



**Regular Meeting of the  
Board of Trustees**

**Agenda**

**Tuesday, June 19, 2018**

- I. CALL TO ORDER** June 19, 2018 at 7:30 p.m.  
Boardroom – A-300
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. APPROVAL OF BOARD MINUTES – VOLUME LIV**  
Minutes of the Regular Board Meeting of May 15, 2018, 2018, No. 19
- 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
    - 16118 Budget Transfers
    - 16119 Approval of FY 2019 Tentative Budget
    - 16120 Prevailing Wage Resolution 2018-19
    - 16121 FY 2020 RAMP Report
    - 16122 Revision in Treasurer’s Bond
    - 16123 Reduction of Surety Bond – Capital Improvements for College Treasurer
    - 16124 Agreement with Quality Catering for Kids, Inc. for Child Development Center Food Service

- 16125 Certificate of Final Completion and Authorization of Final Payment for the Co-Generation Exhaust System Upgrades
- 16126 Albertsons/Safeway Corporate Charge Card Program
- 16127 American Digital Purchase of Network Hardware
- 16128 Apple, Inc. Purchase of Apple Equipment
- 16129 CDW Government Purchase of Computer Software and Peripherals
- 16130 Heartland Business Systems Purchase of Computer Hardware, Software, and Peripherals
- 16131 Integrated Document Technologies Maintenance Agreement Renewal
- 16132 Upland Software Filebound Service Agreement Renewal
- 16133 Midco Software Assurance Renewal
- 16134 Midco Hardware Support Renewal
- 16135 Midco Purchase of Telephone Equipment
- 16136 Regroup Service Agreement Renewal
- 16137 Speedlink Palo Alto Firewall Maintenance Renewal
- 16138 WebSolutions Website Hosting Agreement Renewal
- 16139 American Digital – HP Hardware Maintenance
- 16140 Renewal of Service Agreement with PeopleAdmin, Inc.
- 16141 Agreement with Shaker Recruitment, Advertising and Communications FY 18
- 16142 Agreement with Shaker Recruitment, Advertising and Communications FY 19
- 16143 ILLINET/OCLC Service Renewal Agreement with the Secretary of State/ State Librarian of the State of Illinois
- 16144 Titles for Library Removal/Weeding
- 16145 Release of Educational Technology Resource Center's VHS, DVD, and Audio Cassette Tapes for Disposal
- 16146 Blackboard Application Maintenance Renewal
- 16147 Agreement with Mango Languages
- 16148 Agreement with 2060 Digital
- 16149 Agreement with Hibu
- 16150 Agreement with iHeart Media
- 16151 Agreement with Polnet Communications, Ltd.
- 16152 Agreement with Total Traffic and Weather Network
- 16153 Agreement with Univision Communications Inc.
- 16154 Agreement with WGN-TV
- 16155 Curriculum Committee Recommendation, May 2018
- 16156 Curriculum Committee Recommendation, June 2018

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 Increases

- 3.5.01 Garrick Abezetian, Associate Vice President of Finance & Business Services
- 3.5.02 Michael Garrity, Associate Vice President of Information Systems
- 3.5.03 Joseph Klinger, Associate Vice President of Human Resources
- 3.5.04 John Lambrecht, Associate Vice President of Facilities
- 3.5.05 Deborah Baness King, Dean of Academic Success
- 3.5.06 Henry Bohleke, Dean of Business & Technology
- 3.5.07 Susan Campos, Dean of Health Careers & Public Service
- 3.5.08 Humberto Espino, Assistant Vice President of Technology & Innovation
- 3.5.09 Paul Jensen, Dean of Continuing Education
- 3.5.10 Kevin Li, Dean of Arts & Sciences
- 3.5.11 Jacqueline Lynch, Dean of Adult Education
- 3.5.12 Pamela Perry, Director of Planning & Accreditation
- 3.5.13 Sacella Smith, Executive Director of Grants Development
- 3.5.14 Kurian Tharakunnel, Executive Director of Research & Institutional Effectiveness
- 3.5.15 Sam Tolia, Director of Marketing Services
- 3.5.16 Amanda Turner, Dean of Enrollment Services
- 3.5.17 Raquel Monge, Director of Grants Compliance
- 3.5.18 James Reynolds, Executive Director of Finance
- 3.5.19 Ricardo Segovia, Associate Dean of College Readiness
- 3.5.20 Shelley Tiwari, Director of Faculty Development & Student Success
- 3.5.21 Patricia Zinga, Associate Dean of Enrollment Services
- 3.5.22 Audrey Jonas, Director of Public Affairs & Community Relations
- 3.5.23 Elise Rapala, Senior Database & System Administrator
- 3.5.24 Colleen Rockafellow, Assistant Dean of Continuing Education
- 3.5.25 Jessica Rubalcaba, Director for the Vice President of Student Affairs
- 3.5.26 Patricia Shields, Director of Corporate Outreach – Continuing Education
- 3.5.27 Debra Baker, Vice President of Academic Affairs
- 3.5.28 Sean Sullivan, Vice President of Business Services
- 3.5.29 Mary-Rita Moore, President

**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 ([triton.edu/about/administration/board-of-trustees/](http://triton.edu/about/administration/board-of-trustees/)) and in binders in the A Building 2<sup>nd</sup> and 3<sup>rd</sup> floor lobbies.

## **AGREEMENT**

This Agreement is made and entered into this 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Associate Vice President, Finance and Business Services and hiring Garrick Abezetian as an employee of Triton College to fill said position;

**WHEREAS**, Garrick Abezetian is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$159,269 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Associate Vice President, Finance and Business Services 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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. Notices to Garrick Abezetian:**

[REDACTED]

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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Associate Vice President, Information Systems and hiring Michael Garrity as an employee of Triton College to fill said position;

**WHEREAS**, Michael Garrity is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$159,269 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Associate Vice President, Information Systems 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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. Notices to Michael Garrity:**

[Redacted]

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 1<sup>st</sup> day of July 2018 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 Joseph Klinger as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of an Associate Vice President of Human Resources and hiring Joseph Klinger as an employee of Triton College to fill said position;

**WHEREAS**, Joseph Klinger is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$153,777 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Associate Vice President of Human Resources 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 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 Joseph Klinger 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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. Notices to Joseph Klinger:**

[REDACTED]

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 1<sup>st</sup> day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Associate Vice President of Facilities and hiring John Lambrecht as an employee of Triton College to fill said position;

**WHEREAS**, John Lambrecht is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$164,761 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position Associate Vice President of Facilities 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as provided in the Administrative Policy Manual. 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 Notices to John Lambrecht:**



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 1st day of July 2018 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 Deborah Baness King as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Dean of Academic Success and hiring Deborah Baness King as an employee of Triton College to fill said position;

**WHEREAS**, Deborah Baness King is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$128,103 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Dean of Academic Success 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 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 Deborah Baness King 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Deborah Baness King:**



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 1st day of July 2018 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 Henry Bohleke as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Dean of Business and Technology and hiring Henry Bohleke as an employee of Triton College to fill said position;

**WHEREAS**, Henry Bohleke is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$120,824 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Dean of Business and Technology 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 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 Henry Bohleke 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Henry Bohleke:**



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 1st day of July 2018 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 Susan Campos as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Dean of Health Careers and Public Service Programs and hiring Susan Campos as an employee of Triton College to fill said position;

**WHEREAS**, Susan Campos is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$127,613 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of 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 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 Susan Campos 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to 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 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 1<sup>st</sup> day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Assistant Vice President of Technology and Innovation and hiring Humberto Espino as an employee of Triton College to fill said position;

**WHEREAS**, Humberto Espino is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$120,824 payable in installments.
2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Assistant Vice President of Technology and Innovation 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Humberto Espino:**



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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of a Dean of Continuing Education and hiring Paul Jensen as an employee of Triton College to fill said position;

**WHEREAS**, Paul Jensen is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$128,110 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Dean of Continuing Education 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Paul Jensen:**



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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of a Dean of Arts and Sciences and hiring Kevin Li as an employee of Triton College to fill said position;

**WHEREAS**, Kevin Li is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$122,637 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Dean of Arts and Sciences 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 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 Lia nd 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Kevin Li:**

[REDACTED]

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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of a Dean of Adult Education and hiring Jacqueline Lynch as an employee of Triton College to fill said position;

**WHEREAS**, Jacqueline Lynch is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$115,005 payable in installments.
2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Dean of Adult Education 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as provided in the Administrative Policy Manual. 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 Notices to Jacqueline Lynch:**



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 1st day of July 2018 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 Perry as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of an Director of Planning and Accreditation and hiring Pamela Perry as an employee of Triton College to fill said position;

**WHEREAS**, Pamela Perry is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$121,413 payable in installments.
2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Director of Planning and Accreditation 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 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 Perry 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Pamela Perry:**

[REDACTED]

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 1st day of July 2018 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 Sacella Smith as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of an Executive Director of Grants Development and hiring Sacella Smith as an employee of Triton College to fill said position;

**WHEREAS**, Sacella Smith is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$122,592 payable in installments.
2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Executive Director of Grants Development 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 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 Sacella 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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. Notices to Sacella Smith**



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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Executive Director of Research and Institutional Effectiveness and hiring Kurian Tharakunnel as an employee of Triton College to fill said position;

**WHEREAS**, Kurian Tharakunnel is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$117,305 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Executive Director of Research and Institutional Effectiveness 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Kurian Tharakunnel:**

[REDACTED]

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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of a Director of Marketing and hiring Sam Tolia as an employee of Triton College to fill said position;

**WHEREAS**, Sam Tolia is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate \$120,824 payable in installments.
2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Director of Marketing 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Sam Tolia:**

[REDACTED]

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 1<sup>st</sup> day of July 2018 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 Amanda Turner as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Dean of Enrollment Services and hiring Amanda Turner as an employee of Triton College to fill said position;

**WHEREAS**, Amanda Turner is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$120,824 payable in installments.
2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Dean of Enrollment Services 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 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 Amanda Turner 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Amanda Turner:**

[REDACTED]

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 1st day of July 2018 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 Monge as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Director of Grants Compliance and hiring Raquel Monge as an employee of Triton College to fill said position;

**WHEREAS**, Raquel Monge is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$98,856 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Director of Grants Compliance 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 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 Monge 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Raquel Monge**

[REDACTED]

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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Executive Director, Finance and hiring James Reynolds as an employee of Triton College to fill said position;

**WHEREAS**, James Reynolds is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$107,643 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Executive Director, Finance 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to James Reynolds:**



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 1st day of July, 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Associate Dean of College Readiness and hiring Ricardo Segovia as an employee of Triton College to fill said position;

**WHEREAS**, Ricardo Segovia is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$106,641 payable in installments.

2. The Administrator has represented to the Board that he fully meets the qualifications to hold the position of Associate Dean of College Readiness 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Ricardo Segovia:**

[REDACTED]

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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of a Director of Faculty Development and Student Success and hiring Shelley Tiwari as an employee of Triton College to fill said position;

**WHEREAS**, Shelley Tiwari is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$98,856 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Director of Faculty Development and Student Success 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Shelley Tiwari**

[REDACTED]

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 1<sup>st</sup> day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Associate Dean of Enrollment Services and hiring Patricia Zinga as an employee of Triton College to fill said position;

**WHEREAS**, Patricia Zinga is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$105,372 payable in installments.
2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Associate Dean of Enrollment Services 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Patricia Zinga:**



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 1<sup>st</sup> day of July 2018 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 Audrey Jonas as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Director of Public Affairs and Community Relations and hiring Audrey Jonas as an employee of Triton College to fill said position;

**WHEREAS**, Audrey Jonas is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$70,383 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Director of Public Affairs and Community Relations 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 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 Audrey Jonas 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Audrey Jonas:**



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 1<sup>st</sup> day of July 2018 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 Elise Rapala as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Senior Database and System Administrator and hiring Elise Rapala as an employee of Triton College to fill said position;

**WHEREAS**, Elise Rapala is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$78,995 payable in installments.
2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Senior Database and System Administrator 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 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 Elise Rapala 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Elise Rapala:**



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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of an Assistant Dean of Continuing Education and hiring Colleen Rockafellow as an employee of Triton College to fill said position;

**WHEREAS**, Colleen Rockafellow is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$79,105 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Assistant Dean of Continuing Education 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Colleen Rockafellow:**



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 1st day of July 2018 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").

**WHEREAS**, the Board is desirous of obtaining the services of a Director for the Vice President of Student Affairs and hiring Jessica Rubalcaba as an employee of Triton College to fill said position;

**WHEREAS**, Jessica Rubalcaba is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$74,252 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Director for the Vice President of Student Affairs 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 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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 Notices to Jessica Rubalcaba**



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 1st day of July 2018 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 Shields as Administrator (hereinafter referred to as "Administrator").

**WHEREAS**, the Board is desirous of obtaining the services of a Director, Corporate Outreach – Continuing Education and hiring as an employee of Triton College to fill said position;

**WHEREAS**, Patricia Shields is desirous of providing said services to the Board and to be employed by Triton College in said capacity;

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

1. The Board shall employ the Administrator commencing from July 1, 2018 and ending June 30, 2019 and said Administrator shall be compensated at the annual basic salary rate of \$72,494 payable in installments.

2. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Director, Corporate Outreach – Continuing Education 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 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 Shields 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.

8. All notices required or permitted to be sent hereunder are to be in writing, as proved in the Administrative Policy Manual. 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. Notices to Patricia Shields**



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: \_\_\_\_\_

## EMPLOYMENT CONTRACT WITH DEBRA BAKER

**THIS AGREEMENT**, entered into as of the 1<sup>st</sup> day of July, 2018 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 Debra Baker hereinafter referred to as Debra Baker.

### WITNESSETH:

Whereas, the Board desires to employ Debra Baker as Vice President of Academic Affairs and Debra Baker 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 Debra Baker as follows:

1. The term of the Agreement is from July 1, 2018 to June 30, 2019 both dates inclusive, unless sooner terminated as provided herein.
2. In full compensation for her services, the Board will, during the term of the Agreement, pay to Debra Baker for the fiscal years specified in the contract, an annual basic salary and stipend computed at the rate of:
  - A. BASIC ANNUAL SALARY: \$193,418 (One hundred ninety-three thousand four hundred eighteen and 00/100 dollars) from July 1, 2018 through June 30, 2019 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 Debra Baker'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 the 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 the agreement.

6. In addition to the above, Debra Baker 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 the Agreement, Debra Baker 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. Debra Baker 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. Debra Baker 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, Debra Baker 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 Debra Baker.

10. This Agreement is for the personal service of Debra Baker 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. Debra Baker



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.

12. 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.

13. 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)

\_\_\_\_\_  
DEBRA BAKER

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

## EMPLOYMENT CONTRACT WITH SEAN SULLIVAN

**THIS AGREEMENT**, entered into as of the 1st day of July, 2018 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, 2018 to June 30, 2019 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: \$226,546 (Two hundred twenty-six thousand five hundred forty-six and 00/100 dollars) from July 1, 2018 to June 30, 2019 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 2018, 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 1st day of July, 2018, 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, 2018 to June 30, 2019, 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 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: \$239,850 (two hundred thirty-nine thousand eight hundred fifty and 00/100 dollars) for fiscal year 2019 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 2018, the Board agrees to provide for Mary-Rita Moore, a tax sheltered annuity in the amount of Fifteen Thousand and 00/100 Dollars (\$15,000.00) to be placed with a firm of her 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.

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.

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, 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 2019 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, 2019. 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: \_\_\_\_\_