

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

This Second Addendum to the President's Employment Agreement (referred to as "Second Addendum") is made this 20th day of May, 2025, by and between the Board of Trustees of Community College District 513 consisting of all or part of the counties of LaSalle, Bureau, Putnam, DeKalb, Grundy, Lee, Livingston and Marshall in the State of Illinois, commonly known as Illinois Valley Community College (referred to thereafter as "Board") and Dr. Tracy Morris (referred to thereafter as "President"). This Second Addendum amends the President's Employment Agreement executed on December 20, 2022, as subsequently amended (the "Employment Agreement"). The Employment Agreement and this Second Addendum shall be collectively referred to as the "Contract".

1. Section 5 of the Employment Agreement is amended to include the following provision:

"The annual written evaluation shall constitute a performance review, which shall be considered by the Board if, as, and when the Board contemplates any bonus, raise, or severance agreement for the President. The annual performance criteria and goals shall be made available to the public on the College's official website."

2. Section 7 of the Employment Agreement is amended to include the following provision:

"With regard to any discussion regarding severance arrangements, the parties acknowledge that (1) severance may not exceed an amount greater than 20 weeks of compensation; (2) that severance pay is prohibited if the President is fired for misconduct; and (3) if this Employment Agreement ever includes a provision to transition the President into a different position, then the Employment Agreement must include which Department the President will transition into, and a provision that compensation shall not exceed the annual compensation of the highest paid employee in the Department, and that the annual salary shall be commensurate with her assigned duties and rank as determined by Human Resources, and with the approval of the interim/acting President and the Board of Trustees."

3. Salary: The President's annual salary for the period of July 1, 2025-June 30, 2026 shall be increased at 3.5%, which is in alignment with all employees for the fiscal year, to two hundred thousand twenty dollars, one hundred thirty-one dollars (\$220,131) per annum, which is exclusive of the retirement contribution which is made by the Board, in alignment with the Employment Agreement. This increase will be made in accordance with College procedures.

4. The Board and President ratify and confirm the Employment Agreement in all aspects, except as modified herein.

IN WITNESS THEREOF, the parties have caused this Second Addendum to be executed in their respective names and in the case of the Board, by its Chair and Secretary, on the day and year first written above.

By: \_\_\_\_\_  
Dr. Tracy L. Morris, President  
Illinois Valley Community College  
District No. 513

\_\_\_\_\_  
Chair, Board of Trustees

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Secretary, Board of Trustees