

AMENDMENT TO PRESIDENT'S EMPLOYMENT AGREEMENT

This Amendment to the President's Employment Agreement is executed this 19th day of November 2025, 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, 2025 through December 31, 2028;

WHEREAS, after evaluation of the President's performance during the term of the current Agreement and in recognition of the President's successful fundraising efforts for the College, 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 an amendment as stated herein, effective January 1, 2026.

NOW, THEREFORE, the Board and the President agree to amend the Agreement as follows, effective January 1, 2026:

1. Paragraph A.1 of the Agreement is hereby amended to modify the term of the Agreement to be from January 1, 2026 through December 31, 2029.
2. Paragraph C.13 is added to the Agreement to read:

Fourth Retention Incentive

The Board shall pay the President a fourth retention incentive in the form of a one-time payment in the amount of Seven Thousand, Five Hundred Dollars (\$7,500). The fourth retention incentive shall be paid to the President as a single, lump sum payment on the first regular payroll 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 Board and the President have executed this Agreement to the President's Employment Agreement on this 19th day of November, 2025.

PRESIDENT

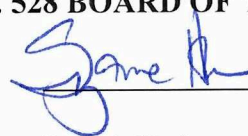
By:



Clinton E. Gabbard

**MCHENRY COUNTY COLLEGE
NO. 528 BOARD OF TRUSTEES**

By:



Board Chair

ATTEST:



Secretary of the Board