

**WILLIAM RAINEY HARPER COLLEGE  
BOARD of TRUSTEES**

**Subject:** Amendment to President's Employment Agreement – Salary Increase

**Recommended by:**  
William F. Kelley, Chair

**Description**

Dr. Avis Proctor entered into a four-year employment agreement with the Board (2022-2026). This contract amendment reflects an annual increase of 4% from July 1, 2024 – June 30, 2025.

**Information**

After an annual evaluation that included input from all trustees, the President will receive a 4% salary increase for the 2024-2025 contract year. This is the same increase provided to all administrators. The salary will be payable in twenty-six (26) equal, biweekly installments and subject to applicable payroll deductions as of July 1, 2024.

The attached amendment to the President's contract codifies these changes and if approved will be added to the 2022-2026 employment agreement.

**Rationale**

Approval by the Board of Trustees is necessary to process the amendment to the President's Employment Agreement.

**Funding Source**

Funds related to this amendment are included in the FY25 budget.

**AMENDMENT TO PRESIDENT PROCTOR’S EMPLOYMENT AGREEMENT**

This Amendment to the President’s Employment Agreement of Dr. Avis Proctor is entered into this 12<sup>th</sup> day of June, 2024 between the BOARD OF TRUSTEES OF HARPER COLLEGE, ILLINOIS COMMUNITY COLLEGE DISTRICT No. 512 (hereinafter referred to as the “Board”) and DR. AVIS PROCTOR.

**WHEREAS**, Dr. Avis Proctor and the Board previously entered into a multi-year President’s Employment Agreement which extends from July 1, 2022 through June 30, 2026 (the “Agreement”); and

**WHEREAS**, any modification or amendment of the Agreement must be in writing and approved and signed by the Board and President pursuant to Section M of the Agreement;

**NOW, THEREFORE**, the Board and Dr. Avis Proctor agree to amend the Agreement as follows:

1. Section B.1. (Annual Salary) of the Agreement shall be revised to the following:

The President will receive an annual salary for the 2023-2024 contract year in the amount of Three Hundred Sixty-One Thousand Five Hundred and Four Dollars (\$361,504), which represents a 4.0% increase. The salary will be payable in twenty-six (26) equal, biweekly installments and subject to applicable payroll deductions as of July 1, 2024.

2. All other terms and conditions of the 2022-2026 President’s Employment Agreement shall remain in effect.

**IN WITNESS WHEREOF**, the parties have executed this Amendment to the Agreement this 12<sup>th</sup> day of June, 2024.

**PRESIDENT**

**BOARD OF TRUSTEES OF  
HARPER COLLEGE, PALATINE, ILLINOIS**

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

\_\_\_\_\_  
William F. Kelley, Board Chair

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

**ATTEST:**

\_\_\_\_\_  
Dr. Nancy Robb, Board Secretary

Dated: \_\_\_\_\_