

**LEWIS AND CLARK COMMUNITY COLLEGE**  
**EMPLOYMENT CONTRACT - INTERIM PRESIDENT**

**July 1, 2020 – September 30, 2020**

This contract is made this 14<sup>th</sup> day of July, 2020 by and between the Board of Trustees of Lewis and Clark Community College District No. 536, Counties of Madison, Calhoun, Greene, Jersey, Macoupin, Morgan and Scott (hereinafter referred to as the “Board”) and Dr. Lori Artis (hereinafter referred to as “Dr. Artis” or the “Interim President”).

**WITNESSETH:**

**I. EMPLOYMENT TERM AND COMPENSATION**

- A. The term of this contract will be from July 1, 2020 through September 30, 2020, unless terminated earlier or extended in writing by the parties. By this contract, the parties intend for the Board to retain Dr. Artis to serve as the Interim President and to continue to serve as the Vice President of Administration until the College’s new President can begin employment.
- B. The Interim President shall continue to receive her annual salary and benefits as Vice President of Administration for the 2020-2021 fiscal year. Additionally, Dr. Artis shall receive a monthly stipend of \$2,000 per month for her services as Interim President for the three (3) month period of time from July 1, 2020 through September 30, 2020.

**II. QUALIFICATIONS**

- A. The Interim President will hold throughout the term of this contract all credentials and qualifications which are required by statute, law, regulation, or rule, to serve in the position of Interim President.
- B. The Interim President represents that as of July 1, 2020 she is not under contract with any other public or private entity which would or might cause any conflict with any duty she owes to the Board of Trustees and to Lewis and Clark Community College, nor will she enter into any such contract with any other public or private entities for the term of this contract, or any extension thereof.
- C. This contract has been entered into by the Board based in part on the Interim President’s representations regarding her education, experience and qualifications which, if false, shall automatically render this contract null and void.

**III. DUTIES**

During the term of this contract or any extensions thereof, Dr. Artis will continue to perform her duties as Vice President of Administration, as well as all reasonable duties assigned or delegated to her by the Board of Trustees. The Interim President will perform administrative duties and tasks as may be assigned and she shall be deemed to be an administrator and not a faculty member pursuant to 110 ILCS 805/3B-1 of the Illinois Public Community College Act. Dr. Artis will devote her best efforts and entire time and energy

to the position of Interim President and its related administrative duties. Nothing herein limits the authority of the Board to hire a permanent President during the term of this contract and to reassign Dr. Artis back to her duties as the Vice President of Administration on a full-time basis.

#### **IV. TERMINATION**

This employment contract may be terminated prior to its September 30, 2020 expiration by:

- A. Written agreement of the parties;
- B. Retirement of the Interim President;
- C. Resignation of the Interim President with at least thirty (30) days written notice to the Chairperson of the Board of Trustees;
- D. Termination for cause which is defined as any conduct which is detrimental to the best interests of the College;
- E. Death of the Interim President; or
- F. Upon the first day of employment of a permanent College President, if before September 30, 2020.

#### **V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT**

Neither this contract nor any Board policy, rule or evaluation procedure shall confer upon Dr. Artis any expectation of continued employment as Interim President beyond the term provided in this contract. This contract and Dr. Artis' employment as Interim President will end no later than September 30, 2020, unless extended by written agreement, signed by both parties. Upon conclusion of this contract, or any extension thereof, if Dr. Artis is not selected to be the next permanent President of Lewis and Clark Community College, then she shall have the exclusive right to immediately return to her full-time duties as Vice President of Administration for Lewis and Clark Community College without any break in continuous service to the Board.

#### **VI. COMPLETE CONTRACT - MODIFICATION**

This contract represents the complete understanding between the parties and supersedes all prior negotiations, representations or contracts, whether written or oral, as to the matters described herein. Modification of or amendment to this contract may be made only by written agreement, signed by both parties.

#### **VII. NOTICE**

Any notice to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Interim President or the Chairperson of the Board of Trustees.

IN WITNESS WHEREOF, the parties have executed this Agreement this 14th day of July, 2020.

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Dr. Lori Artis  
Interim President  
Lewis and Clark Community College  
District No. 536

\_\_\_\_\_  
Mr. David Heyen  
Chairperson, Board of Trustees of  
Lewis and Clark Community College  
District No. 536

\_\_\_\_\_  
Date

Attest: \_\_\_\_\_  
Mr. Kevin Rust  
Secretary, Board of Trustees of  
Lewis and Clark Community College  
District 536

\_\_\_\_\_  
Date

**LEWIS AND CLARK COMMUNITY COLLEGE**

**EMPLOYMENT CONTRACT - INTERIM ASSISTANT PRESIDENT**

**July 1, 2020 – September 30, 2020**

This contract is made this 14<sup>th</sup> day of July, 2020 by and between the Board of Trustees of Lewis and Clark Community College District No. 536, Counties of Madison, Calhoun, Greene, Jersey, Macoupin, Morgan and Scott (hereinafter referred to as the “Board”) and Brett Reinert (hereinafter referred to as “Mr. Reinert” or the “Interim Assistant President”).

**WITNESSETH:**

**I. EMPLOYMENT TERM AND COMPENSATION**

- A. The term of this contract will be from July 1, 2020 through September 30, 2020, unless terminated earlier or extended in writing by the parties. By this contract, the parties intend for the Board to retain Mr. Reinert to serve as the Interim Assistant President and to continue to serve as the Associate Vice President of Strategic Initiatives until the College’s new President can begin employment.
- B. The Interim Assistant President shall continue to receive his annual salary and benefits as Associate Vice President of Strategic Initiatives for the 2020-2021 fiscal year. Additionally, Mr. Reinert shall receive a monthly stipend of \$2,000 per month for his services as Interim Assistant President for the three (3) month period of time from July 1, 2020 through September 30, 2020.

**II. QUALIFICATIONS**

- A. The Interim Assistant President will hold throughout the term of this contract all credentials and qualifications which are required by statute, law, regulation, or rule, to serve in the position of Interim Assistant President.
- B. The Interim Assistant President represents that as of July 1, 2020, he is not under contract with any other public or private entity which would or might cause any conflict with any duty he owes to the Board of Trustees and to Lewis and Clark Community College, nor will he enter into any such contract with any other public or private entities for the term of this contract, or any extension thereof.
- C. This contract has been entered into by the Board based in part on the Interim Assistant President’s representations regarding his education, experience and qualifications which, if false, shall automatically render this contract null and void.

**III. DUTIES**

During the term of this contract or any extensions thereof, Mr. Reinert will continue to perform his duties as Associate Vice President of Strategic Initiatives, as well as all reasonable duties assigned or delegated to him by the Board of Trustees. The Interim Assistant President will perform administrative duties and tasks as may be assigned and he shall be deemed to be an administrator and not a faculty member pursuant to 110 ILCS 805/3B-1 of the Illinois Public Community College Act. Mr. Reinert will devote his best

efforts and entire time and energy to the position of Interim Assistant President and its related administrative duties. Nothing herein limits the authority of the Board to hire a permanent President during the term of this contract and to reassign Mr. Reinert back to his duties as the Associate Vice President of Strategic Initiatives on a full-time basis.

#### **IV. TERMINATION**

This employment contract may be terminated prior to its September 30, 2020 expiration by:

- A. Written agreement of the parties;
- B. Retirement of the Interim Assistant President;
- C. Resignation of the Interim Assistant President with at least thirty (30) days written notice to the Chairperson of the Board of Trustees;
- D. Termination for cause which is defined as any conduct which is detrimental to the best interests of the College;
- E. Death of the Interim Assistant President; or
- F. Upon the first day of employment of a permanent College President, if before September 30, 2020.

#### **V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT**

Neither this contract nor any Board policy, rule or evaluation procedure shall confer upon Mr. Reinert any expectation of continued employment as Interim Assistant President beyond the term provided in this contract. This contract and Mr. Reinert's employment as Interim Assistant President will end no later than September 30, 2020, unless extended by written agreement, signed by both parties. Upon conclusion of this contract, or any extension thereof, Mr. Reinert shall immediately return to his full-time duties as Associate Vice President of Strategic Services for Lewis and Clark Community College without any break in continuous service to the Board.

#### **VI. COMPLETE CONTRACT - MODIFICATION**

This contract represents the complete understanding between the parties and supersedes all prior negotiations, representations or contracts, whether written or oral, as to the matters described herein. Modification of or amendment to this contract may be made only by written agreement, signed by both parties.

#### **VII. NOTICE**

Any notice to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Interim Assistant President or the Chairperson of the Board of Trustees.

IN WITNESS WHEREOF, the parties have executed this Agreement this 14th day of July, 2020.

\_\_\_\_\_  
Brett Reinert  
Interim Assistant President  
Lewis and Clark Community College  
District No. 536

\_\_\_\_\_  
Mr. David Heyen  
Chairperson, Board of Trustees of  
Lewis and Clark Community College  
District No. 536

\_\_\_\_\_  
Date

Attest: \_\_\_\_\_  
Mr. Kevin Rust  
Secretary, Board of Trustees of  
Lewis and Clark Community College  
District 536

\_\_\_\_\_  
Date

**LEWIS AND CLARK COMMUNITY COLLEGE**

**EMPLOYMENT CONTRACT - INTERIM CHIEF ACADEMIC OFFICER**

**June 1, 2020 – December 31, 2020**

This contract is made this 14<sup>th</sup> day of July, 2020 by and between the Board of Trustees of Lewis and Clark Community College District No. 536, Counties of Madison, Calhoun, Greene, Jersey, Macoupin, Morgan and Scott (hereinafter referred to as the "Board") and Dr. Jill Lane (hereinafter referred to as "Dr. Lane" or the "Interim Chief Academic Officer").

**WITNESSETH:**

**I. EMPLOYMENT TERM AND COMPENSATION**

- A. The term of this contract will be from June 1, 2020 through December 31, 2020, unless terminated earlier or extended in writing by the parties. By this contract, the parties intend for the Board to retain Dr. Lane to serve as the Interim Chief Academic Officer and to continue to serve as Dean until the College's new Chief Academic Officer can begin employment.
- B. The Interim Chief Academic Officer shall continue to receive her annual salary and benefits as Dean for the 2020-2021 fiscal year. Additionally, Dr. Lane shall receive a monthly stipend of \$1,600 per month for her services as Interim Chief Academic Officer for the seven (7) month period of time from June 1, 2020 through December 31, 2020.

**II. QUALIFICATIONS**

- A. The Interim Chief Academic Officer will hold throughout the term of this contract all credentials and qualifications which are required by statute, law, regulation, or rule, to serve in the position of Interim Chief Academic Officer.
- B. The Interim Chief Academic Officer represents that as of June 1, 2020 she is not under contract with any other public or private entity which would or might cause any conflict with any duty she owes to the Board of Trustees and to Lewis and Clark Community College, nor will she enter into any such contract with any other public or private entities for the term of this contract, or any extension thereof.
- C. This contract has been entered into by the Board based in part on the Interim Chief Academic Officer's representations regarding her education, experience and qualifications which, if false, shall automatically render this contract null and void.

**III. DUTIES**

During the term of this contract or any extensions thereof, Dr. Lane will continue to perform her duties as Dean, as well as all reasonable duties assigned or delegated to her by the Board of Trustees. The Interim Chief Academic Officer will perform administrative duties and tasks as may be assigned and she shall be deemed to be an administrator and not a faculty member pursuant to 110 ILCS 805/3B-1 of the Illinois Public Community College Act. Dr. Lane will devote her best efforts and entire time and energy to the position of

Interim Chief Academic Officer and its related administrative duties. Nothing herein limits the authority of the Board to hire a permanent Chief Academic Officer during the term of this contract and to reassign Dr. Lane back to her duties as a Dean on a full-time basis.

#### **IV. TERMINATION**

This employment contract may be terminated prior to its December 31, 2020 expiration by:

- A. Written agreement of the parties;
- B. Retirement of the Interim Chief Academic Officer;
- C. Resignation of the Interim Chief Academic Officer with at least thirty (30) days written notice to the Chairperson of the Board of Trustees;
- D. Termination for cause which is defined as any conduct which is detrimental to the best interests of the College;
- E. Death of the Interim Chief Academic Officer; or
- F. Upon the first day of employment of a permanent Chief Academic Officer, if before December 31, 2020.

#### **V. NO EXPECTATION OF CONTINUED EMPLOYMENT BEYOND TERM OF CONTRACT**

Neither this contract nor any Board policy, rule or evaluation procedure shall confer upon Dr. Lane any expectation of continued employment as Interim Chief Academic Officer beyond the term provided in this contract. This contract and Dr. Lane' employment as Interim Chief Academic Officer will end no later than December 31, 2020, unless extended by written agreement, signed by both parties. Upon conclusion of this contract, or any extension thereof, if Dr. Lane is not selected to be the next permanent Chief Academic Officer of Lewis and Clark Community College, then she shall have the exclusive right to immediately return to her full-time duties as a Dean for Lewis and Clark Community College without any break in continuous service to the Board.

#### **VI. COMPLETE CONTRACT - MODIFICATION**

This contract represents the complete understanding between the parties and supersedes all prior negotiations, representations or contracts, whether written or oral, as to the matters described herein. Modification of or amendment to this contract may be made only by written agreement, signed by both parties.

#### **VII. NOTICE**

Any notice to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the residence of the Interim Chief Academic Officer or the Chairperson of the Board of Trustees.

IN WITNESS WHEREOF, the parties have executed this Agreement this 14th day of July, 2020.

\_\_\_\_\_  
Dr. Jill Lane  
Interim Chief Academic Officer  
Lewis and Clark Community College  
District No. 536

\_\_\_\_\_  
Mr. David Heyen  
Chairperson, Board of Trustees of  
Lewis and Clark Community College  
District No. 536

\_\_\_\_\_  
Date

Attest: \_\_\_\_\_  
Mr. Kevin Rust  
Secretary, Board of Trustees of  
Lewis and Clark Community College  
District 536

\_\_\_\_\_  
Date