



**Regular Meeting of the
Board of Trustees**

NOTICE: Due to Governor Pritzker's Stay at Home Order of 03/20/20, this Board meeting will be held via teleconference utilizing the number listed below.

Individuals who wish to address the Board of Trustees during the Citizen Participation portion of the meeting should send an email to susanpage@triton.edu including your name, town/affiliation, and the item you wish to address, no later than Tuesday, March 24, 2020 at 6:00 p.m.

Agenda

Tuesday, March 24, 2020

- I. CALL TO ORDER** March 24, 2020 at 6:30 p.m.
Teleconference Toll Free Number 877-873-8018
Access Code: 6586330#
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. APPROVAL OF BOARD MINUTES – VOLUME LVI**
Minutes of the Regular Board Meeting of February 18, 2020, No. 12
- V. COMMENTS ON THIS AGENDA**
- VI. CITIZEN PARTICIPATION**
- VII. REPORTS/ANNOUNCEMENTS – Employee Groups**
- VIII. STUDENT SENATE REPORT**
- IX. BOARD COMMITTEE REPORTS**
 - A. Academic Affairs/Student Affairs
 - B. Finance/Maintenance & Operations
- X. ADMINISTRATIVE REPORT**
- XI. PRESIDENT'S REPORT**
- XII. CHAIRMAN'S REPORT**

XIII. NEW BUSINESS

A. Board Policy – First Reading

Student Affairs

5105 Student Code of Conduct/Triton Trust

Board Policy – Second Reading

Business Services

3292 Investment of College Funds

B. Action Exhibits

16409 Budget Transfers

16410 Agreement with Economic Modeling, LLC of Moscow, Idaho (Emsi)

16411 Certificate of Final Completion and Authorization of Final Payment for the B-Building Rooftop HVAC Unit Replacement Project

16412 2020 Community College Educational Agreement Amendment

16413 Change of Course Fees for Biology and Sociology Courses

16414 Cooperative Agreement with Village of Elmwood Park Fire Department

16415 Intergovernmental Agreement with Village of Rosemont Fire Department

16416 College Curriculum Committee Recommendations

16417 Campus Closure – Confirmation of Board Poll

C. Purchasing Schedules

D. Bills and Invoices

E. 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

F. Human Resources Report

Administrative Contract Approvals and Increases*

- Denise Jones, Dean of Retention & Student Engagement
- Pamela Harmon, Dean of Health Careers & Public Service Programs
- Garrick Abezetian, Associate Vice President of Athletics & Athletic Activities
- Derrell Carter, Associate Vice President of Communications & Institutional Advancement
- Michael Garrity, Associate Vice President of Information Systems
- Paul Jensen, Associate Vice President of Academic Innovation & Workforce Education
- Joseph Klinger, Associate Vice President of Human Resources
- John Lambrecht, Associate Vice President of Facilities
- Jennifer Davidson, Dean of Business & Technology
- Humberto Espino, Assistant Vice President of Technology & Innovation
- Kevin Li, Dean of Arts & Sciences
- Jacqueline Lynch, Dean of Adult Education
- Purva Rushi, Executive Director of Strategic Planning & Accreditation

- Kurian Tharakunnel, Executive Director of Research & Institutional Effectiveness
- Sam Tolia, Director of Marketing Services
- Raquel Cotuno, Director of Grants Compliance
- James Reynolds, Executive Director of Finance
- Colleen Rockafellow, Executive Director of Business Operations
- Derek Salinas-Lazarski, Associate Dean of Arts & Sciences
- Ricardo Segovia, Associate Dean of College Readiness
- Christina Skasa, Director of Grants & Pre-Award Operations
- Ken Smith, Director of Admissions
- Shelley Tiwari, Director of Faculty Development & Student Success
- Patricia Zinga, Associate Dean of Enrollment Services
- Audrey Jonas, Director of Public Affairs & Community Relations
- Brenda Jones Watkins, Special Assistant to the President
- Jessica Rubalcaba, Director of Business Services
- Patricia Shields, Director of Corporate Outreach
- Susan Campos, Vice President of Academic Affairs
- Jodi Koslow Martin, Vice President of Enrollment Management & Student Affairs
- Sean Sullivan, Vice President of Business Services

XIV. COMMUNICATIONS – INFORMATION

- A. Human Resources Information Materials
- B. Informational Material

XV. ADJOURNMENT

*Contracts are posted on the Triton College Board of Trustees Website under Meeting Schedule (<https://www.triton.edu/about/administration/board-of-trustees/>).

UPDATED PROBATIONARY AGREEMENT

This Updated Probationary Employment Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, commonly known as Triton College, (hereinafter referred to as the "Board") and Denise Jones (hereinafter referred to as "Administrator").

WHEREAS, the Board is desirous of obtaining the services of a Dean of Retention and Student Engagement and

WHEREAS, it is the recommendation of the Triton College Administration that the Board offer such position to Denise Jones;

WHEREAS, Denise Jones is desirous of providing said services to the Board as a Dean of Retention and Student Engagement.

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

1. The Board shall employ the Administrator commencing from October 14, 2019 and ending June 30, 2020.
2. The Board shall compensate Administrator bi-weekly installments, based upon an annual base salary of \$110,000.
3. The Administrator has represented to the Board that she fully meets the qualifications to hold the position of Dean of Retention and Student Engagement 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 that such representations of qualifications are a material basis for the formation of the Agreement.

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

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

6. Initial employment under this Agreement is subject to an initial probationary period of up to one-hundred eighty (180) calendar days, commencing on October 14, 2019 and ending on June 30, 2020. Administrator shall be evaluated after the completion of sixty (60), one-hundred twenty (120) and one-hundred eighty (180) days. After the completion of one-hundred eighty (180) calendar days, and contingent upon satisfactory evaluations by the President, Administrator will be recommended to the Board for permanent appointment to the position.

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

employment period.

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

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

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

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

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

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

A. Notices to the Board

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

B. Notices to Denise Jones:

[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 (Probationary)

This Probationary Employment Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, commonly known as Triton College, (hereinafter referred to as the "Board") and Pamela Harmon (hereinafter referred to as "Administrator").

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

WHEREAS, it is the recommendation of the Triton College Administration that the Board offer such position to Pamela Harmon;

WHEREAS, Pamela Harmon is desirous of providing said services to the Board as a Dean of Health Careers and Public Service Programs.

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

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending December 31, 2020.
2. The Board shall compensate Administrator bi-weekly installments, based upon an annual base salary of \$123,300.
3. 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 that such representations of qualifications are a material basis for the formation of the Agreement.

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

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

6. Initial employment under this Agreement is subject to an initial probationary period of up to one-hundred eighty (180) calendar days, commencing on July 1, 2020 and ending on December 31, 2020. Administrator shall be evaluated after the completion of sixty (60), one-hundred twenty (120) and one-hundred eighty (180) days of employment. After the completion of one-hundred eighty (180) calendar days, and contingent upon satisfactory evaluations by the President, Administrator will be recommended to the Board for permanent appointment to the position.

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

employment period.

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

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

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

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

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

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

A. Notices to the Board

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

B. Notices to Pamela Harmon:

[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: _____

Renewal of Administrative Contracts to June 30, 2021

Level A

Garrick Abezetian
Associate Vice President, Athletics and Athletic Activities

Derrell Carter
Associate Vice President, Communications and Institutional Advancement

Michael Garrity
Associate Vice President, Information Systems

Paul Jensen
Associate Vice President, Academic Innovation and Work Force Education

Joseph Klinger
Associate Vice President, Human Resources

John Lambrecht
Associate Vice President, Facilities

Level B

Jennifer Davidson
Dean, Business and Technology

Humberto Espino
Assistant Vice President, Technology and Innovation

Kevin Li
Dean, Arts and Sciences

Jacqueline Lynch
Dean, Adult Education

Purva Rushi
Executive Director, Strategic Planning and Accreditation

Kurian Tharakunnel
Executive Director, Research & Institutional Effectiveness

Sam Tolia
Director, Marketing Services

Level C

*Raquel Cotuno
Director, Grants Compliance*

*James Reynolds
Executive Director of Finance*

*Colleen Rockafellow
Executive Director, Business Operations*

*Derek Salinas-Lazarski
Associate Dean, Arts and Sciences*

*Ricardo Segovia
Associate Dean, College Readiness*

*Christina Skasa
Director, Grants and Pre-Award Operations*

*Ken Smith
Director of Admissions*

*Shelley Tiwari
Director, Faculty Development and Student Success*

*Patricia Zinga
Associate Dean, Enrollment Services*

Level D

*Audrey Jones
Director, Public Affairs and Community Relations*

*Brenda Jones Watkins
Special Assistant to the President*

*Jessica Rubalcaba
Director, Business Services*

*Patricia Shields
Director, Corporate Outreach*

Renewal of Administrative Contracts to June 30, 2022

Vice Presidents

Susan Campos
Vice President, Academic Affairs

Jodi Koslow Martin
Vice President, Enrollment Management and Student Affairs

Sean Sullivan
Vice President, Business Services

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Garrick Abezetian as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President of Athletics and Athletic Activities. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$166,921. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Garrick Abezetian and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Derrell Carter as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President of Communications and Institutional Advancement. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$157,208. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Derrell Carter and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Michael Garrity as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President of Information Systems. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$166,921. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Michael Garrity and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Paul Jensen as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President of Academic Innovation and Workforce Education. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$151,967. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Paul Jensen and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Joseph Klinger as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President of Human Resources. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$161,166. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of 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.

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 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and John Lambrecht as Administrator (hereinafter referred to as "Administrator") for the position of Associate Vice President of Facilities. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$172,678. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of John Lambrecht and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Jennifer Davidson as Administrator (hereinafter referred to as "Administrator") for the position of Dean of Business and Technology. It is agreed as follows:

1. The Board shall employ the Administrator commencing from February 13, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$115,000 payable in installments. Effective July 1, 2020, the compensation shall be \$118,163.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Jennifer Davidson and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Humberto Espino as Administrator (hereinafter referred to as "Administrator") for the position of Assistant Vice President of Technology and Innovation. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$126,629. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Humberto Espino and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Kevin Li as Administrator (hereinafter referred to as "Administrator") for the position of Dean of Arts and Sciences. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$128,530. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Kevin Li and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Jacqueline Lynch as Administrator (hereinafter referred to as "Administrator") for the position of Dean of Adult Education. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$120,531. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Jacqueline Lynch and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Purva Rushi as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director of Strategic Planning and Accreditation. It is agreed as follows:

1. The Board shall employ the Administrator commencing from February 6, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$110,000 payable in installments. Effective July 1, 2020, the compensation shall be \$113,025.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Purva Rushi and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Kurian Tharakunnel as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director of Research and Institutional Effectiveness. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$122,941. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Kurian Tharakunnel and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Sam Tolia as Administrator (hereinafter referred to as "Administrator") for the position of Director of Marketing Services. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$126,629. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Sam Tolia and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Raquel Cotuno as Administrator (hereinafter referred to as "Administrator") for the position of Director of Grants Compliance. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$103,606. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Raquel Cotuno and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and James Reynolds as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director of Finance. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$112,815. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of James Reynolds and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Colleen Rockafellow as Administrator (hereinafter referred to as "Administrator") for the position of Executive Director of Business Operations. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$92,475. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Colleen Rockafellow and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Derek Salinas-Lazarski as Administrator (hereinafter referred to as "Administrator") for the position of Associate Dean of Arts and Sciences. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$94,325. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Derek Salinas-Lazarski and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

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AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Ricardo Segovia as Administrator (hereinafter referred to as "Administrator") for the position of Associate Dean of College Readiness. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$111,765. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Ricardo Segovia and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Christina Skasa as Administrator (hereinafter referred to as "Administrator") for the position of Director of Grants and Pre-Award Operations. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$94,325. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Christina Skasa and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Kenneth Smith as Administrator (hereinafter referred to as "Administrator") for the position of Director of Admissions. It is agreed as follows:

1. The Board shall employ the Administrator commencing from February 26, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$90,000. payable in installments. Effective July 1, 2020, the compensation shall be \$92,475.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Kenneth Smith and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Shelley Tiwari as Administrator (hereinafter referred to as "Administrator") for the position of Director of Faculty Development and Student Success. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$103,606. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Shelley Tiwari and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Patricia Zinga as Administrator (hereinafter referred to as "Administrator") for the position of Associate Dean of Enrollment Services. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$110,435. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Patricia Zinga and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Audrey Jonas as Administrator (hereinafter referred to as "Administrator") for the position of Director of Public Affairs and Community Relations. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$73,765. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of 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.

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 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Brenda Jones Watkins as Administrator (hereinafter referred to as "Administrator") for the position of Special Assistant to the President. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$52,110. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Brenda Jones Watkins and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Jessica Rubalcaba as Administrator (hereinafter referred to as "Administrator") for the position of Director of Business Services. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$77,820. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Jessica Rubalcaba and may not be assigned, in whole or in part, by either party, without the prior written approval of the other party.
7. This Agreement shall be governed by, and construed in accordance with the laws of the State of Illinois.

Administrator

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

By: _____

By: _____

AGREEMENT

This Agreement is made and entered into this 24th day of March, 2020 in River Grove, Illinois by and between the Board of Trustees of Community College District #504, Triton College, (hereinafter referred to as the "Board") and Patricia Shields as Administrator (hereinafter referred to as "Administrator") for the position of Director of Corporate Outreach. It is agreed as follows:

1. The Board shall employ the Administrator commencing from July 1, 2020 and ending June 30, 2021 and said Administrator shall be compensated at the annual basic salary rate of \$75,977. payable in installments.
2. The Administrator has represented to the Board that he/she has the ability and fully meets the qualifications to hold the position and perform the duties of the approved job description as prescribed by the Board, incorporated by reference as though specifically set forth herein and, where applicable, the statutes of the State of Illinois. It is understood by the parties that all explicit and all implicit representations made by the Administrator regarding his/her qualifications and credentials to hold said position have been relied upon by the Board in the formation of this Agreement and is a material basis for the formation of the Agreement.
3. During the term of this Agreement, the Administrator agrees to faithfully perform and discharge all services and duties as may be assigned the Administrator and the Administrator agrees to comply with all rules, regulations and practices of the College in the performance of said services and duties.
4. The Administrator agrees to perform all assigned services and duties to the satisfaction of the President of the College and the Board. The Administrator acknowledges and agrees that the Board may make reassignments of position as specified in the Administrative Policy Manual within the Board's sole and exclusive discretion.
5. This Agreement is subject to all matters set forth in the College's Administrative Policy Manual, and the terms and provisions of such manual in effect from time to time are incorporated by reference as though specifically set forth herein. The Board specifically reserves the right to amend the Administrative Policy Manual at any time according to its sole and exclusive discretion and all such amendments, if any, shall govern this Agreement.
6. This Agreement is for the personal services of Patricia 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.

Administrator

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

By: _____

By: _____

EMPLOYMENT CONTRACT WITH SUSAN CAMPOS

THIS AGREEMENT, entered into as of the 24th day of March, 2020 by and between the Board of Trustees, Community College District N. 504, County of Cook and State of Illinois (Triton College), a body politic and corporate, hereinafter referred to as the "Board" and Susan Campos hereinafter referred to as "Susan Campos".

WITNESSETH:

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

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

1. The term of the Agreement is from July 1, 2020 to June 30, 2022 both dates inclusive, unless sooner terminated as provided herein.
2. In full compensation for her services, the Board will, during the term of this Agreement, pay to Susan Campos for the fiscal years specified in this contract, an annual basic salary and stipend computed at the rate of:
 - A. **BASIC ANNUAL SALARY:** \$181,868 (One hundred eighty-one thousand eight hundred sixty-eight and 00/100 dollars) from July 1, 2020 through June 30, 2021 inclusive. Payable in bi-weekly installments and subject to annual review and in no instance shall there be a decrease in salary. Salary payment shall be subject to withholding and other applicable taxes.
3. The Board shall pay Susan Campos' required employee State Universities Retirement System (SURS) Contribution under such Act. Said contributions shall be deemed employer contributions pursuant to the Internal Revenue Code.

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

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

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

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

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

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

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

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

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

A. NOTICES TO THE BOARD

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

B. Susan Campos

[REDACTED]

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.

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

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

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

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

SUSAN CAMPOS

BY _____
CHAIRMAN

EMPLOYMENT CONTRACT WITH JODI KOSLOW MARTIN

THIS AGREEMENT, entered into as of the 24th day of March, 2020 by and between the Board of Trustees, Community College District N. 504, County of Cook and State of Illinois (Triton College), a body politic and corporate, hereinafter referred to as the "Board" and Jodi Koslow Martin hereinafter referred to as Jodi Koslow Martin.

WITNESSETH:

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

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

1. The term of the Agreement is from July 1, 2020 to June 30, 2022 both dates inclusive, unless sooner terminated as provided herein.

2. In full compensation for her services, the Board will, during the term of this Agreement, pay to Jodi Koslow Martin for the fiscal years specified in this contract, an annual basic salary and stipend computed at the rate of:

A. BASIC ANNUAL SALARY: \$180,265 (One hundred eighty thousand two hundred sixty-five and 00/100 dollars) from July 1, 2020 through June 30, 2021 inclusive. Payable in bi-weekly installments and subject to annual review and in no instance shall there be a decrease in salary.

Salary payment shall be subject to withholding and other applicable taxes.

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

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

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

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

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

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

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

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

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

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

A. NOTICES TO THE BOARD

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

B. Jodi Koslow Martin

[REDACTED]

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.

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

upon approval by the Board of Trustees.

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

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

JODI KOSLOW MARTIN

BY _____
CHAIRMAN

EMPLOYMENT CONTRACT WITH SEAN SULLIVAN

THIS AGREEMENT, entered into as of the 24th day of March, 2020 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, 2020 to June 30, 2022 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:** \$237,432 (Two hundred thirty-seven thousand four hundred thirty-two and 00/100 dollars) from July 1, 2020 to June 30, 2021 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 2021, 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

[REDACTED]

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