

AMENDMENT TO PRESIDENT'S EMPLOYMENT AGREEMENT

This Amendment to the President's Employment Agreement is executed on this 21st day of November, 2024, 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, 2024 until December 31, 2027 (the "Agreement");

WHEREAS, after the evaluation of the President's performance during the term of the current Agreement, the Board has determined that it is in the best interests of the College to extend the President's employment term an additional one (1) year; and

WHEREAS, the Parties accordingly desire to modify the terms of the Agreement with amendments as stated herein, effective January 1, 2025.

NOW, THEREFORE, the Board and the President agree to amend the Agreement as follows, effective January 1, 2025:

1. Paragraph A.1 of the Agreement is amended to modify the term of the Agreement to be from January 1, 2025 through December 31, 2028.
2. Paragraph C.12 is added to the Agreement to read:

Third Retention Incentive

The Board shall pay the President a third retention incentive in the form of a one-time payment in the amount of Ten Thousand Dollars (\$10,000). The third 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.

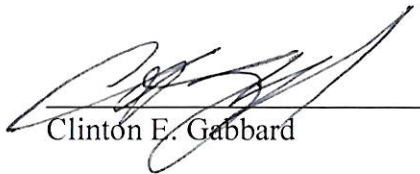
The purpose of the retention incentive is to further induce the President to not retire and to continue his employment with the College through the remainder of the term of the Agreement, consistent with the purpose of incentive payments pursuant to Illinois Admin. Code tit. 80, § 1600.205(d)(3)(B). 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 21st day of November, 2024.

PRESIDENT

By:


Clinton E. Gabbard

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

By:


Board Chair

ATTEST:


Board Secretary