

## PRESIDENT'S EMPLOYMENT AGREEMENT

**AGREEMENT** made this \_\_\_\_ day of March, 2013, between the **BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 517, COUNTIES OF CHRISTIAN, COLES, CLARK, CLAY, CRAWFORD, CUMBERLAND, DOUGLAS, EDGAR, EFFINGHAM, FAYETTE, JASPER, MACON, MONTGOMERY, MOULTRIE, SHELBY AND STATE OF ILLINOIS, A/K/A LAKE LAND COLLEGE**, hereinafter referred to as the "Board," and **JONATHAN BULLOCK** hereinafter referred to as the "President."

### W I T N E S S E T H

#### **A. EMPLOYMENT AND COMPENSATION**

1. The Board hereby employs the President for *three (3)* years, commencing on July 1, 2013, and terminating on June 30, 2016, at a first year annual salary of *ONE HUNDRED EIGHTY THOUSAND DOLLARS (\$180,000.00)*, payable in equal installments in accordance with the rules of the Board governing payments of other administrative staff members of the Board; and the President hereby accepts employment upon the terms and conditions hereinafter set forth. This Agreement may be extended in whole or in part beyond June 30, 2016 by the mutual agreement of the parties by written addendum.
2. The Board shall not make any contribution on behalf of the President to the State of Illinois State University Retirement System (SURS) during the term of this Agreement.
3. The President is entitled to an annual salary increase in an amount equal to the percentage increase the Board provides to the College's other administrators unless otherwise explicitly agreed to by the Board and the President.
4. Any salary or other adjustment or modification made during the life of this Agreement will be in the form of a written amendment and will become a part of this Agreement, but such adjustment or modification will not be construed as a new Agreement with the President, nor as an extension of the termination date of this Agreement, unless otherwise explicitly agreed.
5. This Agreement is contingent upon the positive results of a criminal background check on the President.

Lake Land College  
MAR 18 2013  
Human Resources

**B. BENEFITS**

1. The Board will provide the President with the benefits program provided to all full time administrative employees of the Board with the following exceptions or modifications to these benefits:
  - a. The Board will provide term life Insurance on the life of the President with coverage in the amount of two times his annual base salary with the beneficiary to be named by the President.
  - b. Subject to Board approval, the Board will reimburse the President for actual and reasonable expenses incurred by the President in the performance of his duties as President. To facilitate reimbursement, the President will submit receipts and/or other documents evidencing such reasonable expenses to the Board for reimbursement approval according to Board policy.
  - c. The Board will provide the President, upon Board approval, with an automobile, for the President's use in his duties on behalf of the College. The Board will also provide payment for necessary expenses incurred for the use and maintenance of said automobile for College business travel.
  - d. It is required that the President reside in the Lake Land College district.
  - e. The Board will reimburse the President for reasonable moving expenses incurred in moving his furniture, household goods and related belongings from his current residence to a residence within the College District. This reimbursement shall be issued to the College President based upon his presentation to the Board Chairman or his designee of at least two (2) reasonable estimates for moving expenses.

**C. POWERS AND DUTIES**

1. The President will be the chief executive officer for the Board and will perform such duties commensurate with the position of president as provided for and contemplated by the *Illinois Public Community College Act* and such other duties as directed by the Board in accordance with the *Illinois Public Community College Act*.

2. The President will devote his full working time, attention, and energy to the business of the College and related professional activities. The President may not jeopardize the functioning of the Board or the College by any lengthy and conspicuous absence for professional activities.
3. The President will be subject to all applicable policies and procedures of the College.

**D. EVALUATION**

Prior to May 15<sup>th</sup> of each contract year, the Board and President will review and assess the President's overall performance based upon the Board/Administration goals, as well as any other objectives established by the Board. After such evaluation, the parties will schedule a meeting to review the evaluation and determine, if necessary, the terms and conditions of the President's continued future employment.

**E. TERMINATION**

1. This employment Agreement may be terminated by:
  - a. Mutual agreement;
  - b. Permanent disability;
  - c. Discharge for cause; and
  - d. Death.
2. Discharge for reasons of permanent disability or incapacity may occur at any time after the President has exhausted his sick leave, or has been absent from his employment for a continuous period of three (3) months, or presents to the Board a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board will cease upon written notice of termination for permanent disability or incapacity, provided that the President will be entitled to a hearing before the Board if he so requests. The Board reserves the right to require the President to submit to a medical examination, either physical or mental, whenever the Board deems the President disabled. Such examination will be performed by a physician licensed to practice medicine in all its branches, who is selected and paid by the Board. The President expressly agrees that the physician will prepare a detailed report of the state of his physical and/or mental health and submit it to the Board.

3. Discharge for cause will be for any conduct, act, or failure to act by the President which is detrimental to the best interests of the College. Reasons for discharge for cause will be given in writing to the President, who will be entitled to notice and a hearing before the Board to discuss such causes. If the President chooses to be accompanied by legal counsel, he will bear any costs therein involved. The Board hearing will be conducted in executive session.

**F. MODIFICATIONS AND AMENDMENTS**

No modification or amendment of this Agreement will be valid or binding on the parties unless it is in writing and executed by the Board and the President.

**G. NOTICE**

Any notice required shall be deemed sufficient if it is in writing and sent by mail to the residence of the President or the Chairperson of the Board.

**H. MISCELLANEOUS**

1. Governing Law: This Agreement has been executed in the State of Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect and any dispute arising out of this Agreement requiring judicial intervention will be resolved in the Circuit Court for the Fifth Judicial Circuit, Coles County, Illinois.
2. Headings: Paragraph headings and numbers have been inserted for convenience of reference only. In the event of any conflict between any such headings or numbers and the text of this Agreement, the text will control.
3. Execution Counterparts: This Agreement may be executed in one or more counterparts each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
4. Complete Agreement: This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties, whether oral or written, concerning such subject matter.

5. Severability: If a court having jurisdiction issues a final decision declaring any provision of this Agreement to be unlawful or unenforceable, all other provisions of the Agreement will remain in force and effect.

**IN WITNESS WHEREOF**, the parties have executed this Agreement this \_\_\_ day of March, 2013.

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 517, COUNTIES OF CHRISTIAN, COLES, CLARK, CLAY, CRAWFORD, CUMBERLAND, DOUGLAS, EDGAR, EFFINGHAM, FAYETTE, JASPER, MACON, MONTGOMERY, MOULTRIE, SHELBY AND STATE OF ILLINOIS, A/K/A LAKE LAND COLLEGE**

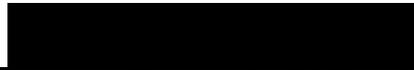


**JONATHAN BULLOCK**



**Board Chairman**

**ATTEST:**



**Board Secretary**



## **ADDENDUM TO EMPLOYMENT AGREEMENT**

This Addendum to Employment Agreement is made on April 13, 2015, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties."

WHEREAS, the Board and President have entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (hereinafter referred to as the "Agreement"); and

WHEREAS, the Parties desire to extend the term of the Agreement for three (3) additional years, and desire to modify the compensation increase language, the benefits and duties provisions of the Agreement.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the parties hereto acknowledge and agree as follows:

1. Section A.1 and 3 of the Agreement shall be modified to read as follows:

### **A. EMPLOYMENT AND COMPENSATION**

1. The Board hereby extends the President's employment for a term of *three (3)* years, commencing on July 1, 2015 through June 30, 2018 at an annual salary of two hundred and ten thousand (*\$ 210,000*), payable in equal installments in accordance with the rules of the Board governing payments of other administrative staff members of the Board. The Board further agrees that if the President's annual evaluation and/or assessment meets its satisfaction and the President has achieved the annual goals and/or objectives set forth by the Board, the Board will take action to extend this Agreement for another three year period effective at the end of that evaluation year. The President hereby accepts employment upon the conditions and terms set forth.
  3. The President is entitled to an annual salary increase in an amount equal to the College's other administrators unless otherwise explicitly agreed to by the Board and the President. The Board reserves the right, in its sole discretion to increase from time to time the salary, and adjust other benefits payable hereunder based upon performance evaluation, without entering into a new contract or extending the term of this contract.
2. Section B of the Agreement shall be modified to add the following provision:

**B. BENEFITS**

- f. The President agrees to opt out and voluntarily declines to participate in the College's Planned Retirement Program for the duration of his employment with the College.

3. Section C.2 of the Agreement shall be modified to read as follows:

**C. POWERS AND DUTIES**

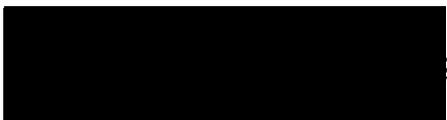
- 2. The President will devote his full working time, attention, and energy to the business of the College and related professional activities. With the permission of the Board, the President may attend university courses, seminars and other lectures and shall be permitted to engage in writing activities, teaching and speaking engagements provided that notwithstanding such approval by the Board, the President agrees not to jeopardize the operation of the College by engaging in such activities or by any lengthy and conspicuous absence from the College.

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

IN WITNESS WHEREOF, the parties have executed this Agreement on the 13th day of April, 2015.

**PRESIDENT**

**BOARD**





Dr. Jonathan "Josh" Bullock

BY: \_\_\_\_\_

Board Chair

ATTEST: \_\_\_\_\_



Board Secretary

**Lake Land College  
Board of Trustees**



RESOLUTION NUMBER: 0318-010

DATE: March 12, 2018

*Approve Second Addendum to Employment Agreement with  
Dr. Jonathan "Josh" Bullock, Lake Land College President, Extending the Term  
through June 30, 2021.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

WHEREAS, the President's annual salary for the 2017-2018 contract year is \$218,400.00;

*and*

**WHEREAS**, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all essential functions of his role and established performance goals by the Board of Trustees during each review period; and

**WHEREAS**, the Board of Trustees has established three goals for the President for FY 2018 to include:

1. Expand the Marketing Program to include budgeted funds for the hiring of a Marketing Consultant (with expertise in college/university marketing) and the development of a five Year Marketing Plan.
2. Identify new sources of revenue to offset future anticipated state funding reductions and the negative impact to the College's budget while maintaining/increasing College reserves.
3. Continue to develop innovative partnerships with community stakeholders (K-12, business/industry) to promote workforce ready pathways for students.....special emphasis given to smaller, less served high schools within the College's district.

**WHEREAS**, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

Section 1. The Board approves the Second Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2021, and to clarify an existing benefit.

ADOPTED this 12<sup>th</sup> day of March, 2018 by the following vote:

AYES: *Trustees Deters, Cadwell, Reynolds, Steward, Sullivan, Storm + Student Trustee Meaker*

NAYS: *None*

ABSENT: *Trustee Owen*

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

By: \_\_\_\_\_

Chair

Attest: \_\_\_\_\_

Secretary

SECRETARY'S CERTIFICATE

I, Ann Deters, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the "College District") and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan "Josh" Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 12<sup>th</sup> day of March, 2018.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 12<sup>th</sup> day of March, 2018.

  
Secretary, Board of Trustees

**SECOND ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT**

This Second Addendum to President's Employment Agreement is made on March 12, 2018, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (hereinafter referred to as the "Agreement") with such Agreement having been extended to June 30, 2018, by a First Addendum to the Agreement.

WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years and to clarify an existing benefit.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2021.

2. Section B.1.c. is modified to read as follows to clarify application of this benefit since July 1, 2013:

"The Board will provide the President, upon Board approval, with an automobile for the President's use in his duties on behalf of the College. The Board will also pay for necessary expenses incurred for the use and maintenance of said automobile (e.g., fuel, insurance, and oil and maintenance). The President is permitted to use the automobile for personal travel. On an annual basis the President shall submit a report to the College stating the mileage on the odometer at the beginning and end of each tax year and the total number of business and personal miles driven in that period for tax calculation purposes."

3. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015 and this Second Addendum.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 12<sup>th</sup> day of March, 2018.

**PRESIDENT**

[Redacted Signature]

Dr. Jonathan "Josh" Bullock

**BOARD**

BY: [Redacted Signature]

Board Chair

ATTEST:

[Redacted Attestation]

# Lake Land College Board of Trustees



RESOLUTION NUMBER: 0919-002

DATE: September 9, 2019

*Approve Third Addendum to Employment Agreement with  
Dr. Jonathan "Josh" Bullock, Lake Land College President, Extending the Term  
through June 30, 2022.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

WHEREAS, on March 12, 2018, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2021; and

WHEREAS, the President's annual salary for the 2019-2020 contract year is \$236,221.44; and

WHEREAS, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all essential functions of his role and established performance goals by the Board of Trustees during each review period; and

WHEREAS, the Board of Trustees has established six goals for the President for FY 2020 to include:

1. Address enrollment opportunities and challenges through the establishment of a foundation and framework for a Strategic Enrollment Management Plan.
2. Ongoing engagement of the college community in the implementation of the FY2019 to FY2021 Strategic Plan for the two key focus area of Guided Pathways and Data Analytics.
3. Hire and onboard a new Executive Director for College Advancement and facilitate development and operationalization of an appropriate organizational structure to position the department for future success.
4. Facilitate completion of the scheduled projects in the Capital Projects and Master Facility plans.
5. Foster campus-wide innovation in the development and enhancement of programs, niches and revenue sources.
6. Heighten the visibility of Lake Land College at the local and state levels.

WHEREAS, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

Section 1. The Board approves the Third Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2022.

ADOPTED this 9<sup>th</sup> day of Sept., 2019 by the following vote:

AYES: Trustees Curtis, Cadwell, Storm, Sullivan, Walk, Wright + Chair Reynolds.  
Student Advisory Vote: Kite voted aye.

NAYS: None

ABSENT: None

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

By: 

Chair

Attest: 

Secretary

SECRETARY'S CERTIFICATE

I, Mary Caldwell, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the "College District") and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan "Josh" Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 9<sup>th</sup> day of Sept., 2019.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 9<sup>th</sup> day of Sept., ~~2020~~ 2019.

  
Secretary, Board of Trustees

Exhibit A

THIRD ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT

This Third Addendum to President's Employment Agreement is made on Sept. 9, 2019, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015, and March 12, 2018.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (hereinafter referred to as the "Agreement") with such Agreement having been extended to June 30, 2021, by a First Addendum to the Agreement and a Second Addendum to the Agreement.

WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2022.

2. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015, the Second Addendum entered into on March 12, 2018, and this Third Addendum.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 9<sup>th</sup> day of Sept., ~~2020~~ 2019.

PRESIDENT

[Redacted Signature]

Dr. Jonathan "Josh" Bullock

BOARD

[Redacted Signature]

BY:

Board Chair

ATTEST:

[Redacted Signature]

# Lake Land College Board of Trustees



RESOLUTION NUMBER: 0920-002

DATE: September 14, 2020

*Approve Fourth Addendum to Employment Agreement with  
Dr. Jonathan "Josh" Bullock, Lake Land College President, Extending the Term  
through June 30, 2023.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

WHEREAS, on March 12, 2018, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2021; and

WHEREAS, on September 9, 2019, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2022; and

WHEREAS, the President's annual salary for the 2020-2021 contract year is \$240,973.43; and

WHEREAS, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all essential functions of his role and established performance goals by the Board of Trustees during each review period; and

WHEREAS, the Board of Trustees has established six goals for the President for FY 2021 to include:

1. Implement the Strategic Enrollment Management Plan.
2. Expand the FY 2019 - FY 2021 Strategic Plan into FY 2022 to enhance implementation of the two current focus areas of Data Analytics and Guided Pathways.
3. Hire and onboard a vice president for student services.
4. Facilitate completion of campus capital plan and enhancement projects including the Foundation and Alumni Center, Workforce Development Center and campus wayfinding initiative.
5. Innovate in the development of strategies to adapt operations to the ongoing impact of the COVID-19 pandemic.
6. Assist College Advancement with implementing its development plan and enhancing endowments.

WHEREAS, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

Section 1. The Board approves the Fourth Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2023.

ADOPTED this 14<sup>th</sup> day of Sept., 2020 by the following vote:

AYES: Six

NAYS: Zero

ABSENT: One

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

By: 

Chair

Attest:

[Redacted Signature]

Chair

Secretary

SECRETARY'S CERTIFICATE

I, Gary Caldwell, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the "College District") and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan "Josh" Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 14<sup>th</sup> day of Sept., 2020.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 14<sup>th</sup> day of Sept., 2020.

[Redacted Signature]

Secretary, Board of Trustees

Exhibit A

FOURTH ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT

This Fourth Addendum to President's Employment Agreement is made on Sept. 14, 2020 by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015, March 12, 2018 and September 9, 2019.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (hereinafter referred to as the "Agreement") with such Agreement having been extended to June 30, 2022, by First, Second and Third Addendums to the Agreement.

WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2023.
2. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015, the Second Addendum entered into on March 12, 2018, and the Third Addendum entered into on September 9, 2019.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 14<sup>th</sup> day of Sept., 2020.

PRESIDENT  
  
\_\_\_\_\_  
Dr. Jonathan "Josh" Bullock

BOARD  
  
BY: \_\_\_\_\_  
Board Chair

ATTEST:   
\_\_\_\_\_  
Board Secretary

**Lake Land College  
Board of Trustees**



RESOLUTION NUMBER: 0921-002

DATE: September 13, 2021

*Approve Fifth Addendum to Employment Agreement with  
Dr. Jonathan "Josh" Bullock, Lake Land College President, Extending the Term  
through June 30, 2024.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

**WHEREAS**, on March 12, 2018, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2021; and

**WHEREAS**, on September 9, 2019, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2022; and

**WHEREAS**, on September 14, 2020, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2023; and

**WHEREAS**, the President's annual salary for the 2021-2022 contract year is \$246,042.89; and

**WHEREAS**, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all essential functions of his role and established performance goals by the Board of Trustees during each review period; and

**WHEREAS**, the Board of Trustees has established six goals for the President for FY 2022 to include:

1. Work with the Student Services and Academic Services Units to Advance Student Success through ongoing implementation of Guided Pathways and the associated Strategic Enrollment Management plan.
2. Plan for the ongoing expenditure of Higher Education Emergency Relief Funds (HEERF) in supporting students' financial needs and advancing virtual learning initiatives through allowable expenditures.
3. Work with the Strategic Planning Committee in development of the College's next Strategic Plan to begin in FY 2023.

4. Continue an emphasis on beautification of campus grounds, including finalization of a campus landscaping plan.
5. Onboard the incoming vice president for academic services.
6. Advocate for Lake Land College, Illinois Community Colleges and equitable access for all students through leadership of the Illinois Council of Community College Presidents (ICCCP).

**WHEREAS**, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

**Section 1.** The Board approves the Fifth Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2024.

ADOPTED this 13<sup>th</sup> day of Sept., 2021 by the following vote:

AYES: 7

NAYS: 0

ABSENT: 0

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

By: \_\_\_\_\_

Chair

Attest: \_\_\_\_\_

Secretary

SECRETARY'S CERTIFICATE

I, Tom Wright, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the "College District") and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan "Josh" Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 13<sup>th</sup> day of Sept., 2021.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 13<sup>th</sup> day of Sept., 2021.

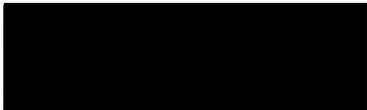
  
Secretary, Board of Trustees

Exhibit A

FIFTH ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT

This Fifth Addendum to President's Employment Agreement is made on Sept. 13, 2021, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015, March 12, 2018, September 9, 2019, September 14, 2020 and September 13, 2021.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (hereinafter referred to as the "Agreement") with such Agreement having been extended to June 30, 2023 by First, Second, Third and Fourth Addendums to the Agreement.

WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years.

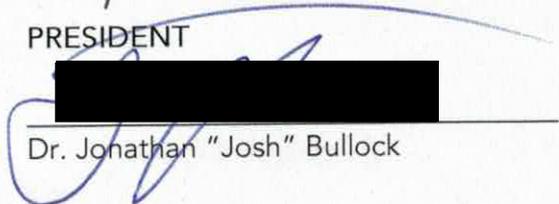
NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2024.

2. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015, the Second Addendum entered into on March 12, 2018, the Third Addendum entered into on September 9, 2019, and the Fourth Addendum entered into on September 14, 2020.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 13<sup>th</sup> day of Sept., 2021.

PRESIDENT

  
\_\_\_\_\_  
Dr. Jonathan "Josh" Bullock

BOARD

  
BY: \_\_\_\_\_  
Board Chair

ATTEST:   
\_\_\_\_\_  
Board Secretary

Lake Land College  
Board of Trustees



RESOLUTION NUMBER: 0922-003

DATE: September 12, 2022

*Approve Sixth Addendum to Employment Agreement with  
Dr. Jonathan "Josh" Bullock, Lake Land College President, Extending the Term  
through June 30, 2025.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

WHEREAS, on March 12, 2018, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2021; and

WHEREAS, on September 9, 2019, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2022; and

WHEREAS, on September 14, 2020, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2023; and

WHEREAS, on September 13, 2021, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2024; and

WHEREAS, the President's annual salary for the 2022-2023 contract year is \$258,345.03; and

WHEREAS, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all essential functions of his role and established performance goals by the Board of Trustees during each review period; and

WHEREAS, the Board of Trustees has established five goals for the President for FY 2023 to include:

1. Collaborate with the Student Services and Academic Services Units to operationalize the Guided Pathways Strategic Enrollment Management plan, including ongoing implementation of EAB Navigate.

2. Guide and support the President's Cabinet and College leaders with implementing strategic projects in support of the priority objectives and FY 2023 action plans of the College's FY 2023-27 Strategic Plan.
3. Maintain an emphasis on beautification of campus grounds, including finalization of the campus master landscaping plan and implementation of FY 2023 initiatives.
4. Finalize the campus master facility plan and advance the current capital projects, including completion of the bonding process and initial project design.
5. Direct the planning and implementation of the Early Childhood Access Consortium for Equity Opportunity (ECE) and Pipeline for the Advancement of the Healthcare Workforce (PATH) state grant programs to advance the pipeline for the early childhood education and healthcare workforces.

WHEREAS, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

Section 1. The Board approves the Sixth Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2025.

ADOPTED this 12<sup>th</sup> day of Sept., 2022 by the following vote:

AYES: 7

NAYS: 0

ABSENT: None

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

Attest:   
Secretary

By:   
Chair

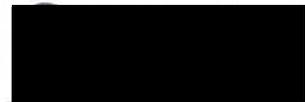
SECRETARY'S CERTIFICATE

I, Tom Wright, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the "College District") and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan "Josh" Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 12<sup>th</sup> day of Sept, 2022.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 12<sup>th</sup> day of Sept.,  
2022.



Secretary, Board of Trustees

**Exhibit A**  
**SIXTH ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT**

This Sixth Addendum to President's Employment Agreement is made on Sept. 12, 2022, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015, March 12, 2018, September 9, 2019, September 14, 2020, and September 13, 2021.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 ( herein referred to as the "Agreement" ) with such Agreement having been extended to June 30, 2024 by First, Second, Third, Fourth and Fifth Addendums to the Agreement.

WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years.

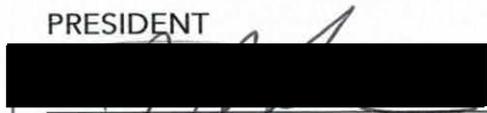
NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2025.
2. Section B.1. is modified by adding B.1.f. for the following additional benefit:  
"The Board will provide the President, upon Board approval, reimbursement for expenses which are not covered by the President's college-sponsored health insurance and are associated with the President participating in an annual 'Executive Health' physical and wellness program at the Mayo Clinic or similar program mutually agreed upon between the President and Board Chair. The President agrees to annually participate in this health and wellness program."
3. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015, the Second Addendum entered into on March 12, 2018, the Third Addendum entered into on September 9, 2019, the Fourth Addendum entered into on September 14, 2020 and the Fifth Addendum entered into on September 13, 2021.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 12<sup>th</sup> day of Sept., 2022.

PRESIDENT

BOARD

  
\_\_\_\_\_  
Dr. Jonathan "Josh" Bullock

BY:   
\_\_\_\_\_  
Board Chair

ATTEST:   
\_\_\_\_\_

# Lake Land College Board of Trustees



RESOLUTION NUMBER: 0923-006

DATE: September 11, 2023

*Approve Seventh Addendum to Employment Agreement with Dr. Jonathan "Josh" Bullock, Lake Land College President, Extending the Term through June 30, 2026.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

WHEREAS, on March 12, 2018, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2021; and

WHEREAS, on September 9, 2019, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2022; and

WHEREAS, on September 14, 2020, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2023; and

WHEREAS, on September 13, 2021, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2024; and

WHEREAS, on September 12, 2022, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2025; and

WHEREAS, the President's annual salary for the 2023-2024 contract year is \$272,762.28; and

WHEREAS, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all essential functions of his role and established performance goals by the Board of Trustees during each review period; and

WHEREAS, the Board of Trustees has established five goals for the President for FY 2024 to include:

1. Guide and support the President's Cabinet and College leaders with implementing strategic projects in support of the priority objectives and FY 2024 action plans of the College's FY 2023-27 Strategic Plan.
2. Maintain an emphasis on beautification of campus grounds and updating of facilities by overseeing implementation of the FY 2024 initiatives of the College's Facility Master Plan.
3. Oversee the planning and renovation of the Effingham Technology Center, while facilitating the College's involvement in the Effingham Regional Career Academy.
4. Hire and onboard a new Vice President for Business Services, providing guidance in the areas of responsibility.
5. Continue to develop innovative partnerships with community stakeholders (e.g. K-12, businesses, etc.) to promote workforce ready pathways for students.

**WHEREAS**, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

**Section 1.** The Board approves the Seventh Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2026.

ADOPTED this 11<sup>th</sup> day of Sept., 2023 by the following vote:

AYES: 7

NAYS: 0

ABSENT: None

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

By: \_\_\_\_\_

Chair

Attest \_\_\_\_\_

Secretary

SECRETARY'S CERTIFICATE

I, Dave Storm, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the "College District") and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan "Josh" Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 11<sup>th</sup> day of September, 2023.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 11<sup>th</sup> day of September, 2023.



Secretary, Board of Trustees

**Exhibit A**  
**SEVENTH ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT**

This Seventh Addendum to President's Employment Agreement is made on September 11, 2023, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015, March 12, 2018, September 9, 2019, September 14, 2020, September 13, 2021 and September 12, 2022.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (herein referred to as the "Agreement") with such Agreement having been extended to June 30, 2025 by First, Second, Third, Fourth, Fifth and Sixth Addendums to the Agreement.

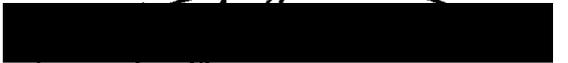
WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2026.
2. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015, the Second Addendum entered into on March 12, 2018, the Third Addendum entered into on September 9, 2019, the Fourth Addendum entered into on September 14, 2020, the Fifth Addendum entered into on September 13, 2021, and the Sixth Addendum entered into on September 12, 2022.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 11<sup>th</sup> day of September, 2023.

PRESIDENT



Dr. Jonathan "Josh" Bullock

BOARD



BY:

Mr. Gary Cadwell, Board Chair

ATTEST:



# Lake Land College Board of Trustees



RESOLUTION NUMBER: 0924-008

DATE: September 9, 2024

*Approve Eighth Addendum to Employment Agreement with  
Dr. Jonathan "Josh" Bullock, Lake Land College President, Extending the Term  
through June 30, 2027.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

WHEREAS, on March 12, 2018, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2021; and

WHEREAS, on September 9, 2019, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2022; and

WHEREAS, on September 14, 2020, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2023; and

WHEREAS, on September 13, 2021, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2024; and

WHEREAS, on September 12, 2022, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2025; and

WHEREAS, on September 11, 2023, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2026; and

WHEREAS, the President's annual salary for the 2024-2025 contract year is \$283,672.77;  
and

WHEREAS, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all

essential functions of his role and established performance goals by the Board of Trustees during each review period; and

**WHEREAS**, the Board of Trustees has established five goals for the President for FY 2025 to include:

1. Guide and support the President's Cabinet and College leaders with implementing strategic projects in support of the priority objectives and FY 2025 action plans of the College's FY 2023-27 Strategic Plan.
2. Maintain an emphasis on beautification of campus grounds and updating of facilities by overseeing implementation of the FY 2025 initiatives of the College's Facility Master Plan.
3. Oversee the continued planning and renovation of the Effingham Technology Center, while facilitating the College's involvement in the Effingham Regional Career Academy.
4. Continue to develop innovative partnerships with community stakeholders (e.g. K-12, businesses, etc.) to promote workforce ready pathways for students, including enhancing the partnership with LIFT.
5. Work closely with academic services to foster innovation in the development, enhancement and communication of career and technical education programs, and aligned dual credit pathways.

**WHEREAS**, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

Section 1. The Board approves the Eighth Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2027.

ADOPTED this 9<sup>th</sup> day of Sept., 2024 by the following vote:

AYES:

NAYS:

ABSENT:

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

By: \_\_\_\_\_

Chair

Attest: \_\_\_\_\_

Secretary

SECRETARY'S CERTIFICATE

I, Dave Storm, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the "College District") and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan "Josh" Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 9<sup>th</sup> day of September, 2024.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 9<sup>th</sup> day of September, 2024.



Secretary, Board of Trustees

**Exhibit A**  
**EIGHTH ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT**

This Eighth Addendum to President's Employment Agreement is made on September 9, 2024, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015, March 12, 2018, September 9, 2019, September 14, 2020, September 13, 2021, September 12, 2022 and September 11, 2023.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (herein referred to as the "Agreement") with such Agreement having been extended to June 30, 2026 by First, Second, Third, Fourth, Fifth, Sixth and Seventh Addendums to the Agreement.

WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2027.
2. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015, the Second Addendum entered into on March 12, 2018, the Third Addendum entered into on September 9, 2019, the Fourth Addendum entered into on September 14, 2020, the Fifth Addendum entered into on September 13, 2021, the Sixth Addendum entered into on September 12, 2022 and the Seventh Addendum entered into on September 11, 2023.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 9<sup>th</sup> day of September, 2024.

PRESIDENT  
  
\_\_\_\_\_  
Dr. Jonathan "Josh" Bullock

BOARD   
BY:   
\_\_\_\_\_  
Mr. Gary Cadwell, Board Chair

ATTEST:   
\_\_\_\_\_