

EMPLOYMENT AGREEMENT BETWEEN

DR. DAVID HELLMICH

and

THE BOARD OF COMMUNITY COLLEGE

DISTRICT NO. 506

COUNTIES OF WHITESIDE, LEE, OGLE,

HENRY, BUREAU AND CARROLL

STATE OF ILLINOIS

FOR THE TERM

JULY 1, 2018, THROUGH JUNE 30, 2023

EMPLOYMENT AGREEMENT BETWEEN

DR. DAVID HELLMICH

and

THE BOARD OF COMMUNITY COLLEGE
DISTRICT NO. 506
COUNTIES OF WHITESIDE, LEE, OGLE,
HENRY, BUREAU AND CARROLL
STATE OF ILLINOIS
FOR THE TERM
JULY 1, 2018, THROUGH JUNE 30, 2023

This Agreement ("Agreement") made and entered into this 19th day of June, 2018, by and between the Board of Trustees of Sauk Valley Community College, (hereinafter "Board"), and Dr. David Hellmich (hereinafter "President"):

WHEREAS, the Board at its meeting on June 19, 2018, upon roll call vote, duly adopted its Resolution authorizing the Chairperson and Secretary of the Board to execute an Employment Agreement on the College's behalf, employing the President as President of Sauk Valley Community College ("College") under the terms and conditions herein set forth; and

WHEREAS, the Board and the President wish to provide for certainty in the office of the presidency of the College, and the Board wishes to continue the services of the President for the period from July 1, 2018, through June 30, 2023, on terms and conditions as provided herein; and

NOW, THEREFORE, in consideration of the promises herein and for other good and valuable consideration, the receipt of which is hereby acknowledged, the Board and President agree as follows:

1. EMPLOYMENT AND TERM

The Board hereby employs David Hellmich as President of the College for a term commencing as provided in this paragraph and continuing until June 30, 2023. The President shall serve as President pursuant to the provisions of this Agreement for that term.

2. POWERS AND DUTIES

The President shall be and shall remain the Chief Executive of the College, throughout the term hereof, or any extension or renewal hereof, and as such Officer shall act for and on behalf of the Board and under its direction in the performance of his duties of overall administration of the College.

The President's duties and powers shall include those provided by law as well as those set forth in the written policy now in force and as adopted by the Board from time to time. Throughout the term or any extension or renewal hereof, the President shall have such other and further powers, responsibilities, and duties as the Board may from time to time direct, subject to the terms and conditions of this Agreement.

3. EXTENT OF SERVICES

The President shall devote his full-time attention and energies to the business of the College and shall not during the term of this Agreement or any renewal or extension hereof be engaged in any other business activity or accept any commitment outside his role as President that interferes with his duties and responsibilities or adversely affects his proficiency as Chief Executive of the College.

4. NON-RENEWAL OR TERMINATION OF EMPLOYMENT

Notwithstanding anything to the contrary contained in this Agreement, the President's employment may be terminated during the term hereof for one or more of the following reasons:

- A. Resignation. Honorable resignation or termination of employment by mutual written agreement of the parties. The acceptance of the President's written resignation by the Board pursuant to a duly adopted Resolution shall be deemed to constitute Honorable Termination of Employment hereunder.

- B. Disability. Total disability for a period of ninety (90) consecutive days after exhaustion of available paid sick leave and vacation benefits shall be a basis for termination of employment.

The term "total disability" means sickness or illness, regardless of cause, physical or mental, which results in the President being substantially unable to effectively perform his duties as President and his duties pursuant to this Agreement. The President shall submit to physical or mental examination or both at the request of the Board, provided that such examination shall be performed by persons licensed as medical doctors.

- C. Death of the President. The Board-President relationship shall be deemed to have terminated upon the death of the President, during the term hereof or any extension or renewal hereof.

- D. Discharge for Cause. The President may be discharged for cause by the Board. A discharge for cause shall be deemed a dismissal of the President for conduct that the Board determines is seriously prejudicial to the College and may include, without limitation, incompetency, violation of law, violation of Board Policy, material breach of this Agreement, cruelty, negligence, unprofessional behavior, immorality, or for other sufficient reason or cause under the laws of the State of Illinois.

Upon a majority vote of the Board to dismiss for cause, the President shall be given written notice of the Board's decision. The President shall be entitled to appear before the Board to discuss the notice of his dismissal. Such a meeting may be in open session or closed session, at the option of the Board.

5. PRESIDENT'S SALARY AND ADDITIONAL COMPENSATION

- A. Annual Salary. The Board shall pay the President an annual salary of One Hundred Seventy-Three Thousand and Four-Hundred Dollars (\$173,400.00), which, if a raise is given to staff, shall be increased that same percentage for the term commencing July 1, 2018, through June 30, 2019. The annual salary shall be paid to the President in installments in

- C. This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter whether oral or written.

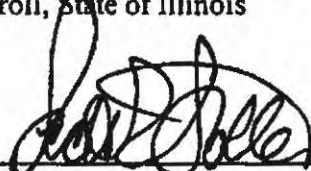
- D. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board, by its Chairperson and Secretary, on the day and year first written above.

 6/19/18

President

THE BOARD OF TRUSTEES OF COMMUNITY
COLLEGE DISTRICT NO. 506, Counties of
Whiteside, Lee, Ogle, Henry, Bureau and
Carroll, State of Illinois



Chairperson

ATTEST:



Secretary-Board of Trustees



Employment Contract

2020-2021 Fiscal Year

Employee: Ms. Michelle Barkley
Position: Dean of General Education and Transfer Programs
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$93,018 Annual

Conditions:


You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.


Employee Signature

7/15/20
Date


SVCC President


Date

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling

Employment Contract

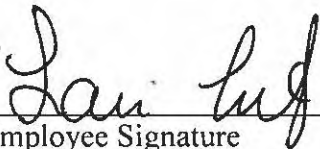
2020-2021 Fiscal Year

Employee: Dr. Lori Cortez
Position: Dean of Institutional Advancement
Appointment: Two-Year Contract
Effective Dates: July 1, 2020 – June 30, 2022
Rate of Pay: \$97,427 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.




Employee Signature

7-2-20

Date



SVCC President



Date

BOARD OF TRUSTEES



Employment Contract

2020-2021 Fiscal Year

Employee: Mr. Rodney Donley

Position: Director of Title III

Appointment: One-Year Contract

Effective Dates: July 1, 2020 – June 30, 2021

Rate of Pay: \$61,801 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement by signing the original and returning it to the Human Resources office within 10 days. Please make a copy for your records. Your contract is contingent upon continued grant funding for the grant fiscal year.

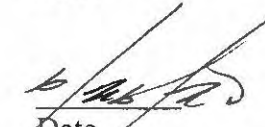


 Employee Signature

7/21/20
 Date



 SVCC President



 Date

BOARD OF TRUSTEES



Employment Contract


2020-2021 Fiscal Year

Employee: Ms. Kimberly Ewoldsen
Position: Director of Regional Economic Development and the Small Business Development Center
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$66,810 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records. Your contract is contingent upon grant funding for the SVCC Small Business Development Center.



Employee Signature

8/27/20

Date



SVCC President

7/29/20

Date

Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.

BOARD OF TRUSTEES
Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling


Employment Contract2020-2021 Fiscal Year

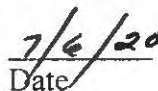
Employee: Mr. Rich Groleau
Position: Director of Facilities
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$68,786 annual

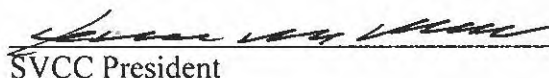
Conditions:

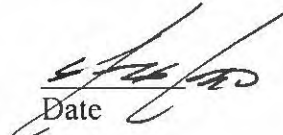
You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.


Employee Signature


Date


SVCC President


Date

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling

Employment Contract


2020-2021 Fiscal Year

Employee: Mr. Eric Epps
Position: Dean of Information Technology Services and Security
Appointment: Two-Year Contract
Effective Dates: July 1, 2020 – June 30, 2022
Rate of Pay: \$93,018 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.



Employee Signature

7/8/2020

Date



SVCC President

6/26/20

Date

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling

Employment Contract

2020-2021 Fiscal Year

Employee: Ms. Sasha Logan
Position: Director of Student Support Services
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$61,801 Annual

Conditions:

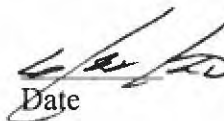
You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement by signing the original and returning it to the Human Resources office within 10 days. Please make a copy for your records. Your contract is contingent upon continued grant funding for the grant fiscal year September 1 – August 31.


Employee Signature


Date


SVCC President


Date

BOARD OF TRUSTEES

Employment Contract

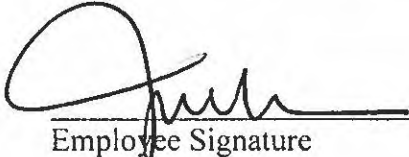
2020-2021 Fiscal Year

Employee: Ms. Janet Matheney
Position: Dean of Student Services
Appointment: Two-Year Contract
Effective Dates: July 1, 2020 – June 30, 2022
Rate of Pay: \$93,018 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.




Employee Signature

7/8/2020

Date



SVCC President



Date

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling

Employment Contract2020-2021 Fiscal Year

Employee: Dr. Jon Mandrell
Position: Vice President of Academics and Student Services
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$117,749 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.



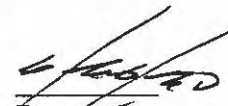
Employee Signature

7/7/20

Date



SVCC President



Date

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling

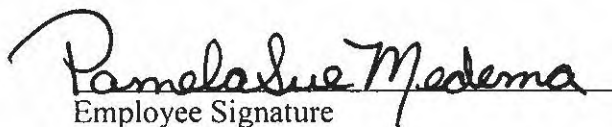
Employment Contract2020-2021 Fiscal Year

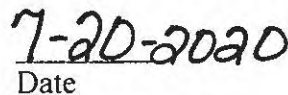
Employee: Ms. Pamela Medema
Position: Director of Enrollment Management/Registrar
Appointment: Two-Year Contract
Effective Dates: July 1, 2020 – June 30, 2022
Rate of Pay: \$70,741 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.


Employee Signature


Date


SVCC President


Date

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling

Employment Contract

2020-2021 Fiscal Year

Employee: Ms. Jennifer Schultz
Position: Director of Financial Assistance
Appointment: Two-Year Contract
Effective Dates: July 1, 2020 – June 30, 2022
Rate of Pay: \$66,810 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.


Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.




Employee Signature

7/2/2020

Date



SVCC President



Date

BOARD OF TRUSTEES

Employment Contract


2020-2021 Fiscal Year

Employee: Ms. Kathryn Snow
Position: Director of Human Resources
Appointment: Two-Year Contract
Effective Dates: July 1, 2020 – June 30, 2022
Rate of Pay: \$93,018 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.




Employee Signature



Date



SVCC President



Date

BOARD OF TRUSTEES

Employment Contract

2020-2021 Fiscal Year

Employee: Mr. Kent Sorenson
Position: Vice President of Business Services
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$111,218 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.



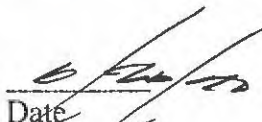
Employee Signature

7-2-20

Date



SVCC President



Date

BOARD OF TRUSTEES


Employment Contract2020-2021 Fiscal Year

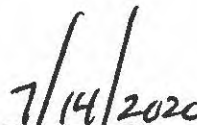
Employee: Mr. Michael Stevenson
Position: Director of Athletics and Fitness Center
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$72,717 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.



Employee Signature

Date

SVCC President

Date**BOARD OF TRUSTEES**

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling



Employment Contract

2020-2021 Fiscal Year

Employee: Mr. Joe Strabala-Bright
Position: Director of Research and Planning
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$61,801 Annual


Conditions:

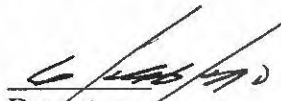
You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.


Employee Signature

7-9-20
Date


SVCC President


Date

Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling

Employment Contract

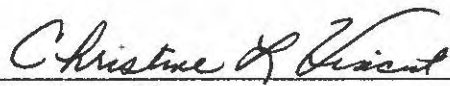
2020-2021 Fiscal Year

Employee: Ms. Christine Vincent
Position: Dean of Health Professions
Appointment: One-Year Contract
Effective Dates: July 1, 2020 – June 30, 2021
Rate of Pay: \$86,050 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

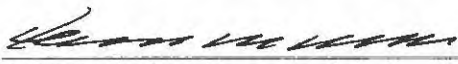
Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.



Employee Signature

07/6/2020

Date



SVCC President



Date

BOARD OF TRUSTEES

Employment Contract2020-2021 Fiscal Year

Employee: Mr. Joshua West
Position: Dean of Business, Career, and Technical Programs
Appointment: Two-Year Contract
Effective Dates: July 1, 2020 – June 30, 2022
Rate of Pay: \$88,358 Annual

Conditions:

You are responsible for fulfilling the responsibilities as specified in your job description and following the policies of Sauk Valley Community College Board Policy Manual. Your duties include participation in commencement.

Please indicate your acceptance of this agreement, please sign the original and return to the Human Resources office within 10 days. Please make a copy for your records.



Employee Signature

7/8/20

Date



SVCC President



Date

Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.

BOARD OF TRUSTEES

Robert J. Thompson, Chair, Dixon • Brian Duncan, Vice Chair, Polo • Margaret Tyne, Secretary, Polo
Ed Andersen, Sterling • Lisa Wiersema, Chadwick • Dennis P. Fulrath, Rock Falls • Kate Boyle, Sterling