

## AMENDMENT TO PRESIDENT'S EMPLOYMENT AGREEMENT

This Amendment to the President's Employment Agreement is executed on this 19th day of November, 2020, by and between the **BOARD OF TRUSTEES OF MCHENRY COUNTY COLLEGE NO. 528, MCHENRY COUNTY, ILLINOIS** (the "Board"), and **DR. CLINTON E. GABBARD** (the "President"). The Board and the President are referred collectively as the "Parties."

### WITNESSETH

**WHEREAS**, the President is currently employed under a multi-year contract extending from January 1, 2020 until December 31, 2023 (the "Agreement");

**WHEREAS**, after evaluation of the President's performance and his contributions to the College during the term of the current Agreement, the Board has determined that it is in the best interests of the College going forward to extend the President's employment term an additional one (1) year and to induce him to not retire and remain employed with the College through that time period; and

**WHEREAS**, the parties accordingly desire to modify the terms of the Agreement with amendments as stated herein, effective January 1, 2021.

**NOW, THEREFORE**, the Board and the President agree to amend the Agreement as follows, effective January 1, 2021:

1. Paragraph A.1 of the Agreement is hereby amended to modify the term of the Agreement to be from January 1, 2021 through December 31, 2024.
2. Paragraph C.9 is hereby inserted into the Agreement and reads:

#### Retention Incentive

The Board shall pay the President a one-time retention incentive in the amount of Twenty-Five Thousand Dollars (\$25,000). The retention incentive shall be paid to the President as a single, lump sum payment on the first regular payroll date following the effective date of the amended Agreement.

The purpose of the retention incentive is to induce the President to not retire and to continue his employment with the College through the term of the Agreement, consistent with the purpose of incentive payments pursuant to Illinois Admin. Code tit. 80, § 1600.205(d)(3)(B). The retention incentive is not for services rendered.


3. All other terms and conditions of the Agreement shall remain in full force and effect.

**IN WITNESS WHEREOF**, the President and Board have executed this Amendment to the President's Employment Agreement on this 19th day of November, 2020.

**PRESIDENT**

**THE BOARD OF TRUSTEES OF  
MCHENRY COUNTY COLLEGE NO. 528,  
MCHENRY COUNTY, ILLINOIS**

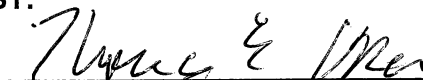
By:

  
\_\_\_\_\_  
Clinton E. Gabbard

By:

  
\_\_\_\_\_  
Chairperson

**ATTEST:**

  
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Secretary