

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Anthony Ian Dell*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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and employment agreements, whether written or oral, and that all prior and existing agreements are null and void and no longer in effect and this Agreement constitutes the complete and entire employment agreement between the parties.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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Angela Rolonda Weaver*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Brian P. Schrage*

DATE: **May 19, 2020**

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 2020-2021 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, Audio Visual Systems, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Catherine E. Kessler*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Cindy McCoy*

DATE: **May 19, 2020**

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 2020-2021 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 Services, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Caitlin Anne McLaughlin*

DATE: **May 19, 2020**

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 2020-2021 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 Student Employment, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Christina Lynn Paulda*

DATE: **May 19, 2020**

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 2020-2021 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 Project/Campus Operations, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Christina Kelly Russell*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Delfina Marie Dornes*

DATE: **May 19, 2020**

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 2020-2021 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, Enrollment and Advising, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Deborah Anne Edelman*

DATE: **May 19, 2020**

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 2020-2021 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 of Development, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

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Secretary, Board of Trustees

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Signature

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Dawna Egelhoff*

DATE: **May 19, 2020**

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 2020-2021 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 Assistant Specialist, Nursing and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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The parties agree that for the duration of the Employment Agreement for Definite Term 2020-2021 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, 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, 2021.

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Chairman, Board of Trustees

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Signature

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Donna Marie Hughes*

DATE: **May 19, 2020**

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 2020-2021 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 Services, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Donna Lynn Koenig*

DATE: **May 19, 2020**

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 2020-2021 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 Family Nurse Practitioner, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Dennis E. Krieb*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Douglas Brian Stotler*

DATE: **May 19, 2020**

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 2020-2021 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/Men’s Basketball Coach, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Danelle Haake*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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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It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Dobbie Reese Herrion*

DATE: **May 19, 2020**

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 2020-2021 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 Comm. College, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Ethan Charles Braasch*

DATE: **May 19, 2020**

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 2020-2021 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Horticulture Manager, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Elisabeth Burns*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Edward Kratschmer*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Greg Cash*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Heidi Lyn Plunkett*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Jeffery Campbell*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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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It is further understood that this Agreement, when returned with your signature, is a binding contract. **Retain the original for your files and return the signed facsimile to the Human Resources Office.***

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Joseph LaVeasey Carter*

DATE: **May 19, 2020**

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 2020-2021 Fiscal Year, subject to the terms and conditions set forth in this Agreement, and you agree to provide services for this term. You will be employed as Assistant Director, East St. Louis Comm. College, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Jeffrey T. Coles*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *John A. Crawford*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Jeremy Elledge*

DATE: **May 19, 2020**

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 2020-2021 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 Construction Program Manager, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Jane Fleming*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Jill Lorsbach*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Justin Shew*

DATE: **May 19, 2020**

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 2020-2021 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 Conversation Programs Field Manager, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *John Sloan*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Korin Rochelle Fisher*

DATE: **May 19, 2020**

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 2020-2021 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, Creatives, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Kathy Jo Willis*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Lyle Guyon*

DATE: **May 19, 2020**

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 2020-2021 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 Sr. Research Scientist, Terrestrial, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Laura Minette Inlow*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Michael C. Randall*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Mary Lou Watson*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Nathaniel M. Keener*

DATE: **May 19, 2020**

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 2020-2021 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 of Sustainability, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Ryan M. Hodge*

DATE: **May 19, 2020**

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 2020-2021 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, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Ronald L. Wall*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Sheri Banovic*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Sean Vilas Copple*

DATE: **May 19, 2020**

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 2020-2021 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 App. Services, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Sabrina Davis*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Stacey Rae Harmon*

DATE: **May 19, 2020**

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 2020-2021 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 Catering Manager, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Sarah Fisher*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Timothy A. Bell*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Terry Lane*

DATE: **May 19, 2020**

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 2020-2021 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 Veteran Services, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Timothy Joseph Weaver*

DATE: **May 19, 2020**

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 2020-2021 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 Chef, and your employment by the Board will be for the following definite period of time: July 1, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Thomas Alan Whitten*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *William Reany*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on June 24, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Yvette M. McLemore*

DATE: **May 19, 2020**

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 2020-2021 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, 2020 through June 30, 2021. Your annual salary effective July 1, 2020 shall be established by the Board of Trustees at a later date, but shall be no less than your salary for the 2019-2020 fiscal year. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Crystal Robinson*

DATE: **August 11, 2020**

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 2020-2021 Fiscal Year and part of 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, Talent Search and Upward Bound, and your employment by the Board will be for the following definite period of time: September 1, 2020 through August 31, 2021. Your annual salary effective September 1, 2020 shall be \$69,463.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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 August 31, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

*The above agreement is void if not returned to the Human Resources Office by 4:30 p.m. on August 31, 2020.

EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Gladys Ingram*

DATE: **August 11, 2020**

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 2020-2021 Fiscal Year and part of 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, Talent Search, and your employment by the Board will be for the following definite period of time: September 1, 2020 through August 31, 2021. Your annual salary effective September 1, 2020 shall be \$48,812.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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 August 31, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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EMPLOYMENT AGREEMENT FOR DEFINITE TERM

TO: *Rouzell Porter*

DATE: **August 11, 2020**

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 2020-2021 Fiscal Year and part of 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, Upward Bound, and your employment by the Board will be for the following definite period of time: September 1, 2020 through August 31, 2021. Your annual salary effective September 1, 2020 shall be \$46,862.00. You shall generally be paid in twenty-four (24) equal semi-monthly installments.

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 2020-2021 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 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 August 31, 2021.

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

LEWIS AND CLARK COMMUNITY COLLEGE DISTRICT 536
BOARD OF TRUSTEES

Chairman, Board of Trustees

Attest: _____
Secretary, Board of Trustees

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

Signature

Date

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