



**Regular Meeting of the  
Board of Trustees**

NOTICE: The Board of Trustees will convene in the Boardroom (A-300) and guests may attend via teleconference utilizing the number listed below. All provisions for conducting this meeting remotely will be followed in compliance with the Open Meetings Act and Executive Orders.

Individuals who wish to address the Board of Trustees during the Citizen Participation portion of the meeting should send an email to [susanpage@triton.edu](mailto:susanpage@triton.edu) including your name, phone number, town/affiliation, and the item you wish to address, no later than Tuesday, June 15, 2021 at 6 p.m.

**Agenda**

**Tuesday, June 15, 2021**

- I. CALL TO ORDER** June 15, 2021 at 6:30 p.m.  
Boardroom (A-300)  
Teleconference Number: 312-626-6799  
Meeting ID: 516 421 4791
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. APPROVAL OF BOARD MINUTES – VOLUME LVII**  
Minutes of the Regular Board Meeting of May 18, 2021, No. 15
- 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. Action Exhibits

- 16607 Budget Transfers
- 16608 Approval of Fiscal Year 2022 Tentative Budget
- 16609 Pitney Bowes Service Agreement
- 16610 Professional Services Agreement Extension with Dorgan, Butcher & Phelps, LLC
- 16611 FY 23 RAMP Report
- 16612 American Digital – Purchase of Network Hardware
- 16613 Blackboard Application Maintenance Renewal
- 16614 CDW Government – Purchase of Computer Software and Peripherals
- 16615 Heartland Business Systems – Purchase of Computer Hardware, Software, and Peripherals
- 16616 Heartland – Palo Alto Firewall Purchase
- 16617 Agreement with Shaker Recruitment, Advertising, and Communications FY 22
- 16618 Renewal of Service Agreement with PeopleAdmin, Inc.
- 16619 Hourly Employee Wage Increase
- 16620 Agreement with Hibu
- 16621 Agreement with Pandora Radio
- 16622 Agreement with Univision Communications Inc.
- 16623 Change of Course Fees for Inclusive Access Courses
- 16624 Agreement with OSF Healthcare System
- 16625 Agreement with Amita Alexian Brothers Medical Center
- 16626 Agreement with RML Specialty Hospital
- 16627 Titles for Library Removal/Weeding
- 16628 Purchase of 3,000 Wireless Earbuds from 4imprint
- 16629 Curriculum Committee Recommendations

B. Purchasing Schedules

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

\*Administrative Contracts

- Garrick Abezetian, Associate Vice President of Athletics & Athletic Activities
- Derrell Carter, Associate Vice President of Communications & Institutional Advancement
- Michael Garrity, Associate Vice President of Information Systems
- Paul Jensen, Associate Vice President of Innovation & Workforce Education
- John Lambrecht, Associate Vice President of Facilities
- Andrea Bangura, Dean of Students
- Jennifer Davidson, Dean of Business & Technology
- Humberto Espino, Assistant Vice President of Technology & Innovation
- Pamela Harmon, Dean of Health Careers & Public Service Programs
- Denise Jones, Dean of Retention & Student Engagement
- Kevin Li, Dean of Arts & Sciences

Jacqueline Lynch, Dean of Adult Education  
Hilary Meyer, Dean of Academic Success  
Purva Rushi, Executive Director of Strategic Planning & Accreditation  
Kurian Tharakunnel, Executive Director of Research & Institutional Effectiveness  
Sam Tolia, Director of Marketing Services  
James Reynolds, Executive Director of Finance  
Colleen Rockafellow, Executive Director of Business Operations  
Derek Salinas-Lazarski, Associate Dean of Arts & Sciences  
Ricardo Segovia, Associate Dean of College Readiness  
Christina Skasa, Director of Grants and Pre Award Operations  
Ken Smith, Director of Admissions  
Shelley Tiwari, Director of Faculty Development & Student Success  
Patricia Zinga, Associate Dean of Enrollment Services  
Lee Jackson, Executive Director for Workplace Equity Initiative  
Jessica Rubalcaba, Director of Business Services  
Katie Rullo, Assistant Dean of Continuing Education  
Susan Campos, Vice President of Academic Affairs  
Jodi Koslow Martin, Vice President of Enrollment Management & Student Affairs  
Sean Sullivan, Vice President of Business Services  
Mary-Rita Moore, President  
Raquel Cotuno, Executive Director of Grants Development

**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/>).

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Garrick Abezetian as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President, Athletics and Athletic Activities. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$171,928 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Garrick Abezetian and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Derrell Carter as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President, Communications and Institutional Advancement. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$161,924 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Derrell Carter and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Michael Garrity as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President, Information Systems. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$171,928 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Michael Garrity and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15th day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Paul Jensen as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President, Academic Innovation and Workforce Education. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$156,526 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Paul Jensen and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and John Lambrecht as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President, Facilities. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$177,858 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of John Lambrecht and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Andrea Bangura as Administrator (hereinafter referred to as "Administrator") for the position of Dean of Students. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$116,415 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Andrea Bangura and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Jennifer Davidson as Administrator (hereinafter referred to as "Administrator") for the position of Dean, Business and Technology. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$121,707 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Jennifer Davidson and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Humberto Espino as Administrator (hereinafter referred to as "Administrator") for the position of Assistant Vice President, Technology and Innovation. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$130,427 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Humberto Espino and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Pamela Harmon as Administrator (hereinafter referred to as "Administrator") for the position of Dean, Health Careers & Public Service Programs. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$126,999 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Pamela Harmon and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Denise Jones as Administrator (hereinafter referred to as "Administrator") for the position of Dean, Retention and Student Engagement. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$116,415 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Denise Jones and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Kevin Li as Administrator (hereinafter referred to as "Administrator") for the position of Dean, Arts and Sciences. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$132,385 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Kevin Li and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Jacqueline Lynch as Administrator (hereinafter referred to as "Administrator") for the position of Dean, Adult Education. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$124,146 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Jacqueline Lynch and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Hillary Meyer as Administrator (hereinafter referred to as "Administrator") for the position of Dean, Academic Success. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$116,415 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Hillary Meyer and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Purva Rushi as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director, Strategic Planning and Accreditation. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$116,415 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Purva Rushi and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Kurian Tharakunnel as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director, Research and Institutional Effectiveness. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$126,629 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Kurian Tharakunnel and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Sam Tolia as Administrator (hereinafter referred to as "Administrator") for the position of Director, Marketing Services. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$130,427 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Sam Tolia and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and James Reynolds as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director, Finance. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$116,199 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of James Reynolds and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Colleen Rockafellow as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director, Business Operations. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$95,249 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Colleen Rockafellow and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Derek Salinas-Lazarski as Administrator (hereinafter referred to as "Administrator") for the position of Associate Dean, Arts and Sciences. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$97,154 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Derek Salinas-Lazarski and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Ricardo Segovia as Administrator (hereinafter referred to as "Administrator") for the position of Associate Dean, College Readiness. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$115,117 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Ricardo Segovia and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Christina Skasa as Administrator (hereinafter referred to as "Administrator") for the position of Director, Grants and Pre Award Operations. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$97,154 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Christina Skasa and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Ken Smith as Administrator (hereinafter referred to as "Administrator") for the position of Director, Admissions. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$95,249 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Ken Smith and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Shelley Tiwari as Administrator (hereinafter referred to as "Administrator") for the position of Director, Faculty Development and Student Success. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$106,714 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Shelley Tiwari and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Patricia Zinga as Administrator (hereinafter referred to as "Administrator") for the position of Associate Dean, Enrollment Services. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$113,748 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Patricia Zinga and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15th day of December, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Lee Jackson as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director, WEI Program. It is agreed as follows:

1. The Board shall employ the Administrator commencing from January 1, 2021 and ending October 21, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$74,082 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Lee Jackson and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Jessica Rubalcaba as Administrator (hereinafter referred to as "Administrator") for the position of Director of Business Services. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$80,154 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Jessica Rubalcaba and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Katie Rullo as Administrator (hereinafter referred to as "Administrator") for the position of Assistant Dean of Continuing Education. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$73,588 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Katie Rullo and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_

## EMPLOYMENT CONTRACT WITH SUSAN CAMPOS

**THIS AGREEMENT**, entered into as of the 15th day of June, 2021 by and between the Board of Trustees, Community College District N. 504, County of Cook and State of Illinois (Triton College), a body politic and corporate, hereinafter referred to as the "Board" and Susan Campos hereinafter referred to as "Susan Campos".

### WITNESSETH:

Whereas, the Board desires to employ Susan Campos as Vice President of Academic Affairs and Susan Campos desires to be employed by the Board in such capacity.

**NOW, THEREFORE IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANTS AND AGREEMENTS HEREIN SET FORTH**, it is agreed by and between the Board and Susan Campos as follows:

1. The term of the Agreement is from July 1, 2021 to June 30, 2023 both dates inclusive, unless sooner terminated as provided herein.
2. In full compensation for her services, the Board will, during the term of this Agreement, pay to Susan Campos for the fiscal years specified in this contract, an annual basic salary and stipend computed at the rate of:
  - A. **BASIC ANNUAL SALARY:** \$187,324 (One hundred eighty-seven thousand three hundred twenty-four and 00/100 dollars) from July 1, 2021 through June 30, 2023 inclusive. Payable in bi-weekly installments and subject to annual review and in no instance shall there be a decrease in salary. Salary payment shall be subject to withholding and other applicable taxes.
3. The Board shall pay Susan Campos' required employee State Universities Retirement System (SURS) Contribution under such Act. Said contributions shall be deemed employer contributions pursuant to the Internal Revenue Code.

4. The Board shall provide automobile expenses not to exceed \$550 per month during the term of this Agreement.

5. The Board shall pay expenses for the leasing and usage of a cell phone at the rate of \$150.00 per month during the term of this agreement.

6. In addition to the above, Susan Campos shall be entitled to all benefits provided by the Board for other administrators employed by the Board as detailed in the Administrative Policy Manual.

7. During the term of this Agreement, Susan Campos is to serve as Vice President and will perform such other duties as may be assigned to her from time to time by the Board. Susan Campos hereby agrees to faithfully perform and discharge all duties as assigned and directed, to the satisfaction of the President of the College and the Board; and does further agree to abide by all rules, regulations and practices of the College.

8. Susan Campos will devote her entire time, attention and energies to her employment during the term of the Agreement, and will not engage in any other business activity, whether for compensation or otherwise. Notwithstanding the provisions of the preceding sentence, however, Susan Campos may engage in such extra-curricular consulting (including accreditation services) activities for compensation or not, that are reasonably related to her employment as Vice President.

9. This Agreement is for a fixed term unless notice of offer to extend or renew this Agreement is tendered by the Board of Trustees to Susan Campos.

10. This Agreement is for the personal service of Susan Campos and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement, and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written. No

amendment to this Agreement is effective unless it is set forth in writing, signed by both parties and attached hereto. This Agreement is to be construed in accordance with the laws of the State of Illinois.

11. All notices required or permitted to be sent hereunder are to be in writing, and shall be considered provided when delivered in person or when the same shall be deposited in the United States Mail and sent by registered or certified mail, with return receipt requested, and proper postage affixed thereto, as follows:

A. NOTICES TO THE BOARD

Secretary  
Board of Trustees of Community College  
District No. 504 (Triton College)  
2000 Fifth Avenue  
River Grove, Illinois 60171

B. Susan Campos

The addresses set forth herein may be changed by the parties from time to time by sending written notice of such changes to the other party.

17. This Agreement and any extension hereof is subject to Board Policy as set forth in the Administrative Policy Manual. This agreement incorporates the terms and provisions of the Administrative Policy Manual in effect at the time the contract is entered into by the Parties. All subsequent amendments and revisions shall be incorporated as though fully set forth herein as they are approved by the Board and shall be effective upon approval by the Board.

All administrative contract renewals are subject to Board policy as set forth in the Administrative Policy Manual and all contract renewals shall incorporate the terms and provisions of the Administrative Policy Manual and all revisions to it that are in effect at the time of renewal. All subsequent amendments and revisions of the Administrative Policy Manual that

occur during the term of any administrative contract, including those renewed, shall be effective upon approval by the Board of Trustees.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first above written.

BOARD OF TRUSTEES, COMMUNITY  
COLLEGE DISTRICT NO. 504,  
COUNTY OF COOK AND STATE OF  
ILLINOIS  
(TRITON COLLEGE)

\_\_\_\_\_  
SUSAN CAMPOS

BY \_\_\_\_\_  
CHAIRMAN

**EMPLOYMENT CONTRACT WITH JODI KOSLOW MARTIN**

**THIS AGREEMENT**, entered into as of the 15<sup>th</sup> day of June, 2021 by and between the Board of Trustees, Community College District N. 504, County of Cook and State of Illinois (Triton College), a body politic and corporate, hereinafter referred to as the "Board" and Jodi Koslow Martin hereinafter referred to as Jodi Koslow Martin.

**WITNESSETH:**

Whereas, the Board desires to employ Jodi Koslow Martin as Vice President of Enrollment Management and Student Affairs and Jodi Koslow Martin desires to be employed by the Board in such capacity.

**NOW, THEREFORE IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANTS AND AGREEMENTS HEREIN SET FORTH**, it is agreed by and between the Board and Jodi Koslow Martin as follows:

1. The term of the Agreement is from July 1, 2021 to June 30, 2023 both dates inclusive, unless sooner terminated as provided herein.
2. In full compensation for her services, the Board will, during the term of this Agreement, pay to Jodi Koslow Martin for the fiscal years specified in this contract, an annual basic salary and stipend computed at the rate of:
  - A. **BASIC ANNUAL SALARY:** \$185,672 (One hundred eighty-five thousand six hundred seventy-two and 00/100 dollars) from July 1, 2021 through June 30, 2023 inclusive. Payable in bi-weekly installments and subject to annual review and in no instance shall there be a decrease in salary. Salary payment shall be subject to withholding and other applicable taxes.
3. The Board shall pay Jodi Koslow Martin's required employee State Universities Retirement System (SURS) Contribution under such Act. Said contributions shall be deemed employer contributions pursuant to the Internal Revenue Code.

4. The Board shall provide automobile expenses not to exceed \$550 per month during the term of this Agreement.

5. The Board shall pay expenses for the leasing and usage of a cell phone at the rate of \$150.00 per month during the term of this agreement.

6. In addition to the above, Jodi Koslow Martin shall be entitled to all benefits provided by the Board for other administrators employed by the Board as detailed in the Administrative Policy Manual.

7. During the term of this Agreement, Jodi Koslow Martin is to serve as Vice President and will perform such other duties as may be assigned to her from time to time by the Board. Jodi Koslow Martin hereby agrees to faithfully perform and discharge all duties as assigned and directed, to the satisfaction of the President of the College and the Board; and does further agree to abide by all rules, regulations and practices of the College.

8. Jodi Koslow Martin will devote her entire time, attention and energies to her employment during the term of the Agreement, and will not engage in any other business activity, whether for compensation or otherwise. Notwithstanding the provisions of the preceding sentence, however, Jodi Koslow Martin may engage in such extra-curricular consulting (including accreditation services) activities for compensation or not, that are reasonably related to her employment as Vice President.

9. This Agreement is for a fixed term unless notice of offer to extend or renew this Agreement is tendered by the Board of Trustees to Jodi Koslow Martin.

10. This Agreement is for the personal service of Jodi Koslow Martin and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement, and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written. No amendment to this Agreement is effective unless it is set forth in writing, signed by both parties

and attached hereto. This Agreement is to be construed in accordance with the laws of the State of Illinois.

11. All notices required or permitted to be sent hereunder are to be in writing, and shall be considered provided when delivered in person or when the same shall be deposited in the United States Mail and sent by registered or certified mail, with return receipt requested, and proper postage affixed thereto, as follows:

A. NOTICES TO THE BOARD

Secretary  
Board of Trustees of Community College  
District No. 504 (Triton College)  
2000 Fifth Avenue  
River Grove, Illinois 60171

B. Jodi Koslow Martin

The addresses set forth herein may be changed by the parties from time to time by sending written notice of such changes to the other party.

17. This Agreement and any extension hereof is subject to Board Policy as set forth in the Administrative Policy Manual. This agreement incorporates the terms and provisions of the Administrative Policy Manual in effect at the time the contract is entered into by the Parties. All subsequent amendments and revisions shall be incorporated as though fully set forth herein as they are approved by the Board and shall be effective upon approval by the Board.

All administrative contract renewals are subject to Board policy as set forth in the Administrative Policy Manual and all contract renewals shall incorporate the terms and provisions of the Administrative Policy Manual and all revisions to it that are in effect at the time of renewal. All subsequent amendments and revisions of the Administrative Policy Manual that occur during the term of any administrative contract, including those renewed, shall be effective

upon approval by the Board of Trustees.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first above written.

BOARD OF TRUSTEES, COMMUNITY  
COLLEGE DISTRICT NO. 504,  
COUNTY OF COOK AND STATE OF  
ILLINOIS  
(TRITON COLLEGE)

\_\_\_\_\_  
JODI KOSLOW MARTIN

BY \_\_\_\_\_  
CHAIRMAN

**EMPLOYMENT CONTRACT WITH SEAN SULLIVAN**

**THIS AGREEMENT**, entered into as of the 15th day of June, 2021 by and between the Board of Trustees, Community College District N. 504, County of Cook and State of Illinois (Triton College), a body politic and corporate, hereinafter referred to as the "Board" and Sean Sullivan hereinafter referred to as Sean Sullivan.

**WITNESSETH:**

Whereas, the Board desires to employ Sean Sullivan as Vice President of Business Services and Sean Sullivan desires to be employed by the Board in such capacity.

**NOW, THEREFORE IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANTS AND AGREEMENTS HEREIN SET FORTH**, it is agreed by and between the Board and Sean Sullivan as follows :

1. The term of the Agreement is from July 1, 2021 to June 30, 2023 both dates inclusive, unless sooner terminated as provided herein.
2. In full compensation for his services, the Board will, during the term of this Agreement, pay to Sean Sullivan for each fiscal year specified in this contract, an annual basic salary and stipend computed at the rate of:
  - A. BASIC ANNUAL SALARY: \$ 244,554 (Two hundred forty-four thousand five hundred fifty-four and 00/100 dollars) from July 1, 2021 to June 30, 2023 inclusive. Payable in bi-weekly installments and subject to annual review and in no instance shall there be a decrease in salary. Salary payment shall be subject to withholding and other applicable taxes.
  - B. STIPEND: For calendar year 2022, the Board agrees to provide for Sean Sullivan, a tax sheltered annuity in the amount of TWO THOUSAND, FOUR HUNDRED AND 00/100 DOLLARS (\$2,400.00) to be placed with a firm of his choice on or before January 31 of each year of this

contract, to be provided by the Board in compliance with the Internal Revenue Code.

3. The Board shall pay Sean Sullivan's required employee State Universities Retirement System (SURS) Contribution under such Act. Said contributions shall be deemed employer contributions pursuant to the Internal Revenue Code.

4. The Board shall provide automobile expenses not to exceed \$550 per month during the term of this Agreement.

5. The Board shall pay expenses for the leasing and usage of a cell phone at the rate of \$150.00 per month during the term of this agreement.

6. Sean Sullivan shall receive all retirement benefits specified in the Administrative Policy Manual in effect at the time of retirement.

7. The Board shall pay the cost of an annual professional medical examination, but not exceeding the total sum for such examination of THREE HUNDRED AND 00/100 DOLLARS (\$300.00) for each year.

8. Sean Sullivan shall receive life insurance for the benefit of his selected beneficiaries, consistent with all provisions of the Administrative Policy Manual and Triton College Health Insurance Plan, including double indemnity clauses; however, the amount of the insurance shall be set at a rate equal to three times (3x) the highest amount shown on his "W-2 Wage and Tax statement" itemized under "Medicare wages & tips" for last full year of employment, but in no event shall it be less than three times (3x) the compensation shown in paragraph 2 above.

9. During employment, Sean Sullivan shall be granted a full waiver of tuition and fees for any course offered at Triton College for the employee, spouse and children. For a period of five years following retirement, the employee's children shall be granted a full waiver of tuition and fees for any course offered at Triton College.

10. Eligibility for continuation of participation in the health insurance plan shall be

for five (5) years beyond the limits set forth in the Congressional Omnibus Reconciliation Act (COBRA) under the same terms and contributions as then paid by active Administrators.

11. In addition to the above, Sean Sullivan shall be entitled to all benefits provided by the Board for other administrators employed by the Board as detailed in the Administrative Policy Manual.

12. During the term of this Agreement, Sean Sullivan is to serve as Vice President and will perform such other duties as may be assigned to him from time to time by the Board. Sean Sullivan hereby agrees to faithfully perform and discharge all duties as assigned and directed, to the satisfaction of the President of the College and the Board; and does further agree to abide by all rules, regulations and practices of the College.

13. Sean Sullivan will devote his entire time, attention and energies to his employment during the term of the Agreement, and will not engage in any other business activity, whether for compensation or otherwise. Notwithstanding the provisions of the preceding sentence, however, Sean Sullivan may engage in such extra curricular consulting (including accreditation services) activities for compensation or not, that are reasonably related to his employment as Vice President.

14. This Agreement is for a fixed term unless notice of offer to extend or renew this Agreement is tendered by the Board of Trustees to Sean Sullivan.

15. This Agreement is for the personal service of Sean Sullivan and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement, and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written. No amendment to this Agreement is effective unless it is set forth in writing, signed by both parties and attached hereto. This Agreement is to be construed in accordance with the laws of the State

of Illinois.

16. All notices required or permitted to be sent hereunder are to be in writing, and shall be considered provided when delivered in person or when the same shall be deposited in the United States Mail and sent by registered or certified mail, with return receipt requested, and proper postage affixed thereto, as follows:

A. NOTICES TO THE BOARD

Secretary  
Board of Trustees of Community College  
District No. 504 (Triton College)  
2000 Fifth Avenue  
River Grove, Illinois 60171

B. Sean Sullivan

The addresses set forth herein may be changed by the parties from time to time by sending written notice of such changes to the other party.

17. This Agreement and any extension hereof is subject to Board Policy as set forth in the Administrative Policy Manual. This agreement incorporates the terms and provisions of the Administrative Policy Manual in effect at the time the contract is entered into by the Parties. All subsequent amendments and revisions shall be incorporated as though fully set forth herein as they are approved by the Board and shall be effective upon approval by the Board.

All administrative contract renewals are subject to Board policy as set forth in the Administrative Policy Manual and all contract renewals shall incorporate the terms and provisions of the Administrative Policy Manual and all revisions to it that are in effect at the time of renewal. All subsequent amendments and revisions of the Administrative Policy Manual that occur during the term of any administrative contract, including those renewed, shall be effective upon approval by the Board of Trustees.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first above written.

BOARD OF TRUSTEES, COMMUNITY  
COLLEGE DISTRICT NO. 504,  
COUNTY OF COOK AND STATE OF  
ILLINOIS  
(TRITON COLLEGE)

SEAN SULLIVAN \_\_\_\_\_

BY \_\_\_\_\_  
CHAIRMAN

## EMPLOYMENT CONTRACT WITH MARY-RITA MOORE

**THIS AGREEMENT**, entered into as of the 15th day of June, 2021, by and between the Board of Trustees, Community College District No. 504, County of Cook and State of Illinois (Triton College), a body politic and corporate, hereinafter referred to as the "Board" and Mary-Rita Moore hereinafter referred to as Mary-Rita Moore.

### WITNESSETH:

Whereas, the Board desires to employ Mary-Rita Moore as President and Chief Executive Officer of Triton College and Mary-Rita Moore desires to be employed by the Board in such capacity.

**NOW, THEREFORE IN CONSIDERATION OF THE PREMISES**, it is agreed by and between the Board and Mary-Rita Moore as follows:

1. The term of the Agreement is from July 1, 2021 to June 30, 2023, both dates inclusive unless sooner terminated as provided herein.
2. During the term of this Agreement, Mary-Rita Moore is to serve as President and Chief Executive Officer of Triton College, and will perform the duties and responsibilities of her position as set forth in the official position description, which is attached hereto and made a part of this agreement and designated as Exhibit "A" and part of the Triton College Board of Trustees' Policy Manual and hereby incorporated by reference, and will perform such other additional duties as may be assigned to him/her from time to time by the Board. Such duties shall be of a nature consistent with the duties of President of a Community College. The Board will provide Mary-Rita Moore with office space, equipment, and such administrative, educational, and clerical faculty and staff as may be required to develop and maintain a community college program within the District. Mary-Rita Moore will make such recommendations to the Board concerning programs, personnel appointments, expenditures, and faculty, staff, and student regulations which, in her best professional judgment, are necessary or desirable for the

maintenance of the College program. Final approval of the Board is required prior to the commencement of the program, the appointment of personnel, the incurring of financial obligations, adoption of regulations, and the implementation of other matters of policy. Mary-Rita Moore will make regular reports to the Board of the status of the College program and submit her recommendations for its improvement. Mary-Rita Moore will provide the Board and its members with such information as they may reasonably request from time to time.

3. The Board may adopt rules and regulations from time to time and, to the extent that such rules and regulations are not inconsistent with the provisions of this Agreement, Mary-Rita Moore will abide by them.

4. Mary-Rita Moore will devote her entire time, attention and energies to her employment during the term of this Agreement, and will not engage in any other business activity, whether for compensation or otherwise. Notwithstanding the provisions of the preceding sentence, however, Mary-Rita Moore may, subject to the giving of prior notice to the Board, on her vacation days, engage in such extra-curricular consulting (including accreditation services) activities, teaching, lecturing, public speaking and professional writing, for compensation or not, that are reasonably related to, and not inconsistent with, her employment as President, and subject to prior approval of the Board, may become a member of the Board of Directors of corporations, provided such activities or memberships shall not interfere with her responsibilities or conflict with the Board's policies or objectives.

5. During the term of the Agreement, Mary-Rita Moore shall give reasonable notice to the Chairman of the Board if she is to be absent from her duties for in excess of two (2) days.

6. In full compensation for her services, the Board will, during the term of this Agreement, pay to Mary-Rita Moore for each fiscal year specified in this contract, an annual basic salary and stipend computed at the rate of:

- A. BASIC ANNUAL SALARY: \$258,916 (two hundred fifty-eight thousand nine hundred sixteen) for fiscal year 2022 payable in bi-weekly installments and subject to annual review. Any changes to Mary-Rita Moore's basic annual salary shall be approved by the Board of Trustees prior to onset of the next fiscal year. Salary payments shall be subject to withholding and other applicable taxes.
- B. STIPEND: For calendar year 2022, the Board agrees to provide for Mary-Rita Moore, a tax sheltered annuity in the amount of Twenty Four Thousand and 00/100 Dollars (\$24,000.00) to be placed with a firm of her choice on or before January 31 and of each year of this contract, to be provided by the Board in compliance with the Internal Revenue Code.

7. The Board shall pay Mary-Rita Moore's required employee State University Retirement System (SURS) Contribution under such Act. Said contributions shall be deemed employer contributions pursuant to the Internal Revenue Code.

8. The Board shall pay Mary-Rita Moore's Medicare contributions in the amount of 1.45% of the President's wages.

9. In addition to the above, Mary-Rita Moore shall be entitled to all benefits provided by the Board for other administrators employed by the Board as detailed in the Administrative Policy Manual, Section XII. Mary-Rita Moore shall be allowed to participate in the Triton College health insurance PPO at the level of her choice until she reaches the age of 70. The Board shall pay all costs associated with the health insurance coverage.

10. Mary-Rita Moore shall receive all retirement benefits specified in the Administrative Policy Manual in effect at the time of retirement.

11. The Board shall pay the cost of an annual professional medical examination, but not exceeding the total sum for such examination of THREE HUNDRED AND 00/100 DOLLARS (\$300.00) for each year.

12. Mary-Rita Moore shall receive life insurance for the benefit of her selected beneficiaries, consistent with all provisions of the Administrative Policy Manual and Triton College Health Insurance Plan, including double indemnity clauses; however, the amount of the insurance shall be set at a rate equal to three times (3x) the highest amount shown on her "W-2 Wage and Tax statement" itemized under "Medicare wages & tips" for the last full year of employment, but in no event shall be less than three times (3x) the compensation shown in paragraph 6.A. above.

13. The Board shall provide to Mary-Rita Moore an automobile, including a cellular telephone, or reimbursement thereof, as mutually agreed upon for business and personal use during the term of this Contract. The automobile shall not be more than three (3) years in age, and during the term of this Contract, shall be fully maintained by the Board, including but not limited to keeping the automobile in safe, usable condition, and providing for all expenses incidental to automobile usage including insurance.

14. Prior to January 31 of each year, commencing in 2022 the Board will meet with Mary-Rita Moore and evaluate her performance with reference to the duties and responsibilities of her position as set forth in the official position description which is a part of the Triton College Board of Trustees Policy Manual. At such time, the Board shall evaluate this Agreement, and may, if it deems fit, propose extending this Agreement through execution of a written amendment with Mary-Rita Moore, which shall be approved by the Board of Trustees at a public meeting.

15. This agreement may be terminated in any of the following ways:
- A. By Mary-Rita Moore's delivery of written notice to the Board at least (90) days prior to the effective date specified in said notice.
  - B. By the Board, for just cause as follows:
    - ..... (i) Death of Mary-Rita Moore;
    - ..... (ii) Serious disability of a nature which, even with reasonable accommodation, renders Mary-Rita Moore physically or mentally incompetent to perform her obligations pursuant to this Agreement for a period in excess of three (3) months;
    - ..... (iii) Any act, omission of duty, or conduct of Mary-Rita Moore of a serious nature which brings substantial discredit or injury to the reputation of the College, the Board, or the President;
    - ..... (iv) Any willful or serious failure by Mary-Rita Moore to comply with the rules and policies established by the Board;
    - ..... (v) Any breach of the terms of the Agreement by Mary-Rita Moore, which the Board, in the exercise of prudent judgment, and for good and just cause shown, considers to be material and sufficient for termination.
    - ..... (vi) For failure to perform her duties and responsibilities at a level acceptable to the Board.

If the Board seeks to terminate Mary-Rita Moore for cause it shall first provide Mary-Rita Moore with full notice of the reasons for her termination and an opportunity to respond to those reasons at a hearing. Such hearing shall be before the Board or, if the Board so determines, before a committee of the Board. If the hearing is conducted by the committee, the committee will report the findings to

the full Board. The full Board will then accept, reject, or amend the committee's recommendation as to whether just cause exists to terminate this Agreement. If the full Board then determines to terminate this Agreement, the Board shall specify the effective date of the termination.

C. By the Board without cause: The parties acknowledge that the Board retains the sole and unlimited discretion to change the Administration at the College. If the Board chooses to terminate this Agreement without cause, it will take all reasonable steps to safeguard the professional reputation of the President. The Board's right of termination under this Subparagraph may be exercised without any obligation to provide Mary-Rita Moore with a pre-termination or post-termination hearing, and Mary-Rita Moore expressly waives any right she may possess to such a hearing.

16. In the event of termination, Mary-Rita Moore shall be entitled to compensation as follows:

A. .... If, pursuant to Paragraph 15A, Mary-Rita Moore elects to terminate the Agreement, she shall receive the compensation provided for in this Agreement until the effective date of the termination, as well as compensation for any accrued vacation days.

B. .... If, pursuant to Paragraph 15B, Mary-Rita Moore is terminated for cause, her compensation shall cease upon termination.

C. .... If, pursuant to Paragraph 15C, the Board terminates Mary-Rita Moore without cause, she shall be compensated as follows:

(i) Commencing with the effective date of such termination, the Board shall continue to pay Mary-Rita Moore her base salary in effect on the date of such notice, in bi-weekly installments, for one year from the date of Mary-Rita Moore's last date of employment.

- (ii) During the period of such severance payments, the Board shall continue to provide Mary-Rita Moore annuity premium payments as provided in Paragraph 6B, and Mary-Rita Moore will be included in hospitalization and insurance benefits provided to other administrators. The severance payments provided in this subparagraph are in lieu of all other claims and rights which Mary-Rita Moore has or may have under this Agreement, under existing laws, or under any Board policies, including those pertaining to administrative tenure as set forth in the Administrative Policy Manual relating to the termination of Agreements.

17. The Board may, for any reason whatsoever, determine that this Agreement will not be renewed. If the Board so determines, it shall send written notice thereof to Mary-Rita Moore at least five (5) months prior to the termination date of the Agreement, that it will not be renewed. If the Board gives such notice, then this Agreement shall terminate on June 30, 2023. In the event of the failure to provide such notification, this Agreement shall be deemed extended for ninety (90) days and it shall thereupon terminate.

18. On the effective termination date of this Agreement, Mary-Rita Moore will surrender to the Board the possession of her office and any automobile and other equipment and property owned by the Board. Mary-Rita Moore will not be entitled to office services after such termination date.

19. This Agreement is for the personal service of Mary-Rita Moore and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement, and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written. No

amendment to this Agreement is effective unless it is set forth in writing, signed by both parties and attached hereto. This Agreement is to be construed in accordance with the laws of the State of Illinois.

20. All notices required or permitted to be sent hereunder are to be in writing, and shall be considered provided when delivered in person or when the same shall be deposited in the United States Mail and sent by registered or certified mail, with return receipt requested, and proper postage affixed thereto, as follows:

A. NOTICES TO THE BOARD

Secretary  
Board of Trustees of Community College  
District No. 504 (Triton College)  
2000 5th Avenue  
River Grove, Illinois 60171

B. NOTICES TO MARY-RITA MOORE:

The addresses set forth herein may be changed by the parties from time to time by sending written notice of such changes to the other party.

21. This Agreement shall be binding upon the parties and upon their heirs, executors, administrators, and successors.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first above written.

\_\_\_\_\_  
MARY-RITA MOORE

BOARD OF TRUSTEES, COMMUNITY  
COLLEGE DISTRICT NO. 504,  
COUNTY OF COOK AND STATE OF  
ILLINOIS (TRITON COLLEGE)

ATTEST:

BY \_\_\_\_\_  
SECRETARY OF THE BOARD

BY \_\_\_\_\_  
CHAIRMAN

DATE: \_\_\_\_\_



- F. Provide a climate that encourages the development and implementation of progressive institutional initiatives.
- G. Provide leadership and organization in the development of problem-solving approaches that integrate the entire College community.
- H. Provide leadership in the recruitment and selection of a superior staff of professional and support personnel and foster a climate which is conducive in building commitment to the institutional purpose and missions.
- I. Provide recommendations to the Board of Trustees for initial or continued employment of all employees of the College, and recommend promotions and/or terminations.
- J. Under the supervision of the Board, coordinate the President's annual evaluation process.
- K. Responsible for promoting a favorable public image of the College to internal and external constituencies and representing the College to the general public, directly and through the media, so as to communicate the goals and programs of the College.
- L. Participate in concert with other college presidents and leaders in attempts to influence local, state and federal agencies to best serve the needs of the institution and district.
- M. Assess the overall effectiveness of the institution with respect to the mission statement and objectives of the college on an annual basis.
- N. Delegate to members of the President's staff powers and duties as the President deems appropriate in the administration of the College.
- O. Perform other duties assigned or delegated by the Board of Trustees.<sup>1</sup>

## AGREEMENT

This Agreement is made and entered into this 15<sup>th</sup> day of June 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Raquel Cotuno as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director, Grants Development. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2021 and ending June 30, 2022 and said Administrator shall be compensated at the annual basic salary rate of \$117,385 payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Raquel Cotuno and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

Board of Trustees of Community College District  
No. 504 (Triton College),  
County of Cook and State of Illinois

By: \_\_\_\_\_

By: \_\_\_\_\_