



Employment agreement between Christina Kuberski and Highland Community College is for a two-year period. This contract covers salary and benefits for FY18 and FY19.

ADMINISTRATOR'S CONTRACT

THIS AGREEMENT, made in duplicate, this 24th day of October 2017 between the Board of Trustees of Illinois of Community College District No. 519, Counties of Stephenson, Ogle, Jo Daviess and Carroll, and the State of Illinois (College) and **Christina Kuberski**, employee.

WITNESSETH: Employee agrees to serve as Executive Vice-President for College under the rules and regulations of said College Board for a period of 24 months, beginning July 1, 2017, and extending through June 30, 2019. The College Board, however, reserves the right to discontinue the employee's position, lay off the employee or dismiss the employee at any time during the contract year for a budgetary or other lawful reason. If said employee's employment is ended during the contract year for any reason other than misconduct, employee shall receive **three months** written notice, in which case the employee acknowledges and agrees that he/she is not entitled to any compensation or other benefits beyond the **three months** notice period.

FY17 and FY18 Salary and Benefits

That said employee is assigned to the position of **Executive Vice President**, and will perform the duties and responsibilities of that position. In consideration of such services well and duly performed, the said College Board agrees to pay said employee the sum of **\$130,175** annually for the period from July 1, 2017 to June 30, 2018 and the sum of **\$133,429.38** annually for the time period from July 1, 2017 to June 30, 2019.

Highland Community College will also contribute all required SURS retirement contribution, in addition to the annual salary. In addition, the Board agrees to contribute \$2,000 to your 403(b) account during each fiscal year.

Benefit accrual for per fiscal year:

Academic Holidays:	<u>0</u> days	Educational Assistance:	Ineligible
Personal Leave:	<u>3</u> days	Bookstore Purchases at 20% Discount:	Eligible
Sick Leave:	<u>12</u> days	Scholarship Fund for Tuition Coverage:	Eligible
Sick Leave Bank Participant:	<u>Yes</u>	Tax Sheltered Annuity Program:	Eligible
Vacation:	<u>21</u> days	Sabbatical Leave:	Eligible 07/06/22
		Hospital/Major-Medical Insurance for Employee and Dependents:	Eligible

If, in the opinion of the College Board or the College President, an administrator's actions warrant immediate removal from duties of the office, said employee may be suspended with pay pending the outcome of the circumstances causing the suspension.

IN WITNESS THEREOF, the parties have hereunto set their hands and seals on the day and year first above written.

HIGHLAND COMMUNITY COLLEGE
 Illinois Community College District No. 519, Counties of Stephenson, Ogle, Jo Daviess and Carroll, and the State of Illinois.

By: _____ (Seal)

Attest: _____
 Secretary

 Employee