regulations, standards, bylaws, and policies and procedures of Hospital and its affiliates, including, but not limited to, those relating to (a) the confidentiality of patient and Hospital records and information and (b) the responsibility and authority of the medical, nursing, and administrative staff of Hospital over patient care and Hospital administration. Institution shall instruct all of its students that Hospital identification badges must be worn at all times students are in Hospital facilities.
- I. **OSHA Training.** Institution shall document the appropriate training of its employees and students concerning applicable Occupational Safety and Health Administration ("OSHA") requirements, including, without limitation, blood borne pathogens. Institution shall make such documentation available for Hospital's review upon request.
- J. **HIPAA Training.** Institution shall document the appropriate training of its employees and students concerning applicable requirements of the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), as amended, and all implementing regulations.
- K. **Confidentiality and Network Access Agreement.** Each of Institution's students and school faculty participating in the program must read and sign the Loyola University Health System/Trinity Health Confidentiality and Network Access Agreement before coming to Loyola. Any student's breach of the Confidentiality and Network Access Agreement will result in the immediate discontinuation of the student's experience at Loyola.

L. Health Certification of Students. Institution shall ensure that each student provides Hospital with the following prior to the start of any clinical rotation at Hospital:

1. Two-step tuberculin skin or Quantiferon Gold test. The Tuberculin Assessment Form must be completed if previous tuberculin test was positive. If student has a history of a positive TB skin test/Quantiferon test, or tests positive for TB, documentation of the positive test is required a copy of a chest x-ray taken within the past three months and results of the CXR are reviewed. If student took medication for active/latent tuberculosis, records must be provided.
2. Documentation of measles, mumps and rubella titers showing immunity. If non-immune, two MMR vaccinations.
3. Record of current TDAP immunization prior to placement at Hospital.
4. Attestation of having had the chicken pox or varicella titer as showing immunity.
5. Evidence of Cardiopulmonary Resuscitation (CPR) skills.
6. Negative 5-panel drug screen
7. Institution will provide Hospital with evidence that Student(s) has received the vaccination against Hepatitis B, proof of immunity to Hepatitis B, (or written refusal of Hepatitis B vaccination signed by Student that expressly holds the Hospital harmless for any Hepatitis B exposure or infection that may result from Student's clinical experience at Hospital) and/or such other immunization and health-related testing as may be required by the State Department of Health Services or the Occupation Health and Safety Administration for each student assigned to Hospital, as these requirements may change from time to time. For purposes of this Agreement, Student shall be considered to be vaccinated against Hepatitis B if he or she has received at least one injection of the vaccine and is in the process of completing the required services of three injections.
8. Evidence that student has received the seasonal flu vaccination (between the months of October and April) in accordance with Hospital's policy.
9. Color blindness testing prior to placement at Hospital.

10. Evidence that student has received a passing score of 80% on all Loyola testing.

Institution shall be responsible for obtaining and maintaining records of the above requirements. Upon request, Institution shall provide Hospital with evidence that said requirements have been satisfied. Any students who do not satisfy the above requirements will not be placed at Hospital.

- M. Notification. Institution shall notify the appropriate Hospital department at least thirty (30) days prior to the date Institution desires to establish a clinical experience for its students. Such notice shall include Institution's overall plan for the use of Hospital's facilities, including the objectives, approximate number of students for each term or semester, dates, times, and levels of each student's academic preparedness. Institution shall again notify the one business day prior to the date the clinical experience is scheduled to commence.
- N. Control Over Academic Aspects. Institution shall have complete control over all academic aspects of the Program, including, but not limited to, admissions, administration, faculty appointments, program design, grading, examinations, evaluations, and discipline.

II. HOSPITAL DUTIES

- A. Hospital Use. Hospital shall provide for the reasonable and appropriate use of its facilities by students enrolled in Institution or otherwise provided by Institution
- B. Clinical Site. Hospital shall offer clinical experiences through which Institution's students may maintain and/or acquire skills.
- C. Control Over Direct Patient Care. Hospital shall plan and administer all aspects of patient care at Hospital and shall have complete control over and responsibility for the care of patients under the Program. Hospital has the sole right to determine the patients with whom students work. Hospital shall provide qualified supervision of all patient care activities involving Institution's students, and all student interaction with patients shall occur under the supervision of qualified Hospital personnel.
- D. Faculty Patient Contact. No faculty member of Institution shall have any direct contact with Hospital patients unless he or she receives advance written permission from Hospital.
- E. Services. During clinical education experiences under the Program, students shall be permitted to participate in professional services at Hospital facilities under the supervision of the appropriate professional staff of Hospital and Institution. The scope of students' participation will be determined by the applicable Hospital policies, to the extent permitted by law, and at discretion of Hospital staff.

- F. Temporary Removal. In the event of an emergency, or when required in other situations, Hospital personnel shall have the right to temporarily relieve or remove a student from a specific assignment or require that such student leave an area or department.
- G. Termination of Student Participation. At the Hospital's sole reasonable discretion, Hospital may terminate the participation of any student in any clinical education experience governed by this Agreement if Hospital determines that student failed to observe applicable policies, procedures, rules, or regulations of Hospital or the instruction of Hospital supervisors, or has in any other manner compromised an acceptable standard of patient care. Said removal shall not be subject to any substantive or procedural rules governing student rights. Hospital shall provide immediate verbal notice to Institution and written notice thereafter of any such termination of student participation in the Program, and Institution shall immediately comply with such notice.
- H. Non-discrimination. No student or Institution staff shall, on the grounds of race, color, gender, creed, religion, age, national origin, or any other protected status, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any provision of this Agreement. Regarding any position for which a student is qualified, Hospital shall not discriminate against any student because of physical or mental handicap. Hospital agrees to treat qualified handicapped students without discrimination based upon their physical or mental handicap in all clinical activities associated with this Agreement and to afford such students reasonable accommodations at the expense of Institution.
- I. Non-teaching Patients: No provision of this Agreement shall prevent any patient from requesting not to be a teaching patient or prevent any member of the Hospital medical staff from designating any patient as a non-teaching patient.
- J. Right of Refusal. No provision of this Agreement shall prevent Hospital from refusing to accept any student who has previously been discharged for cause as an employee of Hospital, who has been removed from or relieved of responsibilities for cause by Hospital, or who would not be eligible to be employed by Hospital. Hospital shall notify Institution in writing of its refusal to accept a student and the basis for the refusal; Institution shall not thereafter submit such student for clinical experience at Hospital.
- K. Student Records.
1. Hospital's Duties and Responsibilities. Pursuant to Institution's FERPA policy, Hospital is a service provider that performs under contract with the Institution. Accordingly, Hospital is designated as a school official for the purposes of FERPA. Institution agrees that the Hospital officials have a legitimate educational interest in having access to students' education records; that Hospital officials and employees are performing services or

functions for which Institution would otherwise use employees; that for the purposes of FERPA, Hospital officials are under the direction of Institution with respect to the use and maintenance of student records; and that Hospital is subject to FERPA requirements with respect to redisclosure of personally identifiable information, specifically the requirement in 34 C.F.R. § 99.33 that Hospital will not disclose personally identifiable information from a student record without the prior written consent of the eligible student, unless the disclosure meets one of the exceptions recognized by FERPA.

III. MUTUAL DUTIES

- A. Student Assignment. Institution and Hospital shall mutually agree upon assignment of students to particular Hospital facilities.

IV. RELATIONSHIP OF THE PARTIES

- A. Legal Status. It is understood and agreed that the students are enrolled in a professional education program offered by Institution. Institution's students shall not be deemed or considered to be employees of Hospital for any purposes, including, but not limited to, compensation, fringe benefits, workers' compensation, unemployment compensation, minimum wage laws, income tax withholding, and social security. At no time shall students replace or substitute any employee of Hospital. This provision shall not be deemed to prohibit the employment of any such student by Hospital under a separate employment agreement.

It is understood and agreed that the Hospital staff shall not be deemed or considered to be employees of Institution for any purposes, including, but not limited to, compensation, fringe benefits, workers' compensation, unemployment compensation, minimum wage laws, income tax withholding, accrual of tenure, and social security. At no time shall Hospital staff replace or substitute any employee of Institution.

- B. Independent Contractor. Nothing in this Agreement is intended or shall be deemed or construed to create any relationship between the parties other than that of educational affiliation. In the performance of their respective duties and obligations under this Agreement, each party is an independent contractor, and neither is the agent, employee or servant of the other, and each is responsible only for its own conduct.

V. TERM AND TERMINATION

- A. Term and Extension Period. This Agreement shall commence on April 1, 2019 ("Effective Date") and shall remain in effect for a period of one year expiring on March 30, 2020 (the "Term"). At the end of the initial Term, this Agreement

shall automatically renew for three successive one year periods unless terminated by the parties ("Renewal Period").

- B. Termination by Either Party. During either the Term or Renewal Period of the Agreement, either party may terminate the Agreement with or without cause upon ninety (90) days advance written notice to the other party. Any students participating in a clinical rotation at the time of termination shall be permitted to complete the rotation under the terms and conditions stated herein.
- C. Legal Opinion. If Hospital obtains a written opinion of legal counsel stating that, in the event of an audit or investigation, this Agreement is likely to be challenged by any governmental agency as illegal, improper, or resulting in fines, penalties, exclusion from the Medicare or Medicaid programs, loss of tax-exempt status, or its ability to obtain tax-exempt financing, Hospital may terminate this Agreement by providing written notice, including a copy of such opinion, to Institution. Within ten (10) days of such notice, the parties shall meet to discuss mutually acceptable means of restructuring the relationship to eliminate the legal concern. In the event that the parties are unable to reach agreement on new terms within twenty (20) days of their initial meeting, this Agreement shall automatically terminate.
- D. Force Majeure. If either party is unable to perform its duties under this Agreement due to strikes, lock-outs, labor disputes, governmental restrictions, fire or other casualty, emergency, closure of the facility or department, etc., or any other cause beyond the reasonable control of the party, such non-performing party shall be excused from the performance by the other party, and shall not be in breach of this Agreement, for a period equal to any such prevention, delay, or stoppage. Notwithstanding this provision, either party may terminate this Agreement immediately upon written notice to the other party if such events continue for more than thirty (30) days.

VI. CONFIDENTIALITY AND PROPRIETARY INFORMATION

- A. Confidential or Proprietary Information. During the Term and any Extension Period of this Agreement and in perpetuity thereafter, regardless of the reason for the termination of this Agreement, Institution and/or students shall hold all data and information, in any form, that is confidential or proprietary to Hospital used or encountered during the Term or any Extension Period of this Agreement ("Proprietary Information") in confidence and shall not discuss, communicate or disclose to others, or make any copy or use of the Proprietary Information without first obtaining the written consent of Hospital, unless required by law. In the event that Institution and/or a student is required (whether by statute, regulation, law, or order of a court of competent jurisdiction) to disclose any Proprietary Information, Institution and/or the student shall provide Hospital with prompt written notice of any such requirement to permit Hospital the opportunity to seek a protective order or other appropriate remedy at Hospital's sole expense.

- B. Patient Identification. The identity of a patient, the nature of procedures or services provided to patients, and information included in the patient's medical records shall be confidential and shall not be disclosed by Institution or students other than for use in direct patient care unless authorized in writing by Hospital or as may be required by law. Without limiting the foregoing, Institution agrees to comply with all applicable federal and state confidentiality laws including, without limitation, HIPAA, as amended, and its related regulations.
- C. Records. Hospital shall have custody and control of all medical records and charts in patient files. Neither Institution nor any student may remove or copy such records except with written permission of Hospital.
- D. Studies and Research. Institution and students shall submit all reports, projects, theses, and publications based upon studies and research arising out of the cooperative education experience permitted by this Agreement to Hospital for review and approval prior to release. Approval by Hospital shall not be unreasonably withheld or denied.

VII. INDEMNIFICATION AND INSURANCE

- A. Institution Indemnification. Institution agrees to indemnify, defend, and hold Hospital and its directors, officers, employees, and agents harmless from and against any claims, liabilities, losses, costs, damages, or expenses, including reasonable legal fees and expenses, of any kind or nature arising out of the actions or omissions of Institution, its faculty, or its students in connection with the performance of their duties and obligations under this Agreement.

Institution, as an entity and on behalf of its employees, agents, and students, claims any and all governmental immunity as may be established by or set forth under Federal or Illinois law, rule or regulation.

- B. Hospital Indemnification. Hospital agrees to indemnify, defend, and hold Institution and its directors, officers, employees, and agents harmless from and against any claims, liabilities, losses, costs, damages, or expenses, including reasonable legal fees and expenses, of any kind or nature arising out of the actions or omissions of Hospital and its directors, officers or employees in connection with the performance of their duties and obligations under this Agreement.
- C. Methods of Indemnification. In the event of an indemnification, the indemnified party shall have the option of either (a) providing its own defense for which the indemnifying party shall promptly pay the indemnified party its reasonable cost and expenses or (b) tendering the defense to the indemnifying party, which shall assume it.
- D. Notification. Each party shall notify the other as soon as practicable, in no event later than ten (10) days of receipt of any lawsuits, claims, or notices of intent to

file a lawsuit based in any manner on services rendered or performed under this Agreement.

- E. Professional Liability Insurance. Institution shall not assign any Students or instructors to Hospital facilities until the Institution can demonstrate professional liability insurance coverage with policy limits of One Million Dollars (\$1,000,000) per claim or occurrence and Three Million Dollars (\$3,000,000) in the annual aggregate.

Hospital shall maintain professional liability insurance coverage for all participating staff and employees with policy limits of Two Million Dollars (\$2,000,000) per claim or occurrence and Three Million Dollars (\$3,000,000) in the
annual aggregate.

- F. General Liability Insurance. Institution shall not assign any students or instructors to Hospital facilities until the Institution can demonstrate general liability insurance coverage with policy limits of Two Million Dollars (\$2,000,000) per claim or occurrence and Five Million Dollars (\$5,000,000) in the annual aggregate. The amounts of insurance specified under this Section may be satisfied by any combination of primary and umbrella (excess liability) limits, so long as the total amount of insurance is not less than the sum of limits specified.

Hospital shall demonstrate general liability insurance coverage with policy limits of Two Million Dollars (\$2,000,000) per claim or occurrence and Five Million Dollars (\$5,000,000) in the annual aggregate. The amounts of insurance specified under this Section may be satisfied by any combination of primary and umbrella (excess liability) limits, so long as the total amount of insurance is not less than the sum of limits specified.

- G. Extended Reporting Period Insurance ("Tail Policy"). In the event that the professional or general liability insurance coverages required under this Agreement are provided under a "claims-made" form, the party shall maintain such insurance coverage(s) for a period of not less than three (3) years following the last date on which any person covered by such insurance(s) participated in the Program. If a party obtains a separate "tail policy" to provide such continuing coverage, the "tail policy" shall have the same limits as the primary professional or general liability policy.

- H. Student Health Insurance. Institution will ensure that each student participating in the Program at Hospital has health insurance to cover emergency health care for illnesses or injuries resulting from the Student's field experience in the Program at Hospital. It shall be the responsibility of the Student to provide payment or

adequate health insurance coverage for such emergency care and any subsequent care.

- I. Proof of Insurance. Attached to this Agreement as an exhibit is a copy of Institution and Hospital's certificates of insurance required under this section. Each party shall provide updated certificates of insurance annually and upon request, to maintain compliance with the terms of this Agreement. Said certificates of insurance shall not be materially amended or cancelled without 30 days prior written notice to the other party.

VIII. MISCELLANEOUS

- A. Governing Law. The laws of the State of Illinois govern this Agreement.
- B. Venue. Venue shall be proper only in the Circuit Court of Cook County.
- C. Amendment. An amendment of this Agreement is not effective unless it is in writing and signed by authorized agents of both of the parties.
- D. Waiver. Waiver of any provision(s) of this Agreement is not effective unless the waiver is in writing and signed by the authorized agents of the party against whom enforcement of the waiver is sought. Failure to enforce any provision does not constitute a waiver.
- E. Reformation. The provisions of this Agreement shall be deemed severable and if any part of any provision is determined to be unenforceable, the provision may be changed by written agreement of the parties to the extent reasonably necessary to make the provision, as so changed, enforceable.
- F. Severability. If any provision of this Agreement is determined to be unenforceable, the remaining provisions of this Agreement will not in any way be affected or impaired, but will remain binding in accordance with their terms.
- G. Headings. The descriptive headings of the Sections of this Agreement are inserted for convenience only and shall not control or affect the meaning or construction of any provision.
- H. Notices. Notice shall be given in writing and shall be effective upon depositing the notice in first-class mail or certified mail, return receipt requested, or with a nationally-recognized courier to Hospital or Institution at the addresses below or upon actual receipt by the other party. Either party may change the address to which notices are to be sent by notice given in accordance with the provisions of this Section.

Any notice provided to Hospital shall be directed to:

Vice President, Patient Care Services & Chief Nurse Executive
Loyola University Medical Center
2160 South First Avenue
Maywood, Illinois 60153

With a copy to:

Senior Vice President and General Counsel
Office of the General Counsel
Loyola University Medical Center
2160 South First Avenue
Maywood, Illinois 60153

If to the Institution:

Triton College
Attn: Pamela Harmon
2000 North Fifth Avenue, RM H-120
River Grove, Illinois 60171
Interim Dean of Health Careers and Public Service Programs
Facsimile: (708) 779-4902

Sarie Winner
Kusper & Raucci Chartered
30 North LaSalle Street
Chicago, Illinois 60602

- I. Enforceability. This Agreement is intended for the benefit of the parties only. There are no other intended third party beneficiaries.
- J. Presumption. There is no presumption for or against either party as a result of such party being the principal drafter of this Agreement.
- K. Entire Agreement. This Agreement, including all exhibits referenced herein, constitutes the entire agreement between the parties concerning the subject matter herein. This Agreement supersedes all prior and concurrent negotiations, agreements, and understandings between the parties, whether oral or in writing, concerning the subject matter hereof.
- L. Assignment. This Agreement may not be assigned, except by Hospital to a parent, subsidiary, successor, or affiliated entity, without the written consent of the parties. Subject to the foregoing limitation upon assignment, this Agreement

shall be binding upon and inure to the benefit of the successors and assigns of the parties.

- M. Business Licenses and Accreditation. Hospital represents that it possesses all required certifications and accreditations, professional or business licenses required by law, if any, and all qualifications necessary to fully perform its obligations.
- N. Sexual Harassment. Each party certifies that it maintains a written sexual harassment policy in conformance with 775 ILCS 5/2-105.
- O. Counterparts. This Agreement may be executed in counterparts, any of which shall be deemed an original, but all of which, when taken together, shall constitute one and the same Agreement.

[The remainder of the page is left intentionally blank.]

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first written above.

LOYOLA UNIVERSITY MEDICAL CENTER

Signature: _____

Name: _____

Title: _____

Date: _____

TRITON COLLEGE, District 504

Signature: _____

Name: Mark R. Stephens

Title: Chairman

Date: _____

EXHIBIT A
CLINICAL PROGRAMS

Associate Degree Nursing
Nursing Assistant
Nuclear Medicine Technology
Diagnostic Medical Sonography
Radiologic Technology
Surgical Technology
Ophthalmic Technician
Certified Medical Assistant
Emergency Medical Technician
Sterile Processing
Vascular Technology in
Sonography

EXHIBIT B

LOYOLA UNIVERSITY MEDICAL CENTER CLINICAL EXPERIENCE PARTICIPATION AGREEMENT

I, _____ ("Student"), in consideration of participating in the clinical education program provided by Loyola University Medical Center, through my participation in Loyola University Medical Center clinical training program, hereby agree to the following:

1. I will comply with all applicable standards of care, policies, procedures, rules and regulations of Loyola University Medical Center, and the instructions of Loyola University Medical Center supervisors, including but not limited to, those governing patient confidentiality. I will further observe conservative and professionally appropriate modes of dress, behavior and grooming at all times.
2. I will participate in clinical education and training opportunities in accordance with the instructions of Loyola University Medical Center supervisors.
3. Student will submit proof of a negative status of TB confirmed by either TB test or results of a CXR and an immunization record I understand that if I refuse any immunizations or health-related testing, I may be terminated from the clinical training program at Loyola University Medical Center. In the event, however, that I refuse the Hepatitis B vaccination, I will not be terminated from the Program if I promptly sign a written waiver expressly holding Loyola University Medical Center Harmless for any Hepatitis B exposure or infection that might result from clinical experience at Loyola University Medical Center.
4. I understand and acknowledge that Loyola University Medical Center has the right to take certain actions, including but not limited to, the right to suspend or terminate me from, or limit my participation in, the clinical education program, or to evaluate me unfavorably, if in its exclusive judgment I have failed to observe applicable policies, procedures, rules, regulations, or the instructions of Loyola University Medical Center supervisors, or have compromised the standard or quality of patient care or the safety of patients, or for other reasonable cause, including the failure to follow appropriate modes of dress, grooming and behavior. I hereby voluntarily release Loyola University Medical Center and their employees, agents and medical staff from any and all liability based on such actions.
5. I acknowledge that the clinical experience received by me from Loyola University Medical Center shall be received as a student of "SCHOOL" as a part of my professional training, and not as an employee of Loyola University Medical Center. I

understand that as a participant in this clinical education program, I shall not be entitled to compensation or employee benefits, nor shall I be considered an employee of Loyola University Medical Center for purposes of unemployment compensation, minimum wage laws, workers' compensation, income tax withholding, Social Security, or any other purpose.

6. I understand and acknowledge that "SCHOOL" shall have complete control over all academic aspects of the Program, including but not limited to, admissions, administration, faculty appointments, program design, grading, examinations and evaluations. I hereby voluntarily release Loyola University Medical Center and their employees, agents and medical staff from any and all liability based on such actions.
7. I understand that I am required to have health Insurance sufficient to cover emergency health care for illnesses or injuries resulting from my educational experience in the Program at Loyola University Medical Center. I also understand it is my responsibility to provide payment or adequate health insurance coverage for such emergency care and any subsequent care as well as payment of any co-pays or deductibles.
8. I understand that if I am injured or become ill as a result of my experience at Loyola University Medical Center and if a recommendation is made that I go to the Emergency Department for an evaluation I am under no obligation to do so. However if I elect not to be seen as recommended Loyola University Medical Center may, in its sole discretion, require that I depart the premises and not return unless or until I am cleared by a health care provider for either the injury or illness which resulted in the recommendation in the first instance.
9. I have read this Participation Agreement carefully and have had sufficient opportunity to ask questions and have it explained to me before signing it.

Participant's Signature

Date:_____

EXHIBIT C
INSTITUTION CERTIFICATE OF INSURANCE

TRITON COLLEGE, District 504

Board of Trustees

Meeting of August 27, 2019

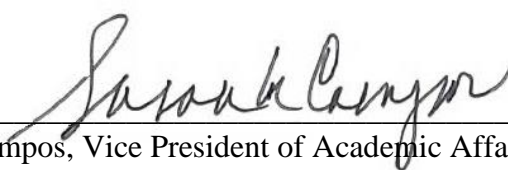
ACTION EXHIBIT NO. 16344

SUBJECT: **VILLAGE OF NORTH RIVERSIDE FIRE DEPARTMENT AGREEMENT**

RECOMMENDATION: That the Board of Trustees approve the Cooperative Agreement between Triton College and the Village of North Riverside Fire Department. This Agreement will become effective when signed by both parties and will automatically renew for one (1) year periods beginning September 1, 2019. Either party may terminate this Agreement at any time, with or without cause, upon written notice of one (1) semester or five (5) months, whichever is less. Students currently enrolled at that point will be allowed to complete their clinical assignments. There is no cost associated to the college for this Agreement.

RATIONALE: This Cooperative Agreement will enable students in the Triton College Emergency Medical Service and Fire Science programs to participate in internships at the Village of North Riverside Fire Department. This is the college's agreement which the Village of North Riverside has accepted without edits.

Submitted to Board by: _____


Dr. Susan Campos, Vice President of Academic Affairs

Board Officers' Signatures Required:

Mark R. Stephens
Chairman

Diane Viverito
Secretary

Date

Related forms requiring signature: Yes X

No

**COOPERATIVE AGREEMENT
BETWEEN
Village of North Riverside Fire Department
AND
TRITON COLLEGE, DISTRICT #504, RIVER GROVE, ILLINOIS**

Agreement made by and between **The Village of North Riverside Fire Department** hereinafter referred to as “**Fire Department**” and **Triton College**, hereinafter referred to as “**Triton**”.

In consideration of the mutual promises and agreements hereinafter set forth, Fire Department and Triton agree as follows:

I. GENERAL PROVISIONS:

- A. This affiliation is for the sole and limited purpose of providing clinical training (internship) in Emergency Medical Services Program and Fire Science Program to students enrolled at Triton under the auspices of Fire Department.
- B. Nothing herein shall be deemed to create any association, partnership, or joint venture between Fire Department and Triton.
- C. Students or trainees enrolled at Triton who participate in this program at Fire Department shall be referred to herein as “students”. Employees of Triton who are involved in the instruction or supervision of the training of the students shall be referred to herein as “faculty”. Nothing herein shall be deemed to create an employee-employer relationship between the students and Fire Department or faculty and Fire Department, and such students and faculty are not to be considered as employees of Fire Department for any purpose, and are not entitled to any of the benefits that accrue to or are provided by Fire Department to its employees. Further, none of the benefits of employment at Triton shall accrue to any employee of Fire Department, including the accrual of tenure.
- D. No student, faculty or staff will be discriminated against by either party hereto on the basis of sex, race, creed, religion, national origin, age, or disability or any other factor as protected by law, rule or regulation in any aspect of this affiliation.
- E. Triton shall maintain in force for the duration of this Agreement comprehensive malpractice or professional liability insurance providing coverage against all claims, demands, loss of judgments arising out of any act or omission of students or faculty, with respect to the rendering or failure to render medical or nursing treatment or any other health-related care, and the administration of drugs or use of medical supplies, apparatus,

appliances and equipment. This policy shall provide coverage against the aforementioned risks in the amount of not less than two million dollars (\$2,000,000) per occurrence, and five million dollars (\$5,000,000) aggregate. Triton will provide proof of insurance to Fire Department upon request.

Fire Department shall maintain in force for the duration of this Agreement comprehensive malpractice or professional liability insurance providing coverage against all claims, demands, loss of judgments arising out of any act or omission of students or faculty, with respect to the rendering or failure to render medical or nursing treatment or any other health-related care, and the administration of drugs or use of medical supplies, apparatus, appliances and equipment. This policy shall provide coverage against the aforementioned risks in the amount of not less than two million dollars (\$2,000,000) per occurrence, and five million dollars (\$5,000,000) aggregate. Fire Department will provide proof of insurance to Triton upon request.

- F. Fire Department agrees to hold harmless and indemnify Triton, its officers, trustees, faculty, employees, agents and students against any losses, damages, judgments, claims, expenses, costs and liabilities imposed upon or incurred by or asserted against Triton, its officers, trustees, faculty, employees, agents and students, including reasonable attorney's fees and expenses, arising out of the acts or omissions of Fire Department, its officers, agents, faculty or employees, under this Agreement.

Triton agrees to hold harmless and indemnify Fire Department against any losses, damages, judgments, claims, expenses, costs and liabilities imposed upon or incurred by or asserted against Fire Department, including reasonable attorney's fees and expenses, arising out of the acts or omissions of Triton, its trustees, officers, agents, students, faculty or employees, under this Agreement.

II. FIRE DEPARTMENT SHALL:

- A. Maintain the standards required for approval and/or accreditation for the educational program(s).
- B. Make available, and permit the use of, the following by Triton faculty and students:
1. Fire Department Facility
 2. Rooms, or areas, in which groups of students may hold discussions and receive clinical instruction;

3. Supplies and equipment commonly available for patient care (emergency medical services), and sources of information for educational purposes;
 4. Conference room.
- C. Provide emergency medical care in cases of accidents occurring on duty; however, all students are solely responsible for their own medical fees.
 - D. Designate a member of its staff qualified in Program to serve as coordinator. The coordinator will represent Fire Department in matters related to Program.
 - E. Provide services of its staff when/where possible on a guest lecturer basis with the mutual agreement of Fire Department and Triton.
 - F. Assure that students, while performing as such, will not replace members of Fire Department staff.

III. TRITON SHALL:

- A. Assume responsibility for any necessary approval by the Illinois Community College Board.
- B. Provide qualified faculty members, who are competent practitioners.
- C. Plan all clinical instruction, hours, days, and places of assignment in cooperation with, and with the approval of, the Medical Director of the Department or his/her designated representative.
- D. Be responsible for student grading.
- E. Advise students of the requirement to observe policies, procedures, and other regulations imposed by Fire Department in connection with professional conduct and patient welfare. These rules and regulations shall be covered by the immediate supervisor of the students during the first day of clinical study and/or during the orientation. Fire Department may resolve any problem situation in favor of the patient's welfare and restrict, limit, or end student involvement until any incident in question can be clarified by Fire Department staff and any involved faculty member. Triton shall withdraw, upon recommendation, any student(s) who fail(s) to meet the standards agreed upon.
- F. Make all reasonable efforts to assure that students will be subject to the authority, policies, and regulations of Fire Department.

- G. Advise students of the requirement to submit complete physical examination forms, as required by Fire Department.
- H. Comply with the removal of a student from Fire Department if after a conference it is the reasonable opinion of Fire Department that the student's performance or conduct is detrimental to patients or Fire Department personnel.
- I. Require students to carry hospitalization insurance.
- J. Require students to maintain current CPR certification

IV. FIRE DEPARTMENT AND TRITON SHALL:

- A. Jointly develop a clinical instruction guide designed to meet the educational aims of the entire Program curriculum. The clinical instruction guide shall describe the proposed clinical areas, patient care, and patient service facilities to be utilized by Triton.
- B. Have the right to request conferences to be scheduled at regular intervals for the purpose of planning, discussing, and enhancing the Program.

V. IT IS FURTHER AGREED THAT:

- A. The terms and conditions of the Agreement may be amended, deleted, or new provisions added from time to time upon written agreement of the authorized agents of the parties.
- B. This writing shall constitute the sole agreement between the parties.
- C. This Agreement shall commence upon execution by duly authorized officer of the parties hereto, in their official capacities only, and shall have an initial term of one (1) year.
- D. This Agreement will automatically renew for additional one (1) year terms unless either party provides notice of intent to terminate the Agreement as provided herein.
- E. Either party may terminate the Agreement upon written notice of one (1) semester or five (5) months, whichever is less, to the other party with or without cause. Any students enrolled in a clinical experience at the time of termination shall be permitted to complete the then current clinical rotation under the terms and conditions stated herein.
- F. This Agreement shall be construed under the laws of Illinois. If any provision shall be invalid under such laws, such invalidity shall not

invalidate the entire agreement, but it shall be construed as if not containing the particular provisions held to be invalid, and all rights and obligations of the parties shall be construed and enforced accordingly. All disputes shall be resolved in the Circuit Court of Cook County.

- G. Each of the parties hereto, and the individuals executing the Agreement for them, represent to the other party that they have the requisite power and authority to make and enter into this agreement and to perform its obligations thereunder, and that this agreement does not violate any provisions of the corporate charter or bylaws of any corporate party or any statute, act, or ordinance under which any unincorporated institution party hereto is organized, or violate any agreement or commitment executed or made by any party.
- H. Fire Department assumes full responsibility for the payment of all federal, state and local taxes incurred by Fire Department as a result of this Agreement.
- I. This Agreement is executed by an authorized representative of Triton College in the representative's official capacity only and the representative shall have no personal liability under this Agreement.
- J. Fire Department represents that it possesses all professional or business licenses required by law, if any, and all qualifications and accreditations necessary to fully perform its obligations.
- K. In no event shall either party be liable for any incidental, indirect, special or consequential damages, including, but not limited to, loss of use, revenue, profit or savings.
- L. Fire Department certifies that it maintains a written sexual harassment policy in conformance with 775 ILCS 5/2-105.
- M. If Fire Department has more than 25 employees, Fire Department certifies that it provides a Drug Free Workplace in compliance with the Drug Free Workplace Act. 30 ILCS 580/1 et seq.
- N. Time is of the essence of this Agreement.
- O. Notices required to be sent hereunder shall be sent by prepaid registered mail with return receipt requested, and are effective upon receipt.

NOTICES TO FIRE DEPARTMENT SHALL BE SENT TO:

(Village contact information)

NOTICES TO TRITON COLLEGE SHALL BE SENT TO:

VP Susan Campos
Triton College
2000 North Fifth Avenue
River Grove, Illinois 60171

With a copy to:

Sarie Winner
Kusper & Raucci Chartered
30 North LaSalle Street
Suite 3400
Chicago, Illinois 60602

FOR FIRE DEPARTMENT:



TITLE Fire Chief John Kiser

TITLE _____

DATE 06/10/2019

FOR TRITON COLLEGE:

TITLE Mark R. Stephens, Chairman

TITLE Diane Viverito, Secretary

DATE _____

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16345

**SUBJECT: APPROVAL AND RELEASE OF CLOSED SESSION MINUTES OF THE
BOARD OF TRUSTEES**

RECOMMENDATION: That the Board of Trustees approve the following Closed Session
Minutes: 1/22/19, 2/19/19, 3/19/19, 4/16/19, 5/21/19, and 6/18/19, and authorize release of the
Closed Session Minutes of the same dates.

RATIONALE: In keeping with the Illinois Community College Act, the Board of Trustees
reviews Closed Session minutes as scheduled at least every 6 months to determine release and
availability through Freedom of Information Act requests.

Submitted to Board by: Sean Sullivan
Sean O'Brien Sullivan, Vice President of Business Services

Board Officers' Signatures Required:

| | | |
|--|---|-------------------|
| <hr/> Mark R. Stephens Chairman | <hr/> Diane Viverito Secretary | <hr/> Date |
|--|---|-------------------|

Related forms requiring signature: Yes _____ No X _____

**TRITON COLLEGE, District 504
Board of Trustees**

Meeting of August 27, 2019

ACTION EXHIBIT NO. 16346

SUBJECT: DESTRUCTION OF CLOSED SESSION VERBATIM RECORDINGS

RECOMMENDATION: That the Board of Trustees approve the destruction of six (6) verbatim recordings of the Closed Sessions of the Board of Trustees made on August 22, 2017, September 26, 2017, October 17, 2017, November 21, 2017, December 19, 2017 and January 23, 2018 in accordance with Illinois law.

RATIONALE: Illinois Law, 5 ILCS 120/2.06(a) et.seq. (Open Meetings Act) requires the verbatim recording of all Closed Sessions of the Board of Trustees. This law became effective January 1, 2005, and Triton has been compliant since October of 2003. Verbatim records may be destroyed after 18 months if: (1) the public body approves destruction of a particular recording; and (2) the public body approves minutes of the closed meeting session, 5 ILCS 120/2.06(c). Triton has complied with all obligations of the law.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

| | | |
|--|---|-------------------|
| <hr/> Mark R. Stephens Chairman | <hr/> Diane Viverito Secretary | <hr/> Date |
|--|---|-------------------|

Related forms requiring signature: Yes _____ No X