



**Regular Meeting of the  
Board of Trustees**

**Agenda**

**Tuesday, November 16, 2021**

- I. CALL TO ORDER** November 16, 2021 at 6:35 p.m.  
or immediately following the Board Audit Committee  
Boardroom (A-300)
- II. ROLL CALL**
- III. APPROVAL OF BOARD MINUTES – VOLUME LVIII**  
Minutes of the Regular Board Meeting of October 19, 2021, No. 5
- IV. COMMENTS ON THIS AGENDA**
- V. CITIZEN PARTICIPATION**
- VI. REPORTS/ANNOUNCEMENTS – Employee Groups**
- VII. STUDENT SENATE REPORT**
- VIII. BOARD COMMITTEE REPORTS**
  - A. Academic Affairs/Student Affairs
  - B. Finance/Maintenance & Operations
- IX. ADMINISTRATIVE REPORT**
- X. PRESIDENT’S REPORT**
- XI. CHAIRMAN’S REPORT**
- XII. NEW BUSINESS**
  - A. Action Exhibits
    - 16665 Budget Transfers
    - 16666 2022 PayFlex FSA Administrative Services Fees
    - 16667 2022 Blue Cross Blue Shield PPO Premium Rates
    - 16668 2022 Blue Cross Blue Shield HMO Premium Rates
    - 16669 2022 Delta Dental PPO Premium Rates
    - 16670 2022 Voluntary Delta Dental Premium Rates
    - 16671 Employee Health Insurance Co-Premiums
    - 16672 Agreement with Kaleidoscope Group – Spring 2022
    - 16673 Curriculum 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 Contract

Ty Perkins, Associate Dean of Health Careers & Public Service Programs

Thomas Panas, Director of Financial Aid

Purva Rushi, Assistant Vice President of Institutional Initiatives, Planning & Accreditation

**XIII. COMMUNICATIONS – INFORMATION**

A. Human Resources Information Materials

B. Informational Material

**XIV. 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 (Probationary)**

This Probationary Employment Agreement is made and entered into this 16<sup>th</sup> day of November, 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, commonly known as Triton College, (hereinafter referred to as the "Board") and **Ty Perkins** (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of an **Associate Dean of Health Careers and Public Service Programs**; and

**WHEREAS**, it is the recommendation of the Triton College Administration that the Board offer such position to **Ty Perkins**;

**WHEREAS**, **Ty Perkins** is desirous of providing said services to the Board as a **Associate Dean of Health Careers and Public Service Programs**;

**NOW, THEREFORE, in consideration of the mutual covenants and agreements herein set forth, it is agreed by the Board and Administrator follows:**

1. The Board shall employ the Administrator commencing from **November 22, 2021** and ending **May 22, 2022**.
2. The Board shall compensate Administrator bi-weekly installments, based upon an annual base salary \$94,000.
3. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of **Associate Dean of Health Careers and Public Service Programs** as prescribed by the Board 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 qualifications and credentials to

hold said position have been relied upon by the Board in the formation of this Agreement and that such representations of qualifications are a material basis for the formation of the Agreement.

4. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned to the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the Board and Triton College in the performance of said services and duties.

5. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College. The Administrator acknowledges and agrees that the President of the College may reassign job responsibilities as specified in the Administrative Policy Manual, within the President's sole and exclusive discretion.

6. Initial employment under this Agreement is subject to an initial probationary period of up to one-hundred eighty (180) calendar days, commencing on November 22, 2021. Administrator shall be evaluated after the completion of sixty (60), one-hundred twenty (120) and one-hundred eighty (180) days of employment. After the completion of one-hundred eighty (180) calendar days, and contingent upon satisfactory evaluations by the President, Administrator will be recommended to the Board for permanent appointment to the position.

7. Upon written notice to the Administrator, the President may extend the probationary period for an additional sixty (60) calendar days. In the event of an extension of the probationary period, the Board shall approve an additional probationary employment agreement. Until such time as the Board approves a non-probationary employment

agreement, Administrator will not be considered to have completed the initial probationary employment period.

8. In the event that any Administrator's evaluations include an unsatisfactory rating, the President shall recommend immediate termination of employment to the Board at the next regularly scheduled meeting of the Board of Trustees. Administrator understands and agrees that employment may be terminated at any time during this probationary employment agreement.

9. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual the ("Manual"). The terms and provisions of the Manual, as such Manual may be amended in the Board's sole discretion from time to time, are incorporated by reference herein.

10. This Agreement is for the personal services of Administrator and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.

11. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois. All disputes shall be governed by the Circuit Court of Cook County.

12. During this period of employment, Administrator will not engage in any consulting activities without written authorization and under the terms and conditions as set forth in the Manual.

13. All notices required or permitted to be sent hereunder shall be in writing and

in the manner as set forth within. Notices shall be sent to the following addresses:

**A. Notices to the Board**

Secretary  
Board of Trustees of Community College  
District 504 (Triton College)  
2000 Fifth Avenue  
River Grove, Illinois 60171

**B. Ty Perkins**

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

**IN WITNESS WHEREOF, the parties executed the foregoing Agreement on the date first set out above.**

Administrator

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

\_\_\_\_\_

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

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

## **AGREEMENT (Probationary)**

This Probationary Employment Agreement is made and entered into this 16<sup>th</sup> day of November, 2021 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, commonly known as Triton College, (hereinafter referred to as the "Board") and **Thomas Panas** (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of an **Director of Financial Aid**; and

**WHEREAS**, it is the recommendation of the Triton College Administration that the Board offer such position to **Thomas Panas**;

**WHEREAS**, **Thomas Panas** is desirous of providing said services to the Board as a **Director of Financial Aid**;

**NOW, THEREFORE, in consideration of the mutual covenants and agreements herein set forth, it is agreed by the Board and Administrator follows:**

1. The Board shall employ the Administrator commencing from **December 7, 2021** and ending **June 7, 2022**.
2. The Board shall compensate Administrator bi-weekly installments, based upon an annual base salary \$92,000.
3. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of **Director of Financial Aid** as prescribed by the Board 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 qualifications and credentials to hold said position have been relied upon by the Board in

the formation of this Agreement and that such representations of qualifications are a material basis for the formation of the Agreement.

4. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned to the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the Board and Triton College in the performance of said services and duties.

5. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College. The Administrator acknowledges and agrees that the President of the College may reassign job responsibilities as specified in the Administrative Policy Manual, within the President's sole and exclusive discretion.

6. Initial employment under this Agreement is subject to an initial probationary period of up to one-hundred eighty (180) calendar days, commencing on December 7, 2021. Administrator shall be evaluated after the completion of sixty (60), one-hundred twenty (120) and one-hundred eighty (180) days of employment. After the completion of one-hundred eighty (180) calendar days, and contingent upon satisfactory evaluations by the President, Administrator will be recommended to the Board for permanent appointment to the position.

7. Upon written notice to the Administrator, the President may extend the probationary period for an additional sixty (60) calendar days. In the event of an extension of the probationary period, the Board shall approve an additional probationary employment agreement. Until such time as the Board approves a non-probationary employment agreement, Administrator will not be considered to have completed the initial probationary

employment period.

8. In the event that any Administrator's evaluations include an unsatisfactory rating, the President shall recommend immediate termination of employment to the Board at the next regularly scheduled meeting of the Board of Trustees. Administrator understands and agrees that employment may be terminated at any time during this probationary employment agreement.

9. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual the ("Manual"). The terms and provisions of the Manual, as such Manual may be amended in the Board's sole discretion from time to time, are incorporated by reference herein.

10. This Agreement is for the personal services of Administrator and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.

11. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois. All disputes shall be governed by the Circuit Court of Cook County.

12. During this period of employment, Administrator will not engage in any consulting activities without written authorization and under the terms and conditions as set forth in the Manual.

13. All notices required or permitted to be sent hereunder shall be in writing and in the manner as set forth within. Notices shall be sent to the following addresses:

**A. Notices to the Board**

Secretary  
Board of Trustees of Community College  
District 504 (Triton College)  
2000 Fifth Avenue  
River Grove, Illinois 60171

**B. Thomas Panas**

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

**IN WITNESS WHEREOF, the parties executed the foregoing Agreement on the date first set out above.**

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 16<sup>th</sup> day of November 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 Assistant Vice President of Institutional Initiatives, Planning & Accreditation. It is agreed as follows:

1. The Board shall employ the Administrator commencing from November 17, 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: \_\_\_\_\_