

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Yolonda Barnes (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Dean - Business and Social Science, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$135,200.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Yolonda Barnes  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Michael Barzacchini (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Director - Marketing Services, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$178,054.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Michael Barzacchini  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Susanne Brock** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Senior Director - Innovation and Development, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$120,713.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Susanne Brock  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Anthony Butler** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director - Risk Management, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$127,629.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Anthony Butler  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Thomas Cassell (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Senior Director - Business Development and Event Operations, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$108,562.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Thomas Cassell  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Scott Cashman (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Senior Manager - Community, Career and Corporate Education, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$118,126.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Scott Cashman  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Nicolette Cisarik De Jesus (hereinafter referred to as the Employee) as follows:

### E. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director - Student Recruitment and Outreach, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$107,987.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### F. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### G. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

H. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Nicolette Cisarik De Jesus  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Amanda Duval (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Chief Human Resources Officer, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$153,086.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Amanda Duval  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Andrea Fiebig** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director - Adult Educational Development, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$105,840.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Andrea Fiebig  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Robert Galick** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Executive Vice President - Finance and Administrative Services, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$243,308.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$5,000** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Robert Galick  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Robert Grapenthien** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Controller, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$153,703.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Robert Grapenthien  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Mary Kay Harton (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Dean of Students, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$142,518.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Mary Kay Harton  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Robert Hayley (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Assistant Controller, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$134,871.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Robert Hayley  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Joanne Ivory (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Dean - Career and Technical Programs, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$148,156.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Joanne Ivory  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Tamara Johnson (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Vice President - Diversity, Equity and Inclusion, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$196,851.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$5,000 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Tamara Johnson  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Jeffery Julian** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Chief of Staff and Vice President of External Affairs, Associate Professor** for **six months**, commencing on **July 1, 2024**, and terminating on **December 31, 2024**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$198,341.00\*** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.  
\*Annualized

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$5,000** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Jeffery Julian  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Njambi Kamoche (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Dean - Resources for Learning, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$159,114.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Njambi Kamoche  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and John Lawson (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Chief of Police, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$127,629.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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John Lawson  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Laura McGee (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Director - Student Financial Assistance, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$129,440.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Laura McGee  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Matthew McLaughlin (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Associate Dean, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$135,032.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Matthew McLaughlin  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Nancy Medina (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Executive Director - Facilities Management, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$178,464.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Nancy Medina  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Kristyn Meyer (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Associate Executive Director - Foundation and Major Gifts, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$110,795.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Kristyn Meyer  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Regan Myers** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director-Infrastructure Services, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$174,378.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Regan Myers  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Robert Parzy** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Associate Provost - Enrollment Services, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$168,477.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Robert Parzy  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Stephen Petersen (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Campus Architect, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$165,543.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

\_\_\_\_\_  
Stephen Petersen  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Gloria Plaza** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director-Business Operations and Security, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$151,424.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Gloria Plaza  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Kimberly Pohl** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director, Communications, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$117,113.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Kimberly Pohl  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Kimberley Polly (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Dean - Mathematics and Science, Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$142,231.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

\_\_\_\_\_  
Kimberley Polly  
Employee

\_\_\_\_\_  
Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Jaime Riewerts Budziak** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Dean - Liberal Arts, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$147,431.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Jaime Riewerts Budziak  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Darlene Schlenbecker** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Vice President - Planning, Research and Institutional Effectiveness, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$200,560.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$5,000** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Darlene Schlenbecker  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Jennifer Smith** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director - Nursing, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$133,560.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

\_\_\_\_\_  
Jennifer Smith  
Employee

\_\_\_\_\_  
Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Michèle Smith (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Vice President - Workforce Solutions, Professor for six months, commencing on July 1, 2024 and terminating on December 31, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$214,007.00\* subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.  
\*Annualized

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$5,000 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Michelè Smith  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Deann Surdo** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director – Outcomes Assessment and Institutional Effectiveness, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$112,600.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Deann Surdo  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Brian Thomason** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Director – Client Systems, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$149,261.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

\_\_\_\_\_  
Brian Thomason  
Employee

\_\_\_\_\_  
Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Suzette Tolentino (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Senior Director – Finance and Operations, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$116,219.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$2,300 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.

2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.
3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Suzette Tolentino  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Darice Trout** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Senior Director - Workforce Solutions and Job Placement, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$140,501.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Darice Trout  
Employee

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Dr. Avis Proctor  
President



## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Ruth Williams (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Provost, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$220,480.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$5,000 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

\_\_\_\_\_  
Ruth Williams  
Employee

\_\_\_\_\_  
Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and **Riaz Yusuff** (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of **Chief Information Officer, Associate Professor** for **one year**, commencing on **July 1, 2024** and terminating on **June 30, 2025**. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the **2024-2025** contract year, the Administrator shall receive an annual salary of **\$182,228.00** subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of **\$2,300** for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

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Riaz Yusuff  
Employee

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Dr. Avis Proctor  
President

## ADMINISTRATIVE EMPLOYMENT CONTRACT

IN CONSIDERATION of the mutual covenants hereinafter contained, it is hereby agreed by and between the Board of Trustees of Community College District #512, William Rainey Harper College (hereinafter referred to as the Board) and Heather Zoldak (hereinafter referred to as the Employee) as follows:

### A. Contract Duration and Annual Salary

1. The College hereby employs the Administrator in the capacity of Chief Advancement Officer, Associate Professor for one year, commencing on July 1, 2024 and terminating on June 30, 2025. The Administrator accepts such employment on the conditions hereinafter set forth, and any applicable provisions of the Board of Trustees Policy Manual. In the event of conflict between Board Policy and this Contract, the Contract shall govern.
2. For the 2024-2025 contract year, the Administrator shall receive an annual salary of \$156,000.00 subject to applicable deductions, to be paid in bi-weekly installments as full compensation for all rights granted and service performed under this Contract.

### B. Conditions of Employment

1. The Employee shall be entitled to benefits as outlined in the attached Administrative Benefits Program.
2. The annual salary of the Employee will not be adjusted during the term of this Contract.
3. In addition to the salary and benefits provided in Sections A-2 and B-1 listed above, the Board will pay an annual supplemental benefit allowance of \$5,000 for the purchase of permanent life insurance, long term care insurance, long term disability insurance, a tax sheltered annuity, or SURS service credit through payroll deduction as designated by the employee.
4. The Employee acknowledges that during the term of employment under this Contract, tenure is not acquired. However, tenure status or academic rank previously earned as a Harper College faculty member shall be retained in the event this Contract is terminated.
5. The Employee hereby agrees to perform the duties of said office as the Board, through the President, may direct and to keep such records and make such reports as are now or hereinafter required by the Board.
6. Evaluation of the Employee shall be made annually by such instrument as is developed by the Administration.

### C. Termination

This employment Contract may be terminated:

1. By mutual agreement of the parties.
2. By retirement or resignation of the Employee provided he/she must give the Board 60 days' notice of resignation or retirement.

3. By death, mental or physical total disability of the Employee, which makes the performance of duties impossible. As used herein, the term total disability shall mean the inability to perform normal duties as certified by a licensed physician, (who may be appointed by the Board) and approved by the insurance carrier as qualifying for long-term disability payments.
4. By a decision of the Board that a bona fide financial exigency of the College requires a reduction in staff or in programs.
5. By unsatisfactory performance or conduct of the Employee as assessed and determined by the supervisor, subject to review and approval by the Provost, Executive Vice President, or President.
6. For cause, including, but not limited to, violation of College policy, rules or regulations or commission of any unlawful act.

D. **Notice**

Any notice required to be given under this agreement shall be deemed sufficient if it is in writing and sent by mail to the residence of the Employee or to the President of the College.

IN WITNESS WHEREOF the parties have executed this Contract this **12<sup>th</sup> day of June 2024**

**COMMUNITY COLLEGE DISTRICT NO. 512**

\_\_\_\_\_  
Heather Zoldak  
Employee

\_\_\_\_\_  
Dr. Avis Proctor  
President