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.*

	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Truste
I ACCEPT THIS APPOINTMENT, HER	REBY 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.

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 APPOINT	MENT, HEREBY VOLUNTARIL	Y AGREE TO THE CONT	RACT TERMS SPECIFIED ABOVE.
Signature		Date	· · · · · · · · · · · · · · · · · · ·
			ÿ

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

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.*

		Chairman, Board of Trustees	
		Attest:	٠
•	. *	Secretary, Board of Trusto	es
I ACCEPT THIS APP	OINTMENT, HEREBY VOLUNTA	ARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.	
* *			

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

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 Hortiuclture 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.*

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			•		
÷			Chairmar	n, Board of Trustees	
•	•		Attest:		
				Secretary, Board of	Trustee
I ACCEPT THIS AF	POINTMENT, HEREBY V	OLUNTARILY AGRI	EE TO THE CONTRA	ACT TERMS SPECIFIED ABO	VE.
Signature			Date		

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

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 Trustee
I ACCEPT THIS APPOINTMENT, HEREBY VOLU	NTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.
	<u> </u>
Signature	Date

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

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.*

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		4.		
		Chairman	, Board of Trustees	
٠.	• .	Attest:		
			Secretary, Board	of Trustees
I ACCEPT THIS APPOINTMENT,	HEREBY VOLUNTARII	Y AGREE TO THE CONTRA	CT TERMS SPECIFIED A	BOVE.
	•			•
Signature		Date		

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

TO: Joseph Carter	
TO, OUSCHIE CALLER	

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 Assistatant 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.*

		Chairman, Board of Trustees	
		Attest:	
		Secretary, Board of Tr	ustee
I ACCEPT THIS	S APPOINTMENT, HEREBY VOLUNTA	RILY 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,

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.*

•	•		Chairman, Board of Trustees	
			,	
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			Attest:	
			Secretary, Board of	f Trust
		*		
	DESCRIPTION OF THE PROPERTY.	Y VOLUNTARILY A	GREE TO THE CONTRACT TERMS SPECIFIED AB	OVE.
CCEPT THIS A	PPOINTMENT, HEREB			
CCEPT THIS A	PPOINTMENT, HEREB			
CCEPT THIS A	PPOINTWIENT, HEREB			

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

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.*

	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Trust
ACCEPT THIS APPOINTMENT, HEREB	Y VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

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

TO: Sean Copple

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.*

		Chairma	an, Board of Trustees	
		Attest:		
.*			Secretary, Board	of Trustees
I ACCEPT THIS APPOINTMENT, I	HEREBY VOLUNTARILY AGE	REE TO THE CONT	RACT TERMS SPECIFIED A	BOVE.
	-)	
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.

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.*

Cl	nairman, Board of Trustees
	.ttest:
	Secretary, Board of Truste
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.

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 Trustee
	Attest:
I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTA	Secretary, Board of Trustee ARILY 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.

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.*

·		
	Chairman, Board of Trustees	
•	Attest:	
	Secretary, Board of Trus	itee
I ACCEPT THIS APPOINTMENT, HERE	BY 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.

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.*

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		Chairmar	n, Board of Trustees	3
		Attest: _		
•			Secretary, Board	l of Trustee
I AÇCEPT THIS APPOINTMENT, I	HEREBY VOLUNTARILY AGRE	E TO THE CONTRA	ACT 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.

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.*

	BOARD OF TRUSTEES
	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Trustees
I ACCEPT THIS APPOINTMENT, HERE	BY 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.

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 Trustee
			Attest:	,
		•		Secretary, Board of Trustee
I ACCEPT THIS APPO	INTMENT, HEREBY V	VOLUNTARILY A	GREE TO THE CONTRA	ACT 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.

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.*

•	BOARD OF TRU	JSTEES	
•			
	·	Chairman, Board of Truste	ees
		Attest:	·
		Secretary, Boa	ırd of Trustee
I ACCEPT THIS APPOINTMENT	T, HEREBY VOLUNTARILY AGREE	TO THE CONTRACT TERMS SPECIFIE	D 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.

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.*

BOARD OF TRUSTEES	
	•
Ch	airman, Board of Trustees
At	ttest:
	Secretary, Board of Trustees
I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY AGREE TO THE O	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.

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.*

				Chair	rman, Board	of Trustees	
				Atte	st:		1.
	-				Secret	ary, Board o	f Trustee
I ACCEPT THIS A	APPOINTMENT, I	HEREBY VOLU	JNTARILY AG	REE TO THE CO	NTRACT TERMS	S SPECIFIED AB	OVE.
		•					

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

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.*

	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Truste
	BY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.
I ACCEPT THIS APPOINTMENT, HERE	
I ACCEPT THIS APPOINTMENT, HERE	

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

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.*

		K COMMUNITY COLLEGE OF TRUSTEES
	,	
		Chairman, Board of Trustees
	•	Attest:
		Secretary, Board of Trustee
I ACCEPT THIS APPOINTM	MENT, HEREBY VOLUNTARIL	Y 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.

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.*

			, Board of Trustees
		Attest:	Secretary, Board of Trustees
I ACCEPT THIS APPOINTMEN	VT, HEREBY VOLUNTA	ARILY AGREE TO THE CONTRA	ACT 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.

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.*

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			Chairman	a, Board of Trustees	_
• •			Attest:		•
			•	Secretary, Board of Tr	rustee
I ACCEPT THIS APP	OINTMENT, HEREBY V	OLUNTARILY AGR	EE TO THE CONTR.	ACT TERMS SPECIFIED ABOVE	E .
		•			
Signature			Date	<u>:</u>	÷

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

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:	Connectors: Doord of Transcrope
I ACCEPT THIS APPOI	NTMENT, HEREBY VOLUNT.	ARILY AGREE TO THE CONTI	Secretary, Board of Trustees RACT 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.

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

		BO.	OARD OF TRUSTEES
		•	Chairman, Board of Trustees
-	. •		Attest:
			Secretary, Board of Truste
I ACCEPT T	HIS APPOINTMEN	VT, HEREBY VOLUNTA	ARILY 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.

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.*

	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Truste
I ACCEPT THIS APPOIN	TMENT, HEREBY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.
	•

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

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.*

•	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Truste
I ACCEPT THIS APPOINTMENT, HEREBY	VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

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

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.*

		•	BOARD	DE TRUSTEES	4		
	•						
				Chair	man, Board of T	rustees	1
		·		Attes		<u> </u>	
					Secretary	, Board of Trus	stee:
I ACCEPT THIS	S APPOINTMEN	T, HEREBY V	OLUNTARILY.	AGREE TO THE CON	VTRACT TERMS SPI	CIFIED 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.

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.*

				Chairman	, Board of Trustees
n.	•			Attest: _	Secretary, Board of Trust
. A COCET	T THIS APPOL	NTMENT, HEREBY	VOLUNTARILY	AGREE TO THE CONTRA	CT TERMS SPECIFIED ABOVE.
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TACCEP					

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

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.*

	Chairman, Board of Trustees	
	Attest: Secretary, Board of Trust	ees
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.

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

	•	*	BOAKD O	r IKUSIEES		
	• .					
•				Chairm	an, Board of Trustees	
·	v 1			Attest:	·.	
			*	•	Secretary, Board	of Trustees
I ACCEPT THIS	APPOINTMEN	T, HEREBY VOI	LUNTARILY A	AGREE TO THE CONT	RACT TERMS SPECIFIED A	BOVE.
•	•					
Signature			٠.	Date		<u> </u>

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

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.*

DOING O	TROUTEES	
	Chairman, Board of Trustees	
	Attest:	
	Secretary, Board of Trus	stees
I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARILY A	GREE 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.

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.*

	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Trustee
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.*

	Chairman, F	Board of Trustees
	Attest:	
	Secretary,	Board of Trustees
I ACCEPT THIS APPOINTMENT, I	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.

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.*

	DOMED OF TROOTEES
	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Trustees
I ACCEPT THIS APPOINTMENT, HEREBY VOL	UNTARILY 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.

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.*

•	BOA	ARD OF TRUSTEES	
	•	Chairman, Board of Trustees	_
		Attest:	
	h	Secretary, Board of T	rustees
I ACCEPT THIS AF	PPOINTMENT, HEREBY VOLUNTA	ARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE	E.
Signature		Date	

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

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.*

	BOARD	OF TRUSTEES	
	\$	Chairma	in, Board of Trustees
•		Attest:	
			Secretary, Board of Trustee
÷			
I ACCEPT THIS APPOINT	MENT, HEREBY VOLUNTARILY	AGREE TO THE CONTR	RACT 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.

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.*

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	·	Chairman	, Board of Trustees
		Attest:	
		·	Secretary, Board of Trustee
I ACCEPT THIS APPOINTME	ENT, HEREBY VOLUNTARILY AGREE	O THE CONTRA	ACT TERMS SPECIFIED ABOVE.
			•

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

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.*

	Chairman, Board of Trustees
	Attest: Secretary, Board of Trustee
I ACCEPT THIS APPOINTMENT, HEREBY VOLUNTARII	LY 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.

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.*

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	· a				
			Chairma	n, Board of Trustees	
			Attest:		
				Secretary, Board o	f Trustees
I ACCEPT THIS APP	OINTMENT, HEREBY	VOLUNTARILY A	GREE TO THE CONTR	ACT TERMS SPECIFIED AB	OVE.
					•
Signature			Date		

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

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, HERE	EBY VOLUNTARILY AGREE TO THE CONTRA	ACT 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.

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.*

			Chairman, E	Board of Trustees
	•		Attest:	
	λ			Secretary, Board of Trustee
1 ACCEPT THIS APP	OINTMENT, HER	REBY VOLUNTARIL	Y AGREE TO THE CONTRACT	TERMS SPECIFIED ABOVE.
TACCELL THIS ALL			·	

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

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.*

		Chairma	n, Board of Trustees
		Attest:	
		• •	Secretary, Board of Trustee
I ACCEPT THIS AI	PPOINTMENT, HEREBY VO	OLUNTARILY AGREE TO THE CONTR	ACT 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...

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.*

		Chairman	, Board of Trustees
		Attest:	C D . 1 CT
	· · · · · · · · · · · · · · · · · · ·		Secretary, Board of Trustee
I ACCEPT THIS APPOINTMENT	T, HEREBY VOLUNTARILY A	GREE TO THE CONTRA	CT 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.

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.*

	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Truste
I ACCEPT THIS APPOINTMENT, HEREBY VO	DLUNTARILY 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.

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.*

			01110	TITOBILLED		
				Cha	irman, Board of Tru	stees
				Att	est:	
					Secretary, E	Board of Trustee
I ACCEPT THIS	APPOINTMENT	, HEREBY VOLUN	TARILY AGI	REE TO THE C	ONTRACT TERMS SPECI	FIED ABOVE.
			•		F	
Signature				Date		-

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

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.*

Signature	Date
I ACCEPT THIS APPOINTMENT, HEREBY	VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.
	Secretary, Board of Trustee
	Attest:
	Chairman, Board of Trustees

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

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.*

	Chairman, Board o	f Trustees
	Attest:	
		ry, Board of Trustee
I ACCEPT THIS APPOINTMENT, HEREBY V	OLUNTARILY 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.

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.*

				Chairman, Board of Trustees	
	4			Attest:	
				Secretary, Board of Truste	es
I ACCEPT	THIS APPOIN	NTMENT, HEREBY	VOLUNTARILY AC	GREE TO THE CONTRACT TERMS SPECIFIED ABOVE.	
Signatur	re		•	Date	

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

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.*

	BOARD	OF TRUSTEES	•	
		Chairman, Boa	rd of Trustees	-
		Attest:Sec	eretary, Board of Tr	ustee
I ACCEPT THIS APPOINTMENT, HE	REBY VOLUNTARILY		•	
Signature	<u> </u>	Date		
orginature		Daic		

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

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.*

E TO THE CONTRACT TERMS SPECIFIED ABOVE.
Secretary, Board of Trustee
Attest:
Chairman, Board of Trustees
1

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

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 Trustee
I ACCEPT THIS APPOINTMENT, HEREBY VOLU	UNTARILY 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.

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.

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	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Trustee
I ACCEPT THIS APPOINTMENT, HERE	BY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.

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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.

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LEWIS AND CLARK COMMUNITY COLLEGE

	BOARD OF TRUSTEES
	Chairman, Board of Trustees
	Attest:
	Secretary, Board of Trustee
I ACCEPT THIS APPOINTMENT, HEREF	BY VOLUNTARILY AGREE TO THE CONTRACT TERMS SPECIFIED ABOVE.
Signature	Date

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