

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Lori Artis**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Vice President, Administration, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$162,164.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Sheri Banovic*

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Nursing, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$116,593.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

The parties agree that for the duration of the Employment Agreement for Definite Term 2021-2022 Fiscal Year, the employee may return to tenured faculty status as Associate Professor, Step 12, with eight years of seniority, based on a hire date of August 18, 2003.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Timothy Bell**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Manager, N.O. Nelson Campus, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$94,976.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Ethan Braasch**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Horticulture Manager, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$47,188.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Elisabeth Burns**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, Instructional Services, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$76,702.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Jeffrey Campbell

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Instruction and Curriculum, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$64,195.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 —Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Joseph Carter

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, East St. Louis Community College Center, and your employment by the Board will be for the following definite period of time: July 1, 2021 through October 31, 2021. Your annual rate of pay effective July 1, 2021 shall be \$64,609.00. You shall generally be paid in equivalent semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Gregory Cash**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, Reference Services, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$64,003.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Jeffrey Coles

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Academic Operations and Planning, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$104,242.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Sean Cople

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Enterprise Application Services, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$109,165.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **John Crawford**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Terrestrial Wildlife Ecologist, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$109,165.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Susan Czerwinski Aljets*

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Dean, Health, Science, Math and Industrial Technology, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$133,439.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

The parties agree that for the duration of the Employment Agreement for Definite Term 2021-2022 Fiscal Year, the employee may return to tenured faculty status as Associate Professor, Step 5, with four years of seniority, based on a hire date of August 15, 2005.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Sabrina Davis

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Pathway Resource Development, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$57,387.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Anthony Dell

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as MacRoinvertebrate Ecologist, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$124,761.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Deborah Edelman**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Development, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$83,042.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Dawna Egelhoff*

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Learning Assistance Specialist-Nursing, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$82,827.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

The parties agree that for the duration of the Employment Agreement for Definite Term 2021-2022 Fiscal Year, the employee may return to tenured faculty status as Associate Professor, Step 12, with eight years of seniority, based on a hire date of August 14, 2006.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and that all prior and existing agreements are null and void and no longer in effect and this Agreement constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Korin Fisher**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Manager, Creative Services, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$49,219.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Sarah Fisher

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Environmental Education, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$52,273.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Jane Fleming

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Manager, Carl Perkins Grant, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$80,319.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Lyle Guyon

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Senior Research Scientist, Terrestrial, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$109,166.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Danelle Haake**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Riverwatch Director & Stream Ecologist, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$68,931.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Valorie Harris**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Associate Dean, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$114,883.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Dobbie Herrion**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, East St. Louis Community College Center, and your employment by the Board will be for the following definite period of time: July 1, 2021 through October 31, 2021. Your annual rate of pay effective July 1, 2021 shall be \$86,145.00. You shall generally be paid in equivalent semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on October 31, 2021.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Sean Hill*

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Dean, Student Support Services, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$122,366.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

The parties agree that for the duration of the Employment Agreement for Definite Term 2021-2022 Fiscal Year, the employee may return to tenured faculty status as Associate Professor, Step 10, with ten years of seniority, based on a hire date of August 19, 2002.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Caitlin Hinrichs**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, Financial Aid, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$49,242.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Ryan Hodge**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director/Coach Men's Soccer, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$61,594.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Donna Hughes**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, Accounting, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$76,259.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Laura Inlow**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Manager, Media Services, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$55,713.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Carol Keener**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Executive Secretary, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$82,468.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Nathaniel Keener

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Sustainability and Grant Management, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$62,716.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Catherine Kessler

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, Academic Advising, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$52,185.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Edward Kratschmer

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Field Station Manager/Special Projects, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$58,234.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 -- Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Dennis Krieb**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Institutional Research and Library Services, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$113,995.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021..

EMPLOYMENT AGREEMENT

TO: *Jill Lane*

DATE: *June 18, 2021*

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Vice President, Academic Affairs, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$141,000.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

The parties agree that for the duration of the Employment Agreement for the 2021-2022 Fiscal Years, the employee may return to tenured faculty status as Assistant Professor, Step 4 with three years of seniority, based on a hire date of August 15, 2005.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and that all prior and existing agreements are null and void and no longer in effect and this Agreement constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Terry Lane

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Career and Veterans Service, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$93,555.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Jill Lorsbach

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Student Development and Counseling, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$65,219.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Cindy McCoy**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, Accounting, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$76,620.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Yvette McLemore

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, High School Partnership and Community Education, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$69,153.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Christina Paulda**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Capital Projects/Campus Operations, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$83,038.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: Heidi Plunkett

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Registrar, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$50,846.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Brad Raish**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Security, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$89,973.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Michael Randall**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Manager, Facilities, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$95,426.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: William Reany

DATE: June 18, 2021

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Program/Project Manager IGEN, and your employment by the Board will be for the following definite period of time: July 1, 2021 through May 31, 2022. Your annual rate of pay effective July 1, 2021 shall be \$52,185.00. You shall generally be paid in twenty-two (22) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021..

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Christina Russell**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Manager, Auxiliary Operations, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$81,572.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Mary Schulte**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Vice President, Finance, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$186,002.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Justin Shew**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Conservation Programs Field Manager, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$58,336.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **John Sloan**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Watershed Scientist, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$120,280.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Gabriel Springer**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Human Resources, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$89,973.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Douglas Stotler**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Athletics/Coach Men's Basketball, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$98,561.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Ronald Wall**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Manager, Networks and Systems, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$88,556.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Mary Lou Watson**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Technology Enhanced Learning, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$71,686.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Angela Weaver**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Financial Aid, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$94,262.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Thomas Whitten**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Fab Lab Manager, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$74,377.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: **Kathy Willis**

DATE: **June 18, 2021**

The Board of Trustees of Lewis and Clark Community College (hereinafter referred to as the "Board") hereby offers to employ you for a definite period of time during the 2021-2022 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Director, Workforce Education, Solutions and Safety Training, and your employment by the Board will be for the following definite period of time: July 1, 2021 through June 30, 2022. Your annual salary effective July 1, 2021 shall be \$93,896.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments beginning July 28, 2021.

While employed by the Board, you will perform such duties and responsibilities as may be assigned by the Board and you will be subject to reassignment to other positions, consistent with College policies. You agree to faithfully perform and discharge all of your assigned duties and responsibilities to the satisfaction of the Board and to abide by all rules, regulations, policies and procedures of the Board, as the same may be adopted, changed, eliminated or amended by the Board from time to time. This Employment Agreement is subject to termination by the Board during its term if you fail to perform your assigned duties and responsibilities to the satisfaction of the Board, consistent with College policies, or if you fail to abide by the rules, regulations, policies and procedures of the Board. In the event of such a termination, your salary will be paid, pro rata, for work performed up to the date of termination. Furthermore, your position for the 2021-2022 fiscal year and this agreement shall be subject to adequate local, state and federal funding, including grant funding if applicable, and shall be subject to Personnel Policy 503 – Layoff and Recall at all times.

You agree that this Employment Agreement supersedes, terminates, revokes and replaces all prior practices, policies and employment agreements, whether written or oral, and constitutes the complete and entire employment agreement between the parties. Upon the expiration of this Agreement, all benefits and obligations hereunder shall be terminated, unless specifically extended by mutual written agreement. There shall be no presumption of a right of subsequent employment or appointment. This Agreement shall terminate on June 30, 2022.

It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 30, 2021.