

ADDENDUM TO AGREEMENT

THIS ADDENDUM TO AGREEMENT is made this 27th day of July, 2020, to the President's Employment Agreement for the time period July 1, 2018 and ending June 30, 2021, between the Board of Trustees of Kaskaskia College, Community College District No. 501 (hereafter "Board" or "College") and George Evans (hereafter "President"). This Addendum to Agreement shall be effective for the 2020-2021 contract year.

B. SALARY

1. Annual Salary

The President will receive an annual salary for the 2020-2021 contract year of \$169,000 and ___/100 Dollars (\$____), payable in monthly installments and subject to applicable payroll deductions.

C. BENEFITS

3. The Board will provide the President with term life insurance for an amount equal to his annual salary. Such coverage shall be paid by College and shall be in effect for the duration of President's employment at the College.

In addition, the Board shall reimburse the President for supplemental life insurance coverage with a benefit amount of amount of One Hundred Thousand and no/100 Dollars (\$100,000.00).

5. Other Business-Related Expenses

In addition to the expenses set forth above, the Board shall reimburse the President for other reasonable, out-of-pocket expenses which he incurs for travel and other activities undertaken by the President on behalf of the College. The Board's reimbursement of such expenses shall be subject to the President's monthly submission of appropriate expense reports and substantiating documentation, and reasonable review and approval by the Board Chair. Mileage shall be reimbursed at the applicable IRS rate for College related for miles traveled in excess of ninety (90) miles round-trip, exclusive of the President's normal commute.

10. Vacation

The President shall receive twenty (20) days of vacation with full pay on July 1st of each year of this Agreement. Except as further provided herein, unused vacation days may not be accumulated in accordance with College policy and shall not carry over from year to year. If not used by June 30th of each contract year, unused vacation leave shall be lost.

Upon written notice delivered to Human Resources on or before May 1 of each contract year, ten (10) days of unused vacation may be transferred to a qualified 403(b) plan.

The Board recognizes that the President has accumulated eighty-two (82) days or six -hundred and fifty-six (656) hours of vacation leave while serving as Dean

of Career and Technical Education. The Board and the President are agreeable to an arrangement whereby the College will purchase sixty (60) days or four-hundred and eighty (480) hours of vacation leave at the President's final Dean per diem rate of pay of \$351.94 per day. The payment for vacation leave will be dispersed over the three (3) year period of this Agreement at the rate of twenty (20) vacation leave days per year and will be paid in a lump sum payment by June 30th of each year of this Agreement. The remaining twenty-two (22) days or one-hundred and seventy-six (176) hours of vacation leave shall carry over to this Agreement and shall accumulate from year to year, subject to the provision in the following paragraph.

In the event that no new contract is entered into for the period following June 30, 2021, the Board has authority, at its discretion, to require the President to use all accumulated vacation days as Dean of Career and Technical Education and carried over into this Agreement prior this Agreement's expiration.

E. Evaluation

2 Annual performance goals shall be evaluated through the development, progression, and semiannual reporting by the President to the Board of the Kaskaskia College Strategic Plan, and through annual execution to the best of the President's ability of the following ancillary plans:

- o Kaskaskia College Annual Plan
- o Strategic Enrollment Management Plan
- o Human Capital Development Plan
- o Emergency Response Plan
- o Master Information Technology Plan

IN WITNESS WHEREOF, the parties have executed this Agreement as of the 27th day of July, 2020.

PRESIDENT

**BOARD OF TRUSTEES OF KASKASKIA
COLLEGE, COMMUNITY COLLEGE
DISTRICT NO. 501**

By: _____
George Evans

By: _____
William Hawley, Chair

ATTEST:

By: _____
Cathy Quick, Secretary