



**Regular Meeting of the  
Board of Trustees**

NOTICE: This Board meeting will be held via teleconference utilizing the number listed below. All provisions for conducting this meeting remotely will be followed in compliance with Public Act 101-640 of the Open Meetings Act.

Individuals who wish to address the Board of Trustees during the Citizen Participation portion of the meeting should send an email to [susanpage@triton.edu](mailto:susanpage@triton.edu) including your name, town/affiliation, and the item you wish to address, no later than Tuesday, August 25, 2020 at 6:00 p.m.

**Agenda**

**Tuesday, August 25, 2020**

- I. CALL TO ORDER** August 25, 2020 at 6:30 p.m.  
Teleconference Toll Free Number 877-873-8018  
Access Code: 6586330#
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. APPROVAL OF BOARD MINUTES – VOLUME LVI**  
[Minutes of the Budget Hearing of July 21, 2020, No. 1](#)  
[Minutes of the Regular Board Meeting of July 21, 2020, No. 2](#)
- V. COMMENTS ON THIS AGENDA**
- VI. CITIZEN PARTICIPATION**
- VII. REPORTS/ANNOUNCEMENTS – Employee Groups**
- VIII. STUDENT SENATE REPORT**
- IX. BOARD COMMITTEE REPORTS**
  - A. Academic Affairs/Student Affairs
  - B. Finance/Maintenance & Operations
- X. ADMINISTRATIVE REPORT**
- XI. PRESIDENT’S REPORT**
- XII. CHAIRMAN’S REPORT**

**XIII. NEW BUSINESS**

A. Action Exhibits

16479 Budget Transfers

16480 Canon Solutions America, Inc. Copier Maintenance Agreement

16481 DePue Mechanical, HVAC Services

16482 Hayes Mechanical, HVAC Services

16483 Murphy & Miller, HVAC Services

16484 Oakbrook Mechanical Services, HVAC Services

16485 Heartland Business Systems – Purchase of Computer Hardware for Testing Center

16486 Microsoft Consolidated Campus Agreement with CDW-G

16487 EEO and Affirmative Action Program FY 20 Summary

16488 Affiliation Agreement with Lurie Children’s Hospital of Chicago

16489 Cooperative Agreement with Dr. Sunil Raichand

16490 Cooperative Agreement with Elite Ambulance

16491 Agreement with ProQuest LLC for Library Digital Resources

16492 DIA Higher Education Collaborators Agreement for ISSAQ Assessment System

16493 Approval & Release of Closed Session Minutes of the Board of Trustees

16494 Destruction of Closed Session Verbatim Recordings

16495 First Amendment to Shared Data Agreement with Illinois Department of Employment Security (IDES)

16496 Housing Agreement with Dominican University – Confirmation of Board Poll

B. Bills and Invoices

C. Closed Session – To discuss and consider the hiring, discipline, performance, and compensation of certain personnel, matters of collective bargaining, acquisition of real property, and matters of pending, probable, or imminent litigation

D. Human Resources Report

\*Administrative Contract Increase

Denise Jones, Dean of Retention & Student Engagement

**XIV. COMMUNICATIONS – INFORMATION**

A. Human Resources Information Materials

B. Informational Material

**XV. ADJOURNMENT**

\*Contracts are posted on the Triton College Board of Trustees Website under Meeting Schedule (<https://www.triton.edu/about/administration/board-of-trustees/>).

**CALL TO ORDER/ROLL CALL**

Chairman Mark Stephens called the Budget Hearing of the Board of Trustees, held via public teleconference, to order at 6:33 p.m. Following the Pledge of Allegiance, roll call was taken.

Present: Mr. Luke Casson, Mr. Glover Johnson, Mr. Steven Page, Mrs. Elizabeth Potter, Mr. Rich Regan, Mr. Mark Stephens, Ms. Diane Viverito.

Absent: Ms. Donna Peluso.

**CITIZEN PARTICIPATION**

None.

**PUBLIC HEARING ON FY 2021 TENTATIVE BUDGET**

Chairman Stephens stated that for the FY 21 tentative budget, the total projected operating revenues are \$62,564,519; the total projected operating expenditures are \$71,042,952; and the total projected operating deficit is \$8,478,433. He stressed that this is the tentative budget that will go through revisions before a final budget is approved in September. Mr. Stephens also pointed out that these are the Operating Funds only, and do not include grants.

**ADJOURNMENT**

Motion was made by Ms. Viverito to adjourn the Budget Hearing, seconded by Mrs. Potter.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter, Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes. Chairman Stephens adjourned the meeting at 6:39 p.m.

Submitted by: Mark R. Stephens  
Board Chairman

Diane Viverito  
Board Secretary

Susan Page  
Susan Page, Recording Secretary

**CALL TO ORDER/ROLL CALL**

Chairman Mark Stephens called the regular meeting of the Board of Trustees, held via public teleconference, to order at 6:39 p.m. The following roll call was taken.

Present: Mr. Luke Casson, Mr. Glover Johnson, Mr. Steven Page, Mrs. Elizabeth Potter, Mr. Rich Regan, Mr. Mark Stephens, Ms. Diane Viverito.

Absent: Ms. Donna Peluso.

**APPROVAL OF BOARD MINUTES**

Ms. Viverito made a motion, seconded by Mr. Johnson, to approve the minutes of the Regular Board Meeting of June 16, 2020.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter, Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**COMMENTS ON THIS AGENDA**

None.

**CITIZEN PARTICIPATION**

None.

**REPORTS/ANNOUNCEMENTS – Employee Groups**

Faculty Association President Leslie Wester reported that faculty continue to work through summer, are preparing for fall, and look forward to reviewing a return-to-campus plan.

Mid-Management Association Vice President Dorota Krzykowska reported that mid-managers are busy with enrollment activities and helping students get ready for fall.

Classified Association President Katrina Mooney reported the classified have concerns about the campus opening and continue to work with administration to find solutions.

Adjunct Faculty Association President Bill Justiz reported that adjuncts are concerned about enrollment and are working with chairs and coordinators to help.

**STUDENT SENATE REPORT**

No report.

**BOARD COMMITTEE REPORTS**

Finance/Maintenance & Operations

Vic President of Business Services Sean Sullivan reported that the committee met on July 8, reviewed seven new business items and one purchasing schedule. One action exhibit was



pulled, and the committee forwarded six new business items and one purchasing schedule to the Board with a recommendation for approval.

### **ADMINISTRATIVE REPORT**

Strategic Plan Update: President Mary-Rita Moore provided the following update on the college's Strategic Planning work and asked for the Board's endorsement. New Shared Values, which are the workplace qualities needed to achieve the mission and vision, have been identified as Collaboration, Integrity, Diversity, Equity, and Excellence. Themes for areas of focus for the college to improve on student success center on students, employees, and community. These themes are: community and workforce partnerships; supportive and collaborative employee environment through the lens of DEI; and quality programs and experiences to improve the teaching and learning environment. Goals will be developed around these themes for the new Strategic Plan, anticipated to be a three-year plan, to begin in FY 22.

Preparations for the Fall Semester: President Moore recognized the planning efforts that have taken place to ensure the campus, employees, and students are ready to return to campus, and asked the vice presidents to provide highlights.

Vice President of Academic Affairs Susan Campos reported that students have been successfully back on campus since June 1 to complete spring and summer hands-on experiences. She has met with all faculty to hear their suggestions about class formats and student needs, and this fall, classes will be offered in five different formats: online, hybrid, face-to-face, ERL (extended remote learning), and blended. There will be a decreased density of students on campus with only 25 percent of courses having a face-to-face component. To support faculty teaching online, training is available through the Center for Teaching Excellence, on Blackboard, as well as training to learn the pedagogy of teaching online.

There was discussion of enrollment, with significant drops forecast in high education, and the importance of boosting enrollment. Open enrollment is occurring now, and students can register up to the first date of class. The semester starts August 24.

Vice President of Enrollment Management and Student Affairs Jodi Koslow Martin reported that student affairs is doing everything they can to get students registered for fall, offering virtual and in-person services. A comprehensive plan is in place to provide services on campus with safety measures in place, including masks, plexiglass, staggered appointments, etc. Technology loans of laptops to students will continue in the fall, and Virtual Navigators are being assigned to online classes to help students in a coaching mode.

Vice President Sullivan reported that business services preparations for fall include constant cleaning of high-touch surfaces, removal of water fountain spigots, signage in all buildings, securing of buildings and creating traffic flow patterns. Associate Vice President of Facilities John Lambrecht added that COVID-rated sanitizing solution is being used throughout campus, and seats in classrooms have been spaced to create a safe environment.

## PRESIDENT'S REPORT

None.

## CHAIRMAN'S REPORT

Chairman Mark Stephens reported that President Moore has scheduled a meeting with employee group leaders at his request on July 23. The purpose of the meeting is to discuss where the college is financially, including state funding and enrollment, and to work together to get through this difficult time. Mr. Stephens stated that the Board does not want financial issues to cause actions they do not want to take, so wants to get everything on the table and then work collaboratively to address the issues.

Chairman Stephens thanked the Triton family for their efforts during these times and working together to serve our students. He noted that he's received calls and emails at his office regarding how smoothly everything is running at the college.

## NEW BUSINESS

### ACTION EXHIBITS

With leave of the Board, Mr. Stephens asked for the Action Exhibits to be taken as a group, including:

**16471 Cancellation of Purchasing Schedule B42.17 Fall 2020 Continuing Ed Guide – Confirmation of Board Poll** conducted June 18-19, 2020 with unanimous approval. Mr. Sullivan explained the circumstances of this cancelled purchasing schedule.

**16472 Budget Transfers**

**16473 Yami Vending Agreement for Vending Management and Operations**

**16474 BG Restaurant Group Agreement for Food Service and Catering**

**16475 Speedlink – Palo Alto Firewall Maintenance Renewal**

**16476 Agreement with NDS US Inc. for Subscription to Naxos Music Library**

**16477 ILLINET/OCLC Services Program Member Agreement with the Secretary of State/State Librarian of the State of Illinois**

**16478 Updated Commencement Agreement with Rosemont Theatre**

Mr. Stephens explained that his firm cleans the theatre and will not be billing for their services, but will absorb the cost as he has done in previous years.

Ms. Viverito made a motion to approve the Action Exhibits, seconded by Mrs. Potter.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

### PURCHASING SCHEDULES

**B42.18 Fall 2020 Continued Ed Guide (Re-bid)**

**B42.19 Welding Lab Epoxy Floor, T Building** – Confirmation of Board Poll conducted June 29 – July 1 with a vote of 7-0 and the Student Trustee also voting yes.

**B42.20 Welding Lab Fume Extraction, T Building** – Confirmation of Board Poll conducted June 29 – July 1 with a vote of 7-0 and the Student Trustee also voting yes.

Ms. Viverito made a motion to approve the Purchasing Schedules, seconded by Mr. Regan.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

#### BILLS AND INVOICES

Mrs. Potter made a motion, seconded by Ms. Viverito, to pay the Bills and Invoices in the amount of \$2,678,208.60.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

#### **CLOSED SESSION**

Mr. Stephens noted that there has been discussion about the Board returning to campus for Board meetings, but he estimates that with current restrictions and social distancing, the August meeting will also be conducted remotely.

Mr. Johnson made a motion to go into Closed Session to discuss and consider the hiring, discipline, performance, and compensation of certain personnel, matters of collective bargaining, acquisition of real property, and matters of pending, probable, or imminent litigation, seconded by Mr. Casson.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

The Board went into Closed Session at 7:20 p.m.

**RETURN TO OPEN SESSION**

Ms. Viverito made a motion to return to Open Session, seconded by Mrs. Potter.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.  
Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

The Board returned to Open Session at 7:36 p.m.

**HUMAN RESOURCES REPORT**

**1.0 Faculty**

Mr. Regan made a motion, seconded by Ms. Viverito, to approve page 1 of the Human Resources Report, item 1.1.01.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.  
Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**2.0 Adjunct Faculty**

Mr. Casson made a motion, seconded by Mrs. Potter, to approve pages 2 and 3 of the Human Resources Report, items 2.1.01 through 2.8.01.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.  
Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**3.0 Administration**

Mr. Regan made a motion, seconded by Ms. Viverito, to approve page 4 of the Human Resources Report, items 3.1.01 through 3.3.01.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.  
Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**4.0 Classified, Police & Engineers**

Mr. Johnson made a motion, seconded by Mrs. Potter, to approve pages 5 and 6 of the Human Resources Report, items 4.1.01 through 4.5.01.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**5.0 Mid-Management**

Ms. Viverito made a motion, seconded by Mr. Regan, to approve pages 7 and 8 of the Human Resources Report, items 5.1.01 through 5.6.01.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**6.0 Hourly Employees**

Mr. Regan made a motion, seconded by Mrs. Potter, to approve page 9 of the Human Resources Report, items 6.1.01 through 6.1.02.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**7.0 Other**

Ms. Viverito made a motion, seconded by Mr. Regan, to approve pages 10 through 12 of the Human Resources Report, items 7.1.01 through 7.4.01.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

**ADJOURNMENT**

There being no further business before the Board, the Chairman asked for a motion to adjourn. Motion was made by Ms. Viverito to adjourn the meeting, seconded by Mrs. Potter.

Roll Call Vote:

Affirmative: Mr. Casson, Mr. Johnson, Mr. Page, Mrs. Potter,  
Mr. Regan, Ms. Viverito, Mr. Stephens.

Absent: Ms. Peluso.

Motion carried 6-0 with the Student Trustee voting yes.

Chairman Stephens adjourned the meeting at 7:44 p.m.

Submitted by: Mark R. Stephens  
Board Chairman

Diane Viverito  
Board Secretary

Susan Page  
Susan Page, Recording Secretary

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16479

**SUBJECT: BUDGET TRANSFERS**

**RECOMMENDATION:** That the Board of Trustees approve the attached proposed budget transfers to reallocate funds to object codes as required.

**RATIONALE:** Transfers are recommended to accommodate institutional priorities.

See description on attached forms.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

**PROPOSED BUDGET TRANSFERS - FY 2020  
FOR THE PERIOD 7/1/20 to 7/31/20**

FROM			TO		
ID#	AREA	ACCT #	AREA	ACCT #	AMOUNT
<b>RESTRICTED FUND</b>					
1	State Performance Grant	06-10605001-540100110	State Performance Grant	06-10605001-510300010	\$ 21,000.00
2	State Performance Grant	06-10605001-540500005	State Performance Grant	06-10605001-510300010	4,000.00
3	Student Support Services	06-30200525-510600010	Student Support Services	06-30200525-530900010	700.00
4	Student Support Services	06-30200525-510600010	Student Support Services	06-30200525-550100005	18,042.00
5	ECMC Yr2 Triumph	06-30205011-590900000	ECMC Yr2 Triumph	06-30205011-540901005	5,000.00
			<b>TOTAL RESTRICTED FUND</b>		<b>\$ 48,742.00</b>
			<b>TOTAL PROPOSED BUDGET TRANSFERS</b>		<b>\$ 48,742.00</b>



### Budget Transfer Form

Dollar Amount

\$21000

From what Budget Account

06 - 10605001 - 540100110

Object Code Description

State Perf: Office Supplies

To what Budget Account

06 - 10605001 - 510300010

State Perf: PT Faculty Contracts

Is this a Grant?

Yes  No

**\*If you are submitting a grant transfer, the following statement must appear in the Rationale:  
"This is an allowable transfer under the (name of grant) guidelines"**

DS  
RC

Grant Accountant? Susan Zefeldt

Include Attachments: Yes  No

Rationale:

**Explain why the budgeted funds are no longer required for this fiscal year, and are available to be transferred:**

There will be unexpended funds in the Office Supplies line at the end of the year that can be used to offset direct instruction costs.

**Explain specifically why additional funds are needed in the receiving account:**

additional funds are needed to cover the cost of summer courses

This is an allowable expense under the state Performance grant guidelines.

#### Required Signatures

Requestor

DocuSigned by:  
Jacqueline Lynch 6/17/2020

Cost Center Manager

DocuSigned by:  
Jacqueline Lynch 6/17/2020

Associate Dean (If Applicable)

Dean (If Applicable)

DocuSigned by:  
Jacqueline Lynch 6/17/2020

Associate Vice President

DocuSigned by:  
Paul Jensen 6/17/2020

Area Vice President

DocuSigned by:  
Susan Campos 6/24/2020

#### BUSINESS OFFICE APPROVALS

Grant Accountant: [Signature] 7/1/2020

Asst. Director of Finance: [Signature]

Exec. Director of Finance: [Signature]

AVP of Finance: \_\_\_\_\_

VP of Business Services: [Signature] 7/8/20

Entered by: B513605 7/13/20

Budget Transfer Form

Dollar Amount

\$4000

From what Budget Account

06 - 10605001 - 540500005

Object Code Description

State Perf: Books + Binding Costs

To what Budget Account

06 - 10605001 - 510300010

State Perf: PT Faculty Contracts

Is this a Grant?

Yes (X) No ( )

\*If you are submitting a grant transfer, the following statement must appear in the Rationale:

"This is an allowable transfer under the (name of grant) guidelines"



Grant Accountant? Susan Zefeldt

Include Attachments: Yes ( ) No (X)

Rationale:

Explain why the budgeted funds are no longer required for this fiscal year, and are available to be transferred:

There will be unexpended funds in the Books & Binding Costs line at the end of the year that can be used to offset direct instruction costs.

Explain specifically why additional funds are needed in the receiving account:

Additional funds are needed to cover the cost of summer courses

This is an allowable transfer under the State Performance grant guidelines.

Required Signatures

Requestor

Requested by:     Jacqueline Lynch     6/17/2020

Cost Center Manager

Requested by:     Jacqueline Lynch     6/17/2020

Associate Dean (If Applicable)

Dean (If Applicable)

Requested by:     Jacqueline Lynch     6/17/2020

Associate Vice President

Requested by:     Paul Jensen     6/17/2020


Area Vice President

Requested by:     Susan Campos     6/25/2020

**BUSINESS OFFICE APPROVALS**

Grant Accountant:     JZ 7/16/2020    

Asst. Director of Finance:     

Exec. Director of Finance:     

AVP of Finance:                                     

VP of Business Services:      7/8/20    

Entered by:     BS135 DS 7/13/20

**Budget Transfer Form**

**Dollar Amount** \$700

**From what Budget Account** 06 30200525 510600010 **Object Code Description** Student Support Services : Clerical - Part-Time

**To what Budget Account** 06 30200525 530900010 **Object Code Description** Other Contractual Services

Is this a Grant?  Yes  No **\*If you are submitting a grant transfer, the following statement must appear in the Rationale:**  
 "This is an allowable transfer under the (name of grant) guidelines"

**Grant Accountant?** Gerardo Porras-Nava **Include Attachments:** Yes  No

**Rationale:**

**Explain why the budgeted funds are no longer required for this fiscal year, and are available to be transferred:**

The TRIO SSS project's goal is to support low income, first generation, and students with documented disabilities. There are funds available that were carried forward from project year 4 in the line, Clerical-Part Time as a result of position vacancies. Part time position vacancies have continued to date.

**Explain specifically why additional funds are needed in the receiving account:**

In an effort to have a more comprehensive annual external evaluation completed that will focus on improving program documentation efficiency, funds will be allocated to Contractual Services. External evaluations are completed annually per grant requirements.  
 This is an allowable transfer under the Department of Education guidelines.

**Required Signatures**

**Requestor** Melanie Olivera-Jones 5/21/2020

**Cost Center Manager** Melanie Olivera-Jones 5/21/2020

**Associate Dean (If Applicable)** \_\_\_\_\_

**Dean (If Applicable)** Hilary Meyer 5/22/2020

**Associate Vice President** Denise Jones 5/22/2020

**Area Vice President** Jodi Koslow Martin 5/22/2020

**BUSINESS OFFICE APPROVALS**

**Grant Accountant:** Jerry Dickson

**Asst. Director of Finance** SE

**Exec. Director of Finance:** ML

**AVP of Finance:** \_\_\_\_\_

**VP of Business Services:** Sharon 2/8/20

Entered by: B5137 DS 7/13/20

**Budget Transfer Form**

**Dollar Amount** \$18,042

**From what Budget Account** 06 - 30200525 - 510600010 **Object Code Description** Student Support Services: Clerical - Part-Time

**To what Budget Account** 06 - 30200525 - 550100005 **Object Code Description** Student Support Services : Meeting Expense

Is this a Grant? Yes  No  **\*If you are submitting a grant transfer, the following statement must appear in the Rationale:**  
 "This is an allowable transfer under the (name of grant) guidelines"

**Grant Accountant?** Gerardo Porrás-Nava **Include Attachments:** Yes  No

**Rationale:**

**Explain why the budgeted funds are no longer required for this fiscal year, and are available to be transferred:**  
 The TRIO SSS project is charged with supporting low income, first generation, and students with documented disabilities. There are funds available carried forward from project year 4. These funds are needed in Meeting Expenses to cover virtual and in-person workshops and activities for the remainder of project year 5 for our TRIO participants. The fiscal year for the grant ends August 31, 2020.

**Explain specifically why additional funds are needed in the receiving account:**  
 Additional funds are needed in the Meeting Expense line to effectively support program efforts as required by our grant. Planning is underway for virtual and potentially in-person summer programming activities to continue to increase student engagement while directly aligning with grant goals. This is an allowable transfer under the Department of Education guidelines.

**Required Signatures**

**Requestor** Melanie Olivera-Jones 5/21/2020

**Cost Center Manager** Melanie Olivera-Jones 5/21/2020

**Associate Dean (If Applicable)** \_\_\_\_\_

**Dean (If Applicable)** Hilary Meyer 5/22/2020

**Associate Vice President** Denise Jones 5/22/2020

**Area Vice President** Jodi Koslow Martin 5/22/2020

**BUSINESS OFFICE APPROVALS**

**Grant Accountant:** [Signature]

**Asst. Director of Finance** [Signature]

**Exec. Director of Finance:** [Signature]

**AVP of Finance:** \_\_\_\_\_

**VP of Business Services:** [Signature] 7/8/20

Entered by: BST38 DS 7/13/20

### Budget Transfer Form

Dollar Amount

\$5,000.00

From what Budget Account

06 30205011 590900000

Object Code Description

ECMC Yr2-Other Expenditures

To what Budget Account

06 30205011 540901005

ECMC Yr2-Computer Equipment<5k

Is this a Grant?  
Yes (X) No ( )

\*If you are submitting a grant transfer, the following statement must appear in the Rationale:  
"This is an allowable transfer under the (name of grant) guidelines"

DS  
RC

Grant Accountant? Susan Zefeidt

Include Attachments: Yes (X) No ( )



#### Rationale:

Explain why the budgeted funds are no longer required for this fiscal year, and are available to be transferred:

TRIUMPH submitted a budget modification due to COVID-19. We are requesting to create a new budget line to support the purchase of laptops for TRIUMPH participants. Due to budget modification, funds are no longer needed in this line item.

Explain specifically why additional funds are needed in the receiving account:

We needed to create this budget line to purchase approved laptops expenses.

This is an allowable transfer under the ECMC grant guidelines.

#### Required Signatures

Requestor

DocuSigned by:  
Julia Willis 5/29/2020

Cost Center Manager

DocuSigned by:  
Julia Willis 6/3/2020

Associate Dean (If Applicable)

Dean (If Applicable)

DocuSigned by:  
Denise Jones 6/15/2020

Associate Vice President

DocuSigned by:  
Derrill Carter 6/18/2020

Area Vice President

DocuSigned by:  
Jodi Koslow Martin 7/6/2020

#### BUSINESS OFFICE APPROVALS

Grant Accountant: 88 7/6/2020

Asst. Director of Finance: [Signature]

Exec. Director of Finance: [Signature]

AVP of Finance: \_\_\_\_\_

VP of Business Services: [Signature] 7/8/20

Entered by: B5139DS 7/13/20

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16480

**SUBJECT: CANON SOLUTIONS AMERICA, INC. (CSA) COPIER MAINTENANCE AGREEMENT**

**RECOMMENDATION:** That the Board of Trustees authorize an Agreement with Canon Solutions America, Inc. (CSA) for the: 1) Maintenance of the college's copiers, and, 2) Purchase of up to an additional \$35,000 in equipment, each year of the contract. The term of the Maintenance Agreement will be two (2) years, with up to two (2) additional one-year renewals. The estimated cost of the Maintenance Agreement for two (2) years (based on a projected annual imprint volume of 429,600) is \$76,136.16 (monthly cost of \$3,172.34). This is a monthly decrease of \$219.30 from the previous maintenance contract amount.

**RATIONALE:** The cost per image is less for the high volume machines that are used in the staff services department (production machines) compared to the copiers that are used throughout the campus (fleet machines). The cost per impression for black and white is \$.0049/fleet, \$.0094/C700 \$.0032/DP110. The cost per click for color copies is \$.034/fleet, \$.042/C700. The contract also allows the college to trade-in up to four copiers for an equal number of demo/slightly used copiers at no additional charge to the college. The copiers to be traded are TCC#32951, TCC#32977, TCC#32981, &TCC#32982. The criteria used in selecting these copiers was copy volume, past service history, expected parts replacements, and service calls. This contract is being awarded through the public request for proposal (RFP) process.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

---

**Board Officers' Signatures Required:**

_____	_____	_____
<b>Mark R. Stephens</b>	<b>Diane Viverito</b>	<b>Date</b>
<b>Chairman</b>	<b>Secretary</b>	

Related forms requiring Board signature: Yes  No



MAINTENANCE AGREEMENT ADDENDUM

CANON SOLUTIONS AMERICA

Canon Solutions America, Inc. ("CSA")
One Canon Park, Melville, NY 11747
(800) 613-2228

Table with contract details including Contract Date, Contract Number, Acquisition Agreement Number (S1096504), Customer (Triton College), Street Address (2000 Fifth Avenue), City (River Grove), State (IN), Zip (60171), Equipment Description, and Term (24 Months).

WHEREAS, Canon Solutions America, Inc. ("CSA"), and the above-described Customer ("you") have determined that it is in their mutual benefit to enter into this Maintenance Agreement Addendum ("Addendum") to the above-described Maintenance Agreement ("Agreement").

NOW, THEREFORE, for good and valuable consideration, intending to be legally bound, the parties hereby agree as follows:

- 1. Anything in the Agreement to the contrary notwithstanding, and subject to all of the terms and conditions set forth in this Addendum, the terms and conditions of the Agreement shall be modified as follows:
a.) Face Page: Customer Satisfaction Policy shall be removed...
b.) Section 1: Section 1 is amended by (i) deleting "or 90 days from installation..."
c.) Section 2: Section 2 is amended by (i) inserting, "For purposes of clarity..."
d.) Section 2(a): Section 2(a) is amended by (i) replacing "and shall be returned promptly..."
e.) Section 3: Section 3 is amended by (i) inserting, "Such covered service shall include parts..."
f.) Add Section 3 (c): "(c) CSA shall maintain the Equipment in accordance with this Agreement..."
g.) Section 4: Section 4 is amended by inserting the following after the last sentence: "After Hours services require 24-hour prior notice..."

Period	Days	Charge
5:00 PM - 8:30 AM	Monday thru Friday	\$350.00
8:30 AM - 5:00 PM	Saturday and Sunday	\$450.00
5:00 PM - Midnight	Saturday and Sunday	\$500.00
Midnight - 8:30 AM	Saturday and Sunday	\$600.00

Hourly labor rates beyond covered costs is at \$180 for the first hour and billed to the nearest quarter hour thereafter."

- h.) **Section 7:** Section 7 is amended by deleting ", plus an early termination fee equal to three (3) times the average monthly billing to date and any excess toner charges per Section 2(b)" from the penultimate sentence.
- i.) **Section 8:** Section 8 is amended by (i) replacing each instance of "STATE OF NEW YORK" with "STATE OF ILLINOIS"; (ii) replacing the first instance of "CITY OF NEW YORK" with "CITY OF CHICAGO, COUNTY OF COOK"; (iii) replacing the second instance of "CITY OF NEW YORK" with "COOK COUNTY, ILLINOIS"; and (iv) replacing "YOU HEREBY WAIVE" with "EACH PARTY HEREBY WAIVES" in the fifth sentence.
- j.) **Section 9:** Section 9 is amended by replacing "both" with "an authorized agent of" in the fifth sentence.
- k.) **ADDITIONAL SECTIONS: The following are added after Section 9:**

**10. INDEMNITY.** CSA shall indemnify, defend and hold Customer harmless for any loss, expense and liability incurred by Customer from third party claims, for bodily injury (including death) or tangible property damage (collectively, "Claims"), to the extent resulting from CSA's willful misconduct or negligent performance of services pursuant to this Agreement; provided Customer shall give CSA prompt written notice of the Claim, allow CSA sole control over the defense and settlement thereof and provide CSA assistance as CSA may reasonably request.

Customer, as an entity and on behalf of its employees, agents, and students, shall claim any and all governmental immunity as may be established by or set forth under Federal or Illinois law, rule or regulation.

**11. INSURANCE.** Vendor shall maintain Commercial General liability insurance in minimum limits of \$2,000,000 per occurrence and \$5,000,000 in the aggregate (such limits may be satisfied through a combination of primary and Umbrella/Excess) and shall include Triton College, its officers, agents, trustees and employees as additional insured. This requirement shall be met with production of a blanket endorsement and a certificate of insurance verifying such coverage provided to Triton College upon execution of this Agreement."

- 2. It is expressly agreed by the parties that this Addendum is supplemental to the Agreement, and that the provisions thereof, unless specifically modified herein, shall remain in full force and effect and shall apply to this Addendum as though they were expressly set forth herein.
- 3. In the event of any conflict or inconsistency between the provisions of this Addendum and any provisions of the Agreement, the provisions of this Addendum shall in all respects govern and control. In all matters, the RFP shall prevail over the Agreement and the Addendum.

IN WITNESS WHEREOF, the parties have caused this Addendum to be executed on the date set forth below.

**Canon Solutions America, Inc.**

**Triton College**

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

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

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Attachment: Exhibit A, Service Level Commitments





**Triton College Maintenance Agreement S1096504**

**Service Level Agreement Provisions within CSA's Service Territory for the Continental United States**

	<b>FLEET</b>		
	<b>Response time (Problem Resolution) -- ALL Models</b>	<b>Uptime (Device Availability) -- Production ONLY</b>	<b>Uptime (Device Availability) -- Fleet ONLY</b>
<b>Description</b>	CSA will commit to a fleet average response of 4 hours, over 4 fixed quarterly intervals per year, for devices within CSA's Servicing Territory.	CSA will commit to a fleet average uptime of 80% on all production equipment over the 4 fixed quarterly intervals per year on production level equipment within CSA's Servicing Territory.	CSA will commit to a fleet average uptime of 98% over the 4 fixed quarterly intervals per year, for devices within CSA's Servicing Territory. (Excludes devices with rated speeds of 105ppm or greater)
<b>Device Models this measurement applies to:</b>	All Multi-Function devices - B/W & Color	B/W units with rated speeds 105 pages per minute or faster and/or Graphic production color units (Excludes imageRUNNER color units)	B/W units with rated speeds below 105 pages per minute and business color units (imageRUNNER Color units are included in this classification).
<b>Measurement</b>	Response time, as noted above, shall be calculated from the time the customer call is placed with our Dispatch department, until the time the Technician arrives at the individual location. Response times are calculated between 8:30am and 5:00pm, Monday through Friday, excluding CSA holidays. For the individual location which has multiple machines and active service calls, the Technician's arrival shall stop the response time calculation for all open service calls at that location.	Downtime is calculated from the time a service call is placed with our Dispatch department until the time the Technician completes the repair. Uptime criteria is calculated between 8:30am and 5:00pm, Monday through Friday, excluding CSA holidays, and exceptions outlined in the following sentence(s). Uptime requirements will not include preventative maintenance service calls, calls which could have been prevented by key operator functions outlined in unit's operation manual, calls created by user mishandling, units which are running outside the manufacturer's optimum performance volume, or units which need to be over-hauled as a result of reaching useful life, in the opinion of our Service department.	Downtime is calculated from the time a service call is placed with our Dispatch department until the time the Technician completes the repair. Uptime criteria is calculated between 8:30am and 5:00pm, Monday through Friday, excluding CSA holidays, and exceptions outlined below. Uptime requirements will not include preventative maintenance service calls, calls which could have been prevented by key operator functions outlined in unit's operation manual, calls created by user mishandling, units which are running outside the manufacturer's optimum performance volume, or units which need to be over-hauled as a result of reaching useful life, in the opinion of our Service department.
<b>Frequency</b>	Quarterly	Quarterly	Quarterly
<b>Service Level Measurement</b>	Average of <b>4 hour</b> response	<b>80% uptime</b> over 4 fixed quarterly intervals	<b>98% uptime</b> over 4 fixed quarterly intervals
<b>Liquidated Damages for non-compliance</b>	Failure to meet the above commitment will result in the following reduction in charges, i. If CSA does not meet a four (4) hour average response time and/or maintain its uptime commitment(s) for the quarterly period for the total aggregate machine population, a 5% reduction for all covered and excess per image charges on the effected device(s) for the quarter will be credited to your account in the subsequent quarter. ii. All reductions in charges shall be requested by you in writing within 30 days after the quarter end and will be credited to your account in the subsequent quarter, provided that you are in compliance with the terms and conditions of this Agreement, including but not limited to your payment obligations to CSA pursuant to this Agreement. iii. Such credits, which shall be applied by CSA upon your written request, shall be your sole and exclusive remedy for any failure by CSA to obtain the above response or uptime commitments. The maximum credit with respect to any particular machine's fixed maintenance and click charges in any quarter shall be 5%, even if both uptime and response time maximums were exceeded for such machine during the same interval.		



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One Canon Park, Melville, NY 11747
(800) 613-2228

Salesperson Nancy Holstein Order Date: \_\_\_/\_\_\_/\_\_\_

Customer ("you"): Customer Account: Equipment Location: Customer Account:
Company: Triton College Company: See Below
Address: 2000 Fifth Ave. Address:
City: River Grove County: Cook City: County:
State: IL Zip: Phone #: State: Zip: Phone #:
Contact: Jim Reynolds Fax #: Contact: Fax #:
Email: jimreynolds@triton.edu
For each unit of Equipment listed, you shall indicate specific contact and location (if different than above) in the table below or in any Addendum to this Agreement.

Maintenance Billing Entity PO Required Meter Read Collection Options
Base Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS") [ ] Yes [X] No imageWARE Remote unless noted in table below
Per Image Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS") PO# W = myCSA website
Base Charge Billing Cycle Initial Term Coverage Plan
[X] Monthly [ ] Quarterly [ ] Other 24 Months (min. 12) [X] Per Unit [ ] Fleet [ ] Aggregate
Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method
[ ] Monthly [X] Quarterly [ ] Other [ ] Standard [X] Fixed [X] Toner [X] Other Staples Customer order unless noted for Equipment below\*\*

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CUSTOMER SATISFACTION POLICY
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Address: 2000 Fifth Ave.
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Summary table with columns: Subtotal from Supplemental Addendum, Subtotal, Tax, Total. Includes CUSTOMER SATISFACTION POLICY text.

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Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method

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Table with columns: Model, Serial #, Start Meter B & W Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Includes 4 rows of equipment details for IRADV4225 models.

Summary table with columns: Subtotal from Supplemental Addendum, Subtotal, Tax, Total. Includes CUSTOMER SATISFACTION POLICY text.

BY YOUR SIGNATURE BELOW, YOU AGREE TO PURCHASE THE MAINTENANCE SERVICES SPECIFIED ABOVE. YOU ACKNOWLEDGE RECEIPT OF A COPY OF THIS AGREEMENT, CONSISTING OF 2 PAGES INCLUDING THIS FACE PAGE. THE ADDITIONAL TERMS AND CONDITIONS ON PAGE 2 HEREOF AND IN ANY ADDENDUM(S) HERETO, ARE INCORPORATED AND MADE A PART OF THIS AGREEMENT.

Customer's Authorized Signature \_\_\_\_\_

Printed Name \_\_\_\_\_ Title \_\_\_\_\_ Date \_\_\_\_\_



CANON SOLUTIONS AMERICA

MAINTENANCE AGREEMENT

Related Acquisition Agreement # S1096504

Canon Solutions America, Inc. ("CSA")
One Canon Park, Melville, NY 11747
(800) 613-2228

Salesperson Nancy Holstein Order Date: \_\_\_/\_\_\_/\_\_\_

Customer ("you"): Triton College
Customer Account:
Equipment Location:
Address: 2000 Fifth Ave.
City: River Grove County: Cook
State: IL Zip: Phone #:
Contact: Jim Reynolds Fax #:
Email: jimreynolds@triton.edu

Maintenance Billing Entity PO Required Meter Read Collection Options
Base Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Per Image Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Base Charge Billing Cycle Initial Term Coverage Plan
Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method

Subject to the terms and conditions of this Agreement, CSA agrees to service the Equipment listed below or in any Addendum(s) to this Agreement at the charges stated herein or therein. For newly installed Equipment, the Start Date is provided in Paragraph 1 of the Additional Terms and Conditions. The Start Date for previously in place Equipment is \_\_\_/\_\_\_/\_\_\_.

Table with columns: Model, Serial #, Start Meter B & W Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Includes rows for IRADV400IF units at various locations.

CUSTOMER SATISFACTION POLICY
If you are not satisfied with the performance of your Canon brand product, upon your written request, CSA in its sole discretion will repair or replace the product with a like unit with equivalent capabilities.
Subtotal from Supplemental Addendum
Subtotal
Tax
Total

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One Canon Park, Melville, NY 11747
(800) 613-2228

Salesperson Nancy Holstein Order Date: \_\_\_/\_\_\_/\_\_\_

Customer ("you"): Triton College
Customer Account:
Equipment Location:
Address: 2000 Fifth Ave.
City: River Grove County: Cook
State: IL Zip: Phone #:
Contact: Jim Reynolds Fax #:
Email: jimreynolds@triton.edu

Maintenance Billing Entity PO Required Meter Read Collection Options
Base Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Per Image Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Base Charge Billing Cycle Initial Term Coverage Plan
Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method

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Table with columns: Model, Serial #, Start Meter B & W Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Includes 4 rows of equipment details for IRADV400IF models.

CUSTOMER SATISFACTION POLICY
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Subtotal from Supplemental Addendum
Subtotal
Tax
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MAINTENANCE AGREEMENT

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Canon Solutions America, Inc. ("CSA")
One Canon Park, Melville, NY 11747
(800) 613-2228

Salesperson Nancy Holstein Order Date: \_\_\_/\_\_\_/\_\_\_

Customer ("you"): Triton College
Customer Account:
Equipment Location:
Address: 2000 Fifth Ave.
City: River Grove County: Cook
State: IL Zip: Phone #:
Contact: Jim Reynolds Fax #:
Email: jimreynolds@triton.edu

Maintenance Billing Entity PO Required Meter Read Collection Options
Base Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Per Image Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Base Charge Billing Cycle Initial Term Coverage Plan
Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method

Subject to the terms and conditions of this Agreement, CSA agrees to service the Equipment listed below or in any Addendum(s) to this Agreement at the charges stated herein or therein. For newly installed Equipment, the Start Date is provided in Paragraph 1 of the Additional Terms and Conditions. The Start Date for previously in place Equipment is \_\_\_/\_\_\_/\_\_\_.

Table with columns: Model, Serial #, Start Meter B & W Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Includes rows for IRADV400IF and IRADV6255.

CUSTOMER SATISFACTION POLICY
If you are not satisfied with the performance of your Canon brand product, upon your written request, CSA in its sole discretion will repair or replace the product with a like unit with equivalent capabilities.
Subtotal from Supplemental Addendum
Subtotal
Tax
Total

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Canon Solutions America, Inc. ("CSA")
One Canon Park, Melville, NY 11747
(800) 613-2228

Salesperson Nancy Holstein Order Date: \_\_\_/\_\_\_/\_\_\_

Customer ("you"): Triton College
Customer Account:
Equipment Location:
Address: 2000 Fifth Ave.
City: River Grove County: Cook
State: IL Zip: Phone #:
Contact: Jim Reynolds Fax #:
Email: jimreynolds@triton.edu

Maintenance Billing Entity PO Required Meter Read Collection Options
Base Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Per Image Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
Base Charge Billing Cycle Initial Term Coverage Plan
Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method

Subject to the terms and conditions of this Agreement, CSA agrees to service the Equipment listed below or in any Addendum(s) to this Agreement at the charges stated herein or therein. For newly installed Equipment, the Start Date is provided in Paragraph 1 of the Additional Terms and Conditions. The Start Date for previously in place Equipment is \_\_\_/\_\_\_/\_\_\_.

Table with 12 columns: Model, Serial #, Start Meter B & W, Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Contains 4 rows of equipment data.

CUSTOMER SATISFACTION POLICY
If you are not satisfied with the performance of your Canon brand product, upon your written request, CSA in its sole discretion will repair or replace the product with a like unit with equivalent capabilities.
Subtotal from Supplemental Addendum
Subtotal
Tax
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CANON SOLUTIONS AMERICA

MAINTENANCE AGREEMENT

Related Acquisition Agreement # S1096504

Canon Solutions America, Inc. ("CSA")
One Canon Park, Melville, NY 11747
(800) 613-2228

Salesperson Nancy Holstein Order Date: \_\_\_/\_\_\_/\_\_\_

Customer ("you"): Customer Account: Equipment Location: Customer Account:
Company: Triton College Company: See Below
Address: 2000 Fifth Ave. Address:
City: River Grove County: Cook City: County:
State: IL Zip: Phone #: State: Zip: Phone #:
Contact: Jim Reynolds Fax #: Contact: Fax #:
Email: jimreynolds@triton.edu
For each unit of Equipment listed, you shall indicate specific contact and location (if different than above) in the table below or in any Addendum to this Agreement.

Maintenance Billing Entity PO Required Meter Read Collection Options
Base Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS") [ ] Yes [X] No imageWARE Remote unless noted in table below\*
Per Image Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS") PO# W = myCSA website
Base Charge Billing Cycle Initial Term Coverage Plan
[ ] Monthly [ ] Quarterly [ ] Other \_\_\_\_\_ 24 Months (min. 12) [X] Per Unit [ ] Fleet [ ] Aggregate
If adding the Equipment below to existing an Aggregate, provide either a contract # or serial # under Aggregate.
Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method
[ ] Monthly [X] Quarterly [ ] Other \_\_\_\_\_ [ ] Standard [X] Fixed [X] Toner [X] Other Staples Customer order unless noted for Equipment below\*\*

Subject to the terms and conditions of this Agreement, CSA agrees to service the Equipment listed below or in any Addendum(s) to this Agreement at the charges stated herein or therein. For newly installed Equipment, the Start Date is provided in Paragraph 1 of the Additional Terms and Conditions. The Start Date for previously in place Equipment is \_\_\_/\_\_\_/\_\_\_.

\*Each Image is equal to 1 printed page except for Wide Format products in which case each Image is equal to one (1) square foot.

Table with columns: Model, Serial #, Start Meter B & W Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Includes rows for IRADV6255, IRADV6265, IR1025.

CUSTOMER SATISFACTION POLICY
If you are not satisfied with the performance of your Canon brand product, upon your written request, CSA in its sole discretion will repair or replace the product with a like unit with equivalent capabilities. Prior to replacement, CSA shall have had the opportunity to return the product to good working order in accordance with the terms of this agreement. This policy shall apply for 3 years from the date of installation or for the initial term of any CFS Lease, if longer, provided you are not in default of this Agreement and such maintenance services have not been canceled or terminated.
Subtotal from Supplemental Addendum
Subtotal
Tax
Total

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Customer's Authorized Signature \_\_\_\_\_

Printed Name \_\_\_\_\_ Title \_\_\_\_\_ Date \_\_\_\_\_



CANON SOLUTIONS AMERICA

MAINTENANCE AGREEMENT

Related Acquisition Agreement # S1096504

Canon Solutions America, Inc. ("CSA")
One Canon Park, Melville, NY 11747
(800) 613-2228

Salesperson Nancy Holstein Order Date: \_\_\_/\_\_\_/\_\_\_

Customer ("you"): Triton College
Customer Account:
Equipment Location:
Address: 2000 Fifth Ave.
City: River Grove County: Cook
State: IL Zip: Phone #:
Contact: Jim Reynolds Fax #:
Email: jimreynolds@triton.edu

Maintenance Billing Entity: Base Charge: [X] CSA [ ] Canon Financial Services, Inc. ("CFS")
PO Required: [ ] Yes [X] No
Meter Read Collection Options: imageWARE Remote unless noted in table below
W = myCSA website
Base Charge Billing Cycle: [X] Monthly [ ] Quarterly [ ] Other
Initial Term: 24 Months (min. 12)
Coverage Plan: [X] Per Unit [ ] Fleet [ ] Aggregate
Excess Per Image\* Charge Billing Cycle: [ ] Monthly [X] Quarterly [ ] Other
Price Plan: [ ] Standard [X] Fixed
Consumables Inclusive: [X] Toner [X] Other Staples
Toner Fulfillment Method: Customer order unless noted for Equipment below\*\*

Subject to the terms and conditions of this Agreement, CSA agrees to service the Equipment listed below or in any Addendum(s) to this Agreement at the charges stated herein or therein. For newly installed Equipment, the Start Date is provided in Paragraph 1 of the Additional Terms and Conditions. The Start Date for previously in place Equipment is \_\_\_/\_\_\_/\_\_\_.

\*Each Image is equal to 1 printed page except for Wide Format products in which case each Image is equal to one (1) square foot.

Table with columns: Model, Serial #, Start Meter B & W Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Includes rows for IR1025 and IRADV4235 models.

CUSTOMER SATISFACTION POLICY
If you are not satisfied with the performance of your Canon brand product, upon your written request, CSA in its sole discretion will repair or replace the product with a like unit with equivalent capabilities.
Subtotal from Supplemental Addendum
Subtotal
Tax
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CANON SOLUTIONS AMERICA

MAINTENANCE AGREEMENT

Canon Solutions America, Inc. ("CSA")
One Canon Park, Melville, NY 11747
(800) 613-2228

Related Acquisition Agreement # \_\_\_\_\_

Salesperson Nancy Holstein Order Date: 8 / 17 / 20

Customer ("you"): Triton College
Customer Account:
Equipment Location:
Customer Account:
Company: Triton College
Company: Various- See Below
Address: 2000 5th Ave
Address:
City: River Grove
County:
City:
County:
State: IL Zip:60171-1907 Phone #: 708-456-0300
State: Zip: Phone #:
Contact: Jim Reynolds Fax #:
Contact: Fax #:
Email: jimreynolds@triton.edu
For each unit of Equipment listed, you shall indicate specific contact and location (if different than above) in the table below or in any Addendum to this Agreement.

Maintenance Billing Entity PO Required Meter Read Collection Options
Base Charge: [ ] CSA [ ] Canon Financial Services, Inc. ("CFS")
Per Image Charge: [x] CSA [ ] Canon Financial Services, Inc. ("CFS")
PO#
imageWARE Remote unless noted in table below
W = myCSA website
Base Charge Billing Cycle Initial Term Coverage Plan
[ ] Monthly [ ] Quarterly [ ] Other
24 Months (min. 12)
[ ] Per Unit [x] Fleet [ ] Aggregate
Excess Per Image\* Charge Billing Cycle Price Plan Consumables Inclusive Toner Fulfillment Method
[ ] Monthly [x] Quarterly [ ] Other .0032
[ ] Standard [x] Fixed [x] Toner [x] Other Staples
Customer order unless noted for Equipment below\*\*

Subject to the terms and conditions of this Agreement, CSA agrees to service the Equipment listed below or in any Addendum(s) to this Agreement at the charges stated herein or therein. For newly installed Equipment, the Start Date is provided in Paragraph 1 of the Additional Terms and Conditions. The Start Date for previously in place Equipment is \_\_\_\_/\_\_\_\_/\_\_\_\_.
\*Each Image is equal to 1 printed page except for Wide Format products in which case each Image is equal to one (1) square foot.

Table with columns: Model, Serial #, Start Meter B & W Color, Covered Images per unit or Fleet included in Base Charge, Per Image Charge in excess of Covered Images, Base Charge per unit or Fleet, Corporate Advantage Yes/No, Alt Meter Method\*. Includes rows for iRA4545I, iRA6555I III, iRA6575I III, and iRA6575I III.

CUSTOMER SATISFACTION POLICY
If you are not satisfied with the performance of your Canon brand product, upon your written request, CSA in its sole discretion will repair or replace the product with a like unit with equivalent capabilities.
Subtotal from Supplemental Addendum
Subtotal
Tax
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Customer's Authorized Signature \_\_\_\_\_

Printed Name \_\_\_\_\_ Title \_\_\_\_\_ Date \_\_\_\_\_

## ADDITIONAL TERMS AND CONDITIONS

These are the additional terms and conditions referred to on the face page to which they are attached (such face page, and any addendum(s) hereto, collectively with these terms and conditions, the "Agreement").

**1. TERM.** Maintenance under this Agreement shall start on the date (the "Start Date") of installation for newly installed equipment (inclusive of standard embedded Canon brand software) (the "Equipment") covered under toner inclusive service. For all other newly installed Equipment, the Start Date shall be at the end of the relevant Equipment warranty or 90 days from installation, whichever comes first. The Start Date is stated on the face page for all previously in place Equipment. (a) The initial term specified on the face page shall renew for successive 12 month period unless either party gives written notice of non-renewal at least 30 days prior to the expiration of the then-current term. The renewal charges shall be reflected on the invoice for the first billing cycle of the renewal period. You shall have the right to terminate the renewal contract with 30 days advance written notice to CSA.

**2. CHARGES.** Base charges shall be billed in advance, and per image charges shall be billed in arrears. For Long Sheet images over 38.4" the meter shall record a quantity of 2 images. For Equipment designated as Corporate Advantage, the meter shall record a quantity of 2 images for any image produced on media wider than 8½". Invoices shall be due and payable within 30 days of the invoice date unless otherwise stated on the invoice. Applicable taxes shall be added to the charges. If payments are late, (i) you shall pay the actual and reasonable costs and expenses of collection incurred by CSA, including the maximum attorney's fees permitted by law and (ii) CSA may charge you and you agree to pay, a late charge equal to five percent (5%) of the amount due for each billing period or portion of a billing period such payment is delayed or \$10 as reasonable collection fees, not to exceed the maximum amount permitted by law. If the Standard Price Plan is selected on the face side, during the initial term, the charges specified on the face page are subject to an annual increase up to 10% (as determined by CSA in its sole discretion) either (i) on each anniversary of the start date or (ii) once in each calendar year if you have selected the Aggregate Coverage Plan. Fixed Price Plans shall not increase during the initial term. If you have selected CFS on the face page as the billing entity, your maintenance charges will appear on your periodic lease invoice along with standard lease charges. CFS will remit your payment of maintenance charges to CSA upon receipt. (a) Consumables Inclusive service includes replenishment of toner only (and other consumables, but only if specified on the face page and applicable to the device). Toner is supplied for exclusive use with the Equipment. CSA may terminate this Agreement if you use the consumables in a different manner. In the event your toner usage exceeds by more than 10% the published manufacturer specifications for conventional office image coverage, as determined by CSA, CSA may invoice you for such excess usage. You may purchase additional toner from CSA if required during the term. You shall bear all risk of loss, theft or damage to unused consumables, which shall remain CSA's property and shall be returned promptly upon termination of this Agreement. CSA may charge you a Supply Freight Fee to cover the cost of shipping supplies to you. (b) If you have selected the Fleet or Aggregate Coverage Plan, the Base Charge and the Covered Images shall apply to all of the Equipment on the Schedule unless otherwise indicated. If specified on the face page that the Listed Items are being added to an existing Fleet Coverage Plan under a previous agreement between you and CSA, (i) the fleet shall include the listed items under the previous agreement, and all other agreements for which the add to existing fleet option was selected, and (ii) the maintenance term for all Listed Items under this Agreement shall be the same as the maintenance term for all listed items under all such previous agreements. (c) If specified on the face page that the Listed Items are being added to an existing Aggregate Coverage Plan under a previous agreement between you and CSA, the Covered Images shall apply to all of the Equipment on the schedule, unless otherwise indicated, plus the listed items under the previous agreement(s), and all other agreements for which the add to existing Aggregate Coverage Plan was selected, on an aggregated basis, for so long as the maintenance term for all such listed items continues. (d) Unless otherwise indicated on the face page, you authorize CSA to use networked features of the Equipment including imageWARE Remote to receive software updates, activate features/new licenses and/or transmit use and service data accumulated by the Equipment over your network by means of an HTTPS protocol and to store, analyze and use such data for purposes related to servicing the Equipment and product improvement. (e) You agree to provide meter readings to CSA, if applicable, in accordance with the meter read option selected and CSA's normal procedures. If you selected the myCSA website, you, your employees or agents shall complete CSA's registration process governing access to and use of such website, and you agree to be bound by, and comply with its Terms of Use. CSA may change your meter read options from time to time upon 60 days notice. If CSA does not receive timely meter readings from you, you agree to pay invoices that reflect CSA's estimates of meter readings. CSA reserves the right to verify the accuracy of any meter readings from time to time, and to invoice you for any shortfall in the invoice for the next periodic billing cycle.

**3. COVERED SERVICE.** CSA shall provide all routine preventive maintenance and emergency service necessary to keep the Equipment in good working order in accordance with this Agreement and CSA's normal practice. Such service shall be performed during CSA's local regular business hours (8:30 A.M. to 5:00 P.M. Monday through Friday, except holidays).

(a) You shall afford CSA reasonable and safe access to the Equipment to perform on-site service. CSA may terminate its maintenance obligations as to any Equipment if you relocate it to a site outside CSA's service territory. If, in CSA's opinion, any Equipment cannot be maintained in good working order through CSA's routine maintenance services, CSA may, at its option, (i) substitute comparable Equipment or (ii) cancel any balance of the term of this Agreement as to such Equipment and refund the unearned portion of any prepaid charges hereunder. Parts or Equipment replaced or removed by CSA in connection with maintenance services hereunder shall become the property of CSA and you disclaim any interest therein. (b) CSA shall make available to you from time to time upgrades and bug fixes for the software licensed as part of the Equipment ("Embedded Software"), but: (i) only if such upgrades and bug fixes are provided to CSA by the developers of such Embedded Software, (ii) availability of upgrades and bug fixes may be at additional charge, and (iii) installation of such upgrades and bug fixes by CSA if requested by you shall be at additional charge. You are not required to use CSA for installation of any upgrades and bug fixes, but if installation is done by anyone other than CSA, CSA shall have no responsibility for any performance or other issues that may result from such installation. CSA shall also use reasonable efforts to provide Level 1 support for the Embedded Software. Level 1 support consists of (i) providing help-line telephone assistance in operating the Embedded Software and identifying service problems and attempting to troubleshoot any such problems in the Embedded Software; (ii) escalating operating problems to the available developer of the Embedded Software as needed to rectify such problems, including facilitating contact between you and the developer of the Embedded Software as necessary; and (iii) maintaining a log of such problems to assist in tracking the same. Embedded Software as used herein does not include separately-priced application software supplied by CSA to you under any separate acquisition agreement, and support therefor shall be solely governed by the provisions thereof.

**4. NON-COVERED SERVICE.** The following services, and any other work beyond the scope of this Agreement, shall be invoiced in accordance with CSA's then current labor, parts and supply charges: (a) replacement of any consumable supply item not provided as part of toner inclusive service identified on the face page, including, without limitation, paper, toner, ink, waste containers, fuser oil, staples, other media, print heads and puncher dies; (b) repairs necessitated by factors other than normal use including, without limitation, any willful act, negligence, abuse or misuse of the Equipment; the use of parts, supplies or software which are not supplied by CSA and which cause abnormally frequent service calls or service problems; service performed by personnel other than CSA personnel; accident; use of the Equipment with non-compatible hardware or software components; electrical power malfunction or heating, cooling or humidity ambient conditions; (c) de-installation, re-installation or relocation of Equipment; (d) repairs to or realignment of Equipment, and related training, necessitated by changes you made to your system configuration or network environment; (e) work which you request to be performed outside of CSA's regular business hours; or (f) repair of any network/system connection device, except when listed on face page.

**5. DATA.** You acknowledge that the hard drive(s) on the Equipment, including attached devices, may retain images, content or other data that you may store for purposes of normal operation of the Equipment ("Data"). You acknowledge that CSA is not storing Data on behalf of you and that exposure or access to the Data by CSA, if any, is purely incidental to the services performed by CSA. Neither CSA nor any of their affiliates has an obligation to erase or overwrite Data upon your return of the Equipment to CSA or any leasing company. You are solely responsible for: (i) your compliance with applicable law and legal requirements pertaining to data privacy, storage, security, retention and protection; and (ii) all decisions related to erasing or overwriting Data. Without limiting the foregoing, you should, (a) enable the Hard Disk Drive (HDD) data erase functionality that is a standard feature on certain Equipment and/or (b) prior to return or other disposition of the Equipment, utilize HDD (or comparable) formatting function (which may be referred to as "Initialized All Data/Settings" function) if found on the Equipment to perform a one pass overwrite of Data or, if you have higher security requirements, you may purchase from CSA at current rates an available option for the Equipment, which may include (x) an HDD Data Encryption Kit option which disguises information before it is written to the hard drive using encryption algorithms, (y) a HDD Data Erase Kit that can perform up to a 3-pass overwrite of Data (for Equipment not containing data erase functionality as a standard feature), or (z) a replacement hard drive (in which case you should properly destroy the replaced hard drive). The terms of this Section 5 shall solely govern as to Data, notwithstanding that any provisions of this Agreement or any separate confidentiality or data security or other agreement now or hereafter entered into between you and CSA could be construed to apply to Data.

**6. EXCLUSION OF WARRANTIES AND LIMITATION OF LIABILITY.** CSA EXPRESSLY DISCLAIMS ALL WARRANTIES EXPRESS OR IMPLIED INCLUDING IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE RELATING TO THE USE OR PERFORMANCE OF THE EQUIPMENT AND SOFTWARE OR ANY METER READ COLLECTION METHOD PROVIDED BY CSA. YOU EXPRESSLY ACKNOWLEDGE THAT THE FURNISHING OF MAINTENANCE SERVICE UNDER THIS AGREEMENT DOES NOT ASSURE UNINTERRUPTED OPERATION AND USE OF THE EQUIPMENT, SOFTWARE OR METER COLLECTION METHODS. CSA SHALL NOT BE LIABLE FOR INJURY OR DAMAGE EXCEPT TO THE EXTENT CAUSED BY CSA'S NEGLIGENCE OR WILLFUL MISCONDUCT. CSA SHALL NOT BE LIABLE FOR EXPENDITURES FOR SUBSTITUTE EQUIPMENT OR SERVICES, LOSS OF REVENUE OR PROFIT, LOSS, CORRUPTION OR RELEASE OF DATA, FAILURE TO REALIZE SAVINGS OR OTHER BENEFITS, STORAGE CHARGES OR INCIDENTAL, SPECIAL, PUNITIVE OR CONSEQUENTIAL DAMAGES ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT REGARDLESS OF THE LEGAL THEORY ON WHICH THE CLAIM IS BASED AND EVEN IF CSA HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

**7. DEFAULT.** You shall be in default of this Agreement if you fail to perform any of your obligations under this Agreement, including making prompt undisputed payments when due. CSA may withhold service under this Agreement in whole or in part until any delinquent payment is received by CSA. CSA may terminate this Agreement in whole or in part upon your default with thirty (30) days notice to you, unless such default is cured by you within the thirty (30) day period. If an overdue payment is disputed in good faith within thirty (30) days after the due date thereof, you shall pay all undisputed amounts and promptly make a good faith effort to resolve such dispute with CSA. In the event of your default, CSA may, without limiting its other rights and remedies available under applicable law and this Agreement, require you to pay all charges then due but unpaid, including any applicable late charges, plus an early termination fee equal to three (3) times the average monthly billing to date and any excess toner charges per Section 2(b). You agree that such charges are reasonable liquidated damages for loss of bargain and not a penalty.

**8. GOVERNING LAW.** THIS AGREEMENT AND ALL CLAIMS, DISPUTES AND CAUSES OF ACTION RELATING THERETO, WHETHER SOUNDING IN CONTRACT, TORT OR STATUTE, SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF NEW YORK. YOU CONSENT TO THE EXCLUSIVE JURISDICTION AND VENUE OF ANY STATE OR FEDERAL COURT LOCATED WITHIN THE CITY OF NEW YORK UPON SERVICE OF PROCESS MADE IN ACCORDANCE WITH THE APPLICABLE STATUTES AND RULES OF THE STATE OF NEW YORK OR THE UNITED STATES. ANY AND ALL SUITS YOU COMMENCE AGAINST CSA, WHETHER OR NOT ARISING UNDER THIS AGREEMENT, SHALL BE BROUGHT ONLY IN THE STATE OR FEDERAL COURTS LOCATED WITHIN THE CITY OF NEW YORK. YOU HEREBY WAIVE OBJECTIONS AS TO VENUE AND CONVENIENCE OF FORUM. ANY SUIT, OTHER THAN ONE SEEKING PAYMENT OF AMOUNTS DUE HEREUNDER, SHALL BE COMMENCED, IF AT ALL, WITHIN ONE (1) YEAR OF THE DATE THAT THE CLAIM ACCRUES. THE PARTIES IRREVOCABLY WAIVE ANY RIGHT TO A JURY TRIAL IN ANY SUIT BETWEEN THEM.

**9. ENTIRE AGREEMENT.** This Agreement shall be binding upon your signature and upon the installation of the Equipment by CSA or commencement of the covered services if this Agreement is for renewal of a prior maintenance agreement or for equipment previously installed. This Agreement constitutes the entire agreement between the parties with respect to the furnishing of maintenance service for the Equipment, superseding all previous proposals and agreements, oral or written. All provisions of this Agreement including Section 5, which by their nature can be construed to survive the expiration or termination of the Agreement shall so survive. Any purchase order utilized by you shall be for your administrative convenience only, and any terms therein which conflict with, vary from or supplement the provisions of this Agreement shall be deemed null and void. No representation or statement not contained on the original of this Agreement shall be binding upon CSA as a warranty or otherwise, nor shall this Agreement be modified or amended except by a writing signed by both you and a designated representative of CSA. If a court finds any provision of this Agreement (or part thereof) to be unenforceable, the remaining provisions of this Agreement shall remain in full force and effect. This Agreement shall not be assignable by you without CSA's prior written consent, and any attempted assignment without such consent shall be void. You expressly disclaim having relied upon any representation or

statement concerning the capability, condition, operation, performance or specifications of the Equipment and Software, except to the extent set forth on the original of this Agreement. You agree that CSA may accept an electronic image of this Agreement as an original, and that electronic copies of your signature will be treated as an original for all purposes.

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16481

**SUBJECT: DePUE MECHANICAL, INC. HVAC SERVICES**

**RECOMMENDATION:** That the Board of Trustees approve an open purchase order with DePue Mechanical Inc., a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY21 vendor limit of \$25,000.

**RATIONALE:** DePue Mechanical Inc., performs general HVAC services on an “on call” emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC “on call” vendors in FY21 is expected not to exceed \$100,000.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

---

**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16482

**SUBJECT: HAYES MECHANICAL, HVAC SERVICES**

**RECOMMENDATION:** That the Board of Trustees approve an open purchase order with Hayes Mechanical, a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY21 vendor limit of \$25,000.

**RATIONALE:** Hayes Mechanical performs general HVAC services on an “on call” emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC “on call” vendors in FY21 is expected not to exceed \$100,000.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16483

**SUBJECT: MURPHY & MILLER, INC., CHICAGO LLC HVAC SERVICES**

**RECOMMENDATION:** That the Board of Trustees approve an open purchase order with Murphy & Miller, Inc., a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY21 vendor limit of \$25,000.

**RATIONALE:** Murphy & Miller, Inc. performs general HVAC services on an “on call” emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC “on call” vendors in FY21 is expected not to exceed \$100,000.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

_____	_____	_____
<b>Mark R. Stephens</b> <b>Chairman</b>	<b>Diane Viverito</b> <b>Secretary</b>	<b>Date</b>

Related forms requiring Board signature: Yes  No

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16484

**SUBJECT: OAKBROOK MECHANICAL SERVICES, INC., HVAC SERVICES**

**RECOMMENDATION:** That the Board of Trustees approve an open purchase order with Oakbrook Mechanical Services, Inc., a heating, ventilation, and air conditioning contractor that provides emergency equipment and repair services on main campus HVAC systems for the Operations & Maintenance Department. It is recommended that the Board of Trustees approve an FY21 vendor limit of \$25,000.

**RATIONALE:** Oakbrook Mechanical Services, Inc., performs general HVAC services on an “on call” emergency basis, when equipment is in need of repair outside the scope of daily operations. To ensure availability of services and access to companies with special expertise when needed, multiple HVAC companies are contracted for the fiscal year. Total cost of external mechanical repairs for all HVAC “on call” vendors in FY21 is expected not to exceed \$100,000.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

---

**Diane Viverito**  
Secretary

---

**Date**

Related forms requiring Board signature: Yes  No



**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16485

**SUBJECT: HEARTLAND BUSINESS SYSTEMS - PURCHASE OF COMPUTER  
HARDWARE FOR TESTING CENTER**

**RECOMMENDATION:** That the Board of Trustees approve the purchase of seventy-five (75) HP Probook laptop computers from Heartland Business Systems for the not to exceed amount of \$62,175.

**RATIONALE:** The computer equipment will be used to refresh three laptop carts from the Testing Center as a part of Triton's technology refresh cycle. The existing laptops in the carts are beyond five years old at this time. Each laptop will be used directly by students and community members utilizing our Testing Center.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
**Chairman**

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**Diane Viverito**  
**Secretary**

---

**Date**

Related forms requiring Board signature: Yes  No

HP 450 G7 - Qty 75

Quote #227258 v1



## Prepared For:

**Triton Community College District 504**

 Christopher Hordorwich  
 2000 Fifth Avenue  
 River Grove, IL 60171

P: (708) 779-4601

E: chrishordorwich@triton.edu

## Prepared By:

**Chicago Illinois Office**

 Mauri Spampinato  
 5400 Patton Drive Suite 4B  
 Lisle, IL 60532

P: (630) 452-7382

E: mspampinato@hbs.net

## Date Issued:

**07.14.2020**

## Expires:

**08.10.2020**

Hardware/Software	Price	Qty	Ext. Price
<b>HP ProBook 450 G7 15.6" Notebook - 1920 x 1080 - Core i5 i5-10210U - 8 GB RAM - 256 GB SSD - Pike Silver - Windows 10 Pro 64-bit - Intel UHD Graphics 620 - In-plane Switching (IPS) Technology - English Keyboard - Intel Optane Memory Ready - Bluetooth - 13</b>	\$759.00	75	\$56,925.00
<b>HP Care Pack - 3 Year Extended Warranty - Service - 9 x 5 - Pick-up &amp; Return - Service Depot - Technical - Physical Service</b>	\$70.00	75	\$5,250.00
<b>Subtotal</b>			<b>\$62,175.00</b>

Quote Summary	Amount
Hardware/Software	\$62,175.00
<b>Total:</b>	<b>\$62,175.00</b>

This quote may not include applicable sales tax, shipping, handling and/or delivery charges. Final applicable sales tax, shipping, handling and/or delivery charges are calculated and applied at invoice. The above prices are for hardware/software only, and do not include delivery, setup or installation by Heartland ("HBS") unless otherwise noted. Installation by HBS is available at our regular hourly rates, or pursuant to a prepaid HBSFlex Agreement. This configuration is presented for convenience only. HBS is not responsible for typographical or other errors/omissions regarding prices or other information. Prices and configurations are subject to change without notice. HBS may modify or cancel this quote if the pricing is impacted by a tariff. A 15% restocking fee will be charged on any returned part. Customer is responsible for all costs associated with return of product and a \$25.00 processing fee. No returns are accepted by HBS without prior written approval. This quote expressly limits acceptance to the terms of this quote, and HBS disclaims any additional terms. By providing your "E-Signature," you acknowledge that your electronic signature is the legal equivalent of your manual signature, and you warrant that you have express authority to execute this agreement and legally bind your organization to this proposal and all attached documents. Any purchase that the customer makes from HBS is governed by HBS' Standard Terms and Conditions ("ST&Cs") located at <http://www.hbs.net/standard-terms-and-conditions>, which are incorporated herein by reference. The ST&Cs are subject to change. When a new order is placed, the ST&Cs on the above-stated website at that time shall apply. If customer has signed HBS' ST&Cs version 2018.v2.0 or later, or the parties have executed a current master services agreement, the signed agreement shall supersede the version on the website. QT.2020.v1.0

## Acceptance

**Chicago Illinois Office**
**Triton Community College District 504**

Mauri Spampinato

Signature / Name

07/14/2020

Date

Signature / Name

Initials

Date

## HTG Standard Terms & Conditions

### STANDARD TERMS AND CONDITIONS

The parties to this agreement are Heartland Business Systems, LLC., ("Heartland" or "Seller"), with corporate headquarters located at 1700 Stephen Street, Little Chute WI 54140, and customer ("Buyer") who purchases products and/or services from Heartland.

1. **ACCEPTANCE.** Buyer accepts these Standard Terms and Conditions as a condition of Buyer's purchase of services and/or products from Heartland.
2. **PAYMENT AND TERMS.** All invoices provided by Seller to Buyer shall be paid within 30 days of the invoice date with the exception of HBSFLEX Agreement invoices. HBSFLEX Agreement invoices shall be paid upon receipt of the invoice. A service charge of \$35.00 will be assessed for each check that is returned for insufficient funds.
3. **FORCE MAJEURE.** Heartland's performance hereunder shall be excused if such nonperformance or delay of performance is due to causes beyond the reasonable control of Heartland and is the direct or indirect result of, but not limited to, acts of God, acts of the public enemy, acts of the United States of America, or any state, territory or political subdivision thereof or of the State of Wisconsin, fires, war, riots, terrorism, floods, epidemics, quarantine restrictions, insurrection, strikes, labor shortage, materials shortage or freight embargoes. Any delay in performance due to the force majeure occurrence shall extend the period for performance for the duration of the delay.
4. **SHIPPING.** With respect to any products that are to be shipped, shipment shall be FOB Seller's place of business, by common or contract carrier, or, in the case of drop shipment, FOB a manufacturer's or distributor's place of business, by common or contract carrier. Freight charges shall be Buyer's responsibility. "Delivery," as that term is used in this proposal and any resulting contract, shall be deemed completed when the goods have been placed into the hands of the common or contract carrier.
5. **WARRANTY.** Any hardware, software, or parts sold to Buyer may be subject to a warranty made by the manufacturer or other third party to Buyer and, if so, the terms and conditions of such warranty are embodied in other documents. Buyer acknowledges that Seller is not a party to any such warranty, and that any rights or remedies that Buyer may have pursuant to said warranty are against the manufacturer or other third party directly, and is not assertable against the Seller. SELLER MAKES NO WARRANTY WITH RESPECT TO THE PRODUCTS OR SERVICES SOLD HEREUNDER. BUYER ACKNOWLEDGES THAT IT HAS NOT RELIED ON ANY WARRANTY OR REPRESENTATION BY THE SELLER WITH RESPECT TO THE PRODUCTS OR SERVICES SOLD HEREUNDER, EXCEPT AS ARE EXPRESSLY CONTAINED HEREIN. ANY IMPLIED WARRANTY OF MERCHANTABILITY, AND ANY IMPLIED WARRANTY THAT THE PRODUCTS OR SERVICES SOLD HEREUNDER ARE FIT FOR A PARTICULAR PURPOSE, ARE HEREBY DISCLAIMED.
6. **PROFESSIONAL SERVICES.** Heartland may provide professional services as requested by the Buyer. All services provided by Heartland, which include labor and travel charges, are subject to the terms and conditions as set forth in this Agreement. Services provided by Seller to Buyer may be covered under a manufacturer or other third party warranty, may be applied to a pre-paid HBSFLEX Agreement purchased by the Buyer, at the rates set forth in the most current version of the HBSFLEX Volume Service Schedule, as updated from time to time, or may be billed out to the Buyer at the then-prevailing hourly rate. Regardless whether the services are covered under warranty, applied to a HBSFLEX Agreement or billed out at an hourly rate, all terms of this Agreement apply. Heartland's records shall be the sole measurement of professional services and/or time expended by Heartland. HBSFLEX Agreements may not be used to purchase products, and each HBSFLEX Agreement shall automatically expire eighteen months after the date of invoice for that HBSFLEX Agreement.
  1. **Warranty.** If services provided are in connection with a problem that is covered by a manufacturer or other third party warranty, then such services shall not be counted against a HBSFLEX Agreement or billed out at the then-prevailing hourly rate, to the extent of the warranty coverage. Please refer to your manufacturer or third party provided documentation which will define what is covered under warranty. Any labor or travel provided that is not covered under the manufacturer or third party warranty will be applied to a HBSFLEX Agreement or billed out at the then-prevailing hourly rate, whichever applies.
  2. **HBSFLEX Agreements.** Buyer may choose to purchase a pre-paid HBSFLEX Agreement from Seller. When a HBSFLEX Agreement is purchased, labor and travel charges incurred will be applied against the HBSFLEX Agreement. Buyer will receive informational invoices detailing the services as they are provided.
    1. When a pre-paid HBSFLEX Agreement is exhausted an additional HBSFLEX Agreement may be purchased. If an additional HBSFLEX Agreement is not purchased, then services will be billed out at the then-prevailing hourly rate.
    2. Either party may terminate a pre-paid HBSFLEX Agreement by giving notice to the other, in writing by mail to the party's last known address, of such intent. If this Agreement is terminated before the HBSFLEX Agreement is expended, then Heartland shall refund 75% of the unused portion of the fee and may retain the balance.
  3. **Hourly Rate.** Should services provided not be covered under a manufacturer or third party warranty or should the Buyer not have purchased or not have time available on a HBSFLEX Agreement then all labor and travel will be billed out at Heartland's then-prevailing hourly rate.
7. **PROFESSIONAL SERVICE ESTIMATES.** At times, Buyer may request time estimates for service situations. Heartland will provide a best estimate based upon the information that is known at the time of the request. This is to be considered an estimate for service only and not a guarantee. Actual service hours may be less or may be more than the estimate provided.
8. **FOUR-HOUR RESPONSE.** For calls received on normal business days, excluding holidays, Heartland will use its best effort to respond to the Buyer's request for service within four business hours (the hours between 8:00 a.m. and 5:00 p.m. CT) of the Buyer's request.
9. **ASSIGNABILITY.** Heartland may delegate all, or any part of, its duties hereunder to a subcontractor.
10. **EXCLUDED EQUIPMENT.** Heartland may discontinue providing services with respect to any hardware for which it can no longer readily obtain repair parts or technical assistance.
11. **BUYER'S RESPONSIBILITY.** Buyer shall use its best efforts to cooperate with Heartland in connection with Seller's carrying out its duties hereunder, and Buyer shall refrain from any act or omission that could frustrate Heartland's performance. In that regard, but not by way of limitation, Buyer shall designate one employee for each location at which services are expected to be rendered under this Agreement, with full authority to act for Buyer in the event that Buyer's input is required in order to affect any aspect of the services provided hereunder.
12. **BUYER'S WARRANTY AS TO PROPER LICENSING.** Buyer warrants and represents to Seller that it possesses a proper license for all software being used by Buyer's organization and shall hold Heartland harmless from any claims or suits premised upon breach of any third party's proprietary rights with respect to such software.
13. **BUYER'S WARRANTY AS TO PROPER BACKUP.** Buyer warrants and represents to Seller that Buyer's data and system has been properly backed up prior to the commencement of any services provided by Heartland and understands that the Seller shall have no liability whatsoever, under any circumstances, for any damages suffered by Buyer as a result of improper backup situations or data which has not been backed up and that is lost, for any reason, in connection with the services or use of the products sold hereunder.
14. **NON-SOLICITATION OF HEARTLAND PERSONNEL.** During the term of this Agreement, and for a period of one (1) year after the termination of this Agreement by either party for whatever reason, Buyer shall not, directly or indirectly, encourage any employee of Heartland, who became known to Buyer by virtue of such employee's providing services under this Agreement, to terminate his or her employment with Heartland. In addition, during the term of

this Agreement, and for a period of one (1) year after the termination of this Agreement by either party for whatever reason, Buyer shall not, directly or indirectly, solicit any employee of Heartland, who became known to Buyer by virtue of such employee's providing services under this Agreement, for employment which would end or diminish that employee's service with Heartland. Buyer acknowledges that Heartland will suffer irreparable harm as a result of Buyer's violation of this paragraph and that Heartland may bring an action for injunctive relief and/or actual damages to enforce this provision.

15. **SUSPENSION OF PRODUCTS AND/OR SERVICES.** Heartland may, at its option, suspend providing products and/or services hereunder in the event that the Buyer is delinquent on payment of any outstanding invoices.
16. **EXCLUSIVE REMEDY/LIMITATION OF LIABILITY.** Notwithstanding any other provision herein, Seller's sole and exclusive liability to Buyer for any breach of this Agreement, or breach of any warranty, express or implied, found to have been made in connection with this Agreement, shall be to repair or replace, at its option, any defective hardware, software, or parts sold hereunder; Seller shall have no liability for any other damages, consequential or otherwise. Seller shall have no liability whatsoever to Buyer if computer software or computer hardware sold hereunder is subsequently upgraded, or is otherwise used with software or hardware that was not used with the software and/or hardware sold hereunder at the time of installation, or if any such software or hardware has been serviced by anyone other than Seller. Seller shall have no liability whatsoever, under any circumstances, for any damages suffered by Buyer as a result of data which has not been backed up and that is lost, for any reason, in connection with the services or use of the products sold hereunder.
17. **ACCEPTANCE OF PRODUCTS.** Buyer shall be deemed to have irrevocably accepted the products and services sold hereunder if Buyer has not given to Seller a written notice of rejection, describing the basis for rejection, within 10 business days after delivery. All data and intellectual property provided by Seller in connection with this Agreement shall belong to Seller ("Heartland Materials"). Seller shall retain all rights and interests in and to the Heartland Materials after the completion of this Agreement.
18. **CLOUD SERVICES.** Buyer agrees and acknowledges that in order to provide a high level of service, Seller may store Buyer's information in the public cloud. This information may include but is not limited to drawings, pictures, equipment layouts, passwords, backups, or configuration files. Buyer agrees and acknowledges that the cloud is a separate and independent network, which is not controlled by Seller, and that Seller shall have no liability whatsoever, under any circumstances, for any damages arising out of or relating to the use of the public cloud, including but not limited to the loss of any information.
19. **CHOICE OF LAW.** This Agreement, and any claim arising under it, or related to the transaction evidenced by it, shall be construed and determined under the laws of Wisconsin.
20. **ATTORNEY FEES.** In the event that legal action is taken by either party upon any claim arising from this Agreement or in any way related to the transaction that is evidenced by this Agreement, Seller shall, if it prevails, be entitled to recover from Buyer its actual reasonable attorney fees incurred in connection therewith.
21. **SEVERABILITY.** If any portion of this Agreement is determined by a court or government agency having competent jurisdiction to be invalid or unenforceable, the remainder of this Agreement shall remain in full force and effect to the extent permitted by law.
22. **BINDING EFFECT.** This Agreement shall bind and inure to the benefit of the parties, and their respective heirs, successors, personal representatives, beneficiaries and assigns.
23. **ADDITIONAL WORK.** In the event that Seller agrees to provide additional products or service not specifically covered by this Agreement, the terms and conditions of this Agreement shall govern, unless otherwise provided in writing.
24. **ENTIRE AGREEMENT.** This is the entire agreement of the parties respecting the sale of the products or services, sold by Seller to Buyer. No modification, addition, or amendment shall be binding unless in writing and signed by both parties.

Buyer accepts these Standard Terms and Conditions as a condition of Buyer's purchase of services and/or products from Heartland.

**TRITON COLLEGE, District 504**

**Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16486

**SUBJECT: MICROSOFT CONSOLIDATED CAMPUS AGREEMENT WITH CDW-G**

**RECOMMENDATION:** That the Board of Trustees approve a one year renewal Agreement with CDW-G to provide Microsoft software products for all Triton owned or leased PC's. There is no change in cost from the FY20 renewal. The renewal period runs from September 1, 2020 through August 31, 2021. The total cost for FY21 will be \$44,030.11.

**RATIONALE:** Microsoft has allowed CDW-G and the Illinois Community College System Procurement Consortium (ICCSPC) the ability to offer Illinois community colleges a consolidated Microsoft Campus Agreement. This Agreement combines the license needs from all member community colleges, allowing Triton to receive Level B pricing, the best price available from Microsoft.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
**Chairman**

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**Diane Viverito**  
**Secretary**

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**Date**

Related forms requiring Board signature: Yes  No

# QUOTE CONFIRMATION



DEAR MICHAEL GARRITY,

Thank you for considering CDW•G for your computing needs. The details of your quote are below. [Click here](#) to convert your quote to an order.

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
LNPB942	7/29/2020	MS RNW	0334944	<b>\$44,030.11</b>

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
<a href="#">Microsoft 365 A3 - subscription license (1 month) - 1 user</a> Mfg. Part#: AAD-38392-12mo UNSPSC: 43231513 Electronic distribution - NO MEDIA Contract: MARKET	726	5419408	\$56.70	\$41,164.20
<a href="#">Microsoft Windows Server - External Connector License &amp; Software Assurance</a> Mfg. Part#: R39-00374 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET	1	2379801	\$182.21	\$182.21
<a href="#">Microsoft Windows Server Datacenter Edition - license &amp; software assurance</a> Mfg. Part#: 9EA-00039 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET	40	4325198	\$44.41	\$1,776.40
<a href="#">Microsoft Office SharePoint Server - license &amp; software assurance - 1 serve</a> Mfg. Part#: H04-00232 UNSPSC: 43232915 Electronic distribution - NO MEDIA Contract: MARKET	2	2355614	\$453.65	\$907.30

PURCHASER BILLING INFO	SUBTOTAL	\$44,030.11
<b>Billing Address:</b> TRITON COLLEGE ACCTS PAYABLE 2000 5TH AVE RIVER GROVE, IL 60171-1995 <b>Phone:</b> (708) 456-0300 <b>Payment Terms:</b> NET 30 Days-Govt/Ed	<b>SHIPPING</b>	\$0.00
	<b>SALES TAX</b>	\$0.00
	<b>GRAND TOTAL</b>	<b>\$44,030.11</b>
	<b>DELIVER TO</b> <b>Shipping Address:</b> TRITON COLLEGE CHRISTOPHER HORDORWICH 2000 5TH AVE RIVER GROVE, IL 60171-1995 <b>Phone:</b> (708) 456-0300 <b>Shipping Method:</b> ELECTRONIC DISTRIBUTION	
<b>Please remit payments to:</b> CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515		



Stephen Elijo

(847) 968-9012

stepeli@cdwg.com

This quote is subject to CDW's Terms and Conditions of Sales and Service Projects at <http://www.cdwg.com/content/terms-conditions/product-sales.aspx>  
For more information, contact a CDW account manager

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**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16487

**SUBJECT: EEO AND AFFIRMATIVE ACTION PROGRAM FY20 SUMMARY**

**RECOMMENDATION:** That the Board of Trustees approve the Equal Employment Opportunity and Affirmative Action Program as presented by the Human Resources Department.

**RATIONALE:** The Affirmative Action Program outlines the College's policy against discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from military, or status as a disabled veteran or veteran of the Vietnam era. The program explains the responsibilities of each member of the College Community in meeting the program's promises and the College's goals in achieving the balance between the district's diverse population and campus population.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No





**EQUAL EMPLOYMENT OPPORTUNITY AND  
AFFIRMATIVE ACTION PROGRAM**

**July 1, 2019 - June 30, 2020**

**TRITON COLLEGE  
2000 Fifth Avenue  
River Grove, IL 60171**

**TRITON COLLEGE  
BOARD OF TRUSTEES**

**2020**

Mark R. Stephens, Chairman

Donna L. Peluso, Vice Chairwoman

Diane Viverito, Secretary

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Glover Johnson, Member

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Steven Page, Student Trustee

\* \* \* \*

Mary-Rita Moore, President

Drafted and Compiled by:

Joe Klinger  
Associate Vice President, Human Resources

With the Assistance of:

Kusper & Raucci Chartered, College Legal Counsel

Presented to the Triton College Board of Trustees  
August 25, 2020

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## I. INTRODUCTION

Triton College, Illinois Community College District 504, is committed to diversity in both the College and the Community, as reflected in Triton College's Mission and Vision Statements. The College's Mission Statement is as follows:

“Valuing the individual, education and serving the community.”

The College Vision Statement is as follows:

“A community with equitable opportunity for growth and success.”

In furtherance of the College's Mission and Vision Statements, the College has developed, and updates annually, an Equal Employment Opportunity and Affirmative Action Program (“EEO/AA Program”). This program will continue to be updated both as required by law and as long as the College finds that such updates serve to support equal opportunity for all of its community members.

The EEO/AA Program clearly outlines that it is the College's policy not to engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or a veteran of the Vietnam era and to comply with all federal and state nondiscrimination, equal employment opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in College programs and activities.

The College recognizes its responsibility to facilitate participation in its educational and employment processes for qualified individuals. Equal employment opportunity shall be provided in the hiring, retention, training, transfer, promotion, compensation, and upgrading of all employees, without discrimination on the basis of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or veteran of the Vietnam era (“Protected Group”). Affirmative steps toward obtaining diversity are integral components in the College's business practices and are further outlined herein.

## II. DISSEMINATION OF POLICY

The College will continue to disseminate its EEO/AA Program both internally and externally.

### A. Internal Dissemination

1. The College's Equal Employment Opportunity Policy will be included in the bylaws and policies of the Board of Trustees, the College Catalog, employee manuals and any other internal publications directed toward employees.
2. Copies of the EEO/AA Program will be made available to all administrative and supervisory personnel, vice presidents, deans, associate deans, and to each department chair. A copy of the Equal Employment Opportunity and Affirmative Action Program will be on reserve in the Triton College Library.
3. The Affirmative Action Officer will be available to meet with union officials to solicit cooperation in implementing the Program. Full cooperation will be requested in the recruitment, employment, and training of Protected Groups. Contractual provisions of union contracts are reviewed to ensure that they are nondiscriminatory and nondiscrimination clauses are included in all union contracts.
4. Staff meetings and agenda items will include items on Equal Employment Opportunity and Affirmative Action as needed.
5. Equal Employment Opportunity and Affirmative Action posters will be placed in prominent locations on bulletin boards throughout the campus.
6. Administrators with hiring responsibilities are informed that federal legislation requires that they take equal employment opportunity and affirmative action to ensure equal employment opportunities for qualified members of Protected Groups.

### B. External Dissemination

1. The College's Equal Employment Opportunity and Affirmative Action clause, "Triton College is an Equal Employment Opportunity and Affirmative Action Institution," will be printed on all letterhead, purchase orders and contracts. The Vice President of Business Services will ensure that all subcontractors, vendors, and suppliers are informed in writing of Triton's commitment to equal employment opportunity.
2. The Human Resources Department will include the Equal Employment Opportunity statement on all application forms.
3. The Equal Employment Opportunity statement will appear on all vacancy notices.

4. Upon written request, through the standard Freedom of Information Act, copies of the Equal Employment Opportunity and Affirmative Action Program will be disseminated to the public.

### **III. RESPONSIBILITY FOR IMPLEMENTATION**

The equal employment opportunity and affirmative action commitment originates with the Board of Trustees and permeates throughout the College through its mission, vision, procedures and practices.

#### **A. President**

The Triton College President has the overall responsibility for implementing the College's Equal Employment Opportunity and Affirmative Action Program. The President has assigned coordination of responsibilities to implement the program to the Affirmative Action Officer.

#### **B. Affirmative Action Officer**

The Affirmative Action Officer is responsible for the daily operation of the College's Equal Employment Opportunity and Affirmative Action Program. The Affirmative Action Officer's responsibilities include the following:

1. Develop and compile procedures related to equal employment opportunity and affirmative action for review by the President and approval by the Board. Develop the College EEO/AA Program and related procedures.
2. Design and implement internal auditing and reporting systems that will: measure the effectiveness of the College EEO/AA Program, including monitoring and evaluating hiring practices; indicate the need for corrective action; and, determine the degree to which goals and objectives have been attained.
3. Keep the administration informed of current developments in EEO/AA.
4. Represent the College and serve as a liaison with compliance agencies, organizations for Protected Groups, and other such community-based programs. The Affirmative Action Officer may represent the College in person or through a delegate.
5. Process internal discrimination complaints in accordance with established guidelines. Assist the President in identification and resolution of problem areas.

6. Develop, maintain and/or monitor internal and external communication systems for the dissemination of information about the EEO/AA Program. Provide awareness training for relevant committees and supervisors concerning all Protected Groups.
7. Evaluate members selected for search committees to determine whether the committee is selected in compliance with the EEO/AA Program and to assist search committee chairs in alternating the staff selected to serve.
8. Review job requirements and screening materials to ensure job relatedness.
9. Recommend needed policies to the President.
10. Develop workshops and seminars concerning matters relating to equal employment opportunity and affirmative action issues for the College community.

**C. Vice Presidents, Associate Vice Presidents, Deans, Department Chairs and Directors**

Vice Presidents

The Executive Officers of Triton College have administrative responsibilities to enforce the College's EEO/AA Program and to ensure the College's compliance in their administrative areas. Administrators reporting to Vice Presidents shall be accountable for compliance with the EEO/AA Program. All supervisory employees should understand that maintenance of equal employment opportunity is an integral part of their job duties and that they are expected to address any complaints.

The responsibilities of the Vice Presidents within their respective areas will include, but not necessarily be limited to, the following:

1. The Vice Presidents over Academic and Student Affairs will ensure equality and equal access to all academic programs and monitor implementation of the EEO/AA Program within all academic departments.

The Vice President over Academic and Student Affairs will assist in identifying the racial composition of the student population, as may be required, and ensure equal access to College activities, financial aid, and all other student services.

2. The Vice President of Business Services will ensure the College's compliance with all regulations pertaining to purchasing and contracting and will provide leadership for business office administrative services, accounting, finance, physical plant, auxiliary enterprising, administrative data processing, purchasing, police department, in a non-discriminatory manner. As the College's Affirmative Action Officer, the Vice President of Business Services will monitor and ensure compliance with EEO/AA guidelines and principles throughout the institution. The Vice President of Business Services will ensure the College's compliance

through non-disciplinary practices in all aspects of Human Resources Department activities, including recruitment, hiring, and employee development. Additionally, we will make evident the institution's commitment to EEO/AA principles through inclusion of the Affirmative Action/Equal Employment Opportunity statement on marketing materials, and through balanced representation in all promotional materials.

3. The Executive Director of Grants Development will ensure the College's compliance with all regulations when developing procedures for the College to accept donations/gifts, will work with faculty in soliciting them, and will provide leadership, coordination, and support to the College's efforts in fund-raising through the Triton Foundation in a non-discriminatory manner.

#### Associate Vice Presidents and Deans

The Associate Vice Presidents and the Deans of Health Careers, Business and Technology, Continuing Education, Adult Education, Retention, Arts and Sciences, Student, and Academic Success will ensure that equal employment opportunity and affirmative action guidelines are followed by:

1. Monitoring all employment practices within their areas to assure compliance with regulations;
2. Assuring that all personnel reporting to the Associate Vice Presidents and Deans understand that equal employment opportunity and affirmative action are integral parts of their job duties;
3. Assisting the Affirmative Action Officer with developing goals and objectives for the departments and providing input and suggestions for improvement of the EEO/AA Program.

#### Department Chairs, Directors, and Coordinators

The responsibilities of the Academic Department Chairs, Coordinators, and the Directors within the College include the following:

1. Carrying out all aspects of the EEO/AA Program directly related to their areas;
2. Assuring all personnel decisions within their departments are made on a nondiscriminatory basis;
3. Providing input and suggestions for improvement of the EEO/AA Program.



#### **IV. IDENTIFICATION OF PROBLEM AREAS**

Responsible College officials will continue to study employment patterns within the College to identify specific problem areas relating to equal employment opportunity and affirmative action. The areas of analysis will include academic employment, nonacademic employment, and construction employment. Specific programs will be developed and specific actions taken at the College level will be designed to eliminate problem areas.

The equal employment opportunity and affirmative action program includes an analysis of the representation of Protected Groups by job group classifications. When problems and under-representation exist, the College will continue to set goals and timetables to which the College's good faith efforts will be directed.

#### **V. GRIEVANCE PROCEDURES**

Triton College recognizes the importance of providing employees an avenue to redress grievances that may arise in the employment context. Employees who believe that they have been treated unjustly, affected by violation, misrepresentation, or misapplication of their respective contract or policy manual, should immediately endeavor, to the extent possible, to resolve the matter informally with their immediate supervisor. In the event this is not possible, grievance procedures are in force to redress and resolve complaints in a prompt, fair, and orderly manner. Likewise, a person applying for program admission to the College or a student or employee alleging unfair or discriminatory treatment deserves an opportunity for formal redress.

Grievance procedures for faculty, administrative, mid-management, and classified employees, as well as students, may be found in their respective contracts and/or policy manuals.

## **VI. DISCRIMINATORY TREATMENT/COMPLIANCE INQUIRIES**

A person applying for entrance to the College and a student or employee alleging unfair or discriminatory treatment deserves an opportunity for formal redress.

Charges of a discriminatory nature, involving any Protected Group or any other basis which is proscribed by law, may be filed with the Affirmative Action Officer.

Inquiries regarding compliance with state and federal non-discrimination regulations may be directed to the Affirmative Action Officer, Triton College, 2000 Fifth Avenue, River Grove, Illinois 60171 or any of the following agencies:

1. Equal Employment Opportunity Commission  
1801 L Street, N. W., Suite 100, Washington D. C., 20507-1002  
or the  
Chicago District Office at 500 West Madison Street, Suite 2800,  
Chicago, IL 60661 (312) 353-2713
2. Illinois Department of Human Rights  
100 West Randolph, Suite 10-100  
Chicago, IL 60601 (312) 814-6200
3. Office for Civil Rights, U.S. Department of Education  
111 N. Canal Street, Suite 1053  
Chicago, IL 60606 (312) 886-8434
4. Illinois Education Labor Relations Board  
160 North LaSalle Street, Suite N-400  
Chicago, IL 60601 (312) 793-3170

## **VII. IDENTIFICATION OF PROBLEM AREAS AND APPROPRIATE CORRECTIVE ACTIONS**

The Office of Federal Contract Compliance Regulations defines a problem area as one area or job group within an employer's workforce in which there is a deficiency or underutilization of members of Protected Groups. This EEO/AA Program is Triton's attempt to set forth positive steps to increase employment opportunities for Protected Groups within specific job groups at the College.

As a means of identifying potential problem areas, an analysis comparing the racial and gender composition of Triton's district to the racial and gender composition of the College's employee groups, factoring in the number of employees who were promoted in the year, will be analyzed.

To accomplish these comparisons, a Job Group Analysis which describes the College's employee groups and lists by sex, race, salary and the numbers of incumbents within each job group has been developed. Through new employee onboarding a form strongly endorses employee self-identification of race and ethnic categories whenever possible (as opposed to visual identification).

Results of the Job Group Analysis will be an indicator of possible deficiencies or underutilization of Protected Groups within the College's workforce. Underutilization by definition occurs when there are fewer members of a Protected Group in a particular job group than would reasonably be expected by the group's availability in the relevant labor market.

Protected Groups should be adequately represented throughout the College and genuine efforts to hire equally qualified Protected Group applicants will ensure a College workforce commensurate with ethnic and gender parity.

41 C.F.R. Section 60-2.15

“Underutilization” is defined as “having fewer minorities or women in a particular job group than would reasonably be expected by their availability.”

41 C.F.R. Section 60-2.16b

“A contractor's determination under Section 60-02.15 that a placement goal is required constitutes neither a finding nor an admission of discrimination.”

## **VIII. INTERNAL AUDIT AND REPORTING**

Triton College maintains an extensive human resources data system as part of the College's management information system. This system monitors and reports all employee activity at the College. It also assists the College in assessing the effectiveness of its Affirmative Action Program.

The Administrative Computer System monitors records of many personnel activities, including placements, transfers, promotions, terminations and compensation at all levels to ensure the nondiscriminatory policy is carried out.

The Affirmative Action Officer reviews personnel reports to determine the degree to which equal employment opportunity and organizational objectives are attained.

The Affirmative Action Officer reviews and reports Affirmative Action Program goal achievement at all levels of management on an annual basis.

The Affirmative Action Officer will advise top management of the Equal Employment Opportunity and Affirmative Action Program's effectiveness and submit recommendations to improve unsatisfactory performance.

## **IX. ACTION-ORIENTED PROGRAMS**

In order to broaden the College's outreach and to measure the effectiveness of the Program, the College has undertaken action-oriented programs.

- A. Distribute EEO/AA Program summarization to all employees of Triton College. Post the intent of the Plan in prominent campus locations. Post job openings.
- B. Develop a procedure for career advancement and promotion within the staff to enable employees to realize their greater potential and acquired skills. The Associate Vice President of Human Resources shall distribute the procedures for career advancement and promotion in order to clarify the process by which an employee may work toward promotion within the staff.
- C. All vacancies will be posted in accordance with agreed upon procedures as outlined in the respective employee group contracts and/or policy manuals. All vacancies will be advertised in publications and/or job boards as appropriate, including resources specifically for Protected Groups. In all cases, the best qualified applicants will be hired
- D. Searches may be extended if the sample of Protected Group members is not sufficient.
- E. Screening committees are utilized to assist in the selection process and a concerted effort is made to include members of Protected Groups on all committees. The Affirmative Action Officer may participate as needed on any screening committee. After all of the

applications have been reviewed by the search committee, candidates are selected for interviews based on the qualifications for the position. All candidates selected for an interview will be asked the same questions. The questions will only be related to the ability to do the job with or without reasonable accommodation. Each representative of the College will make notes regarding the candidate; all interview notes, and related records will be retained for a minimum of two (2) years, or longer if otherwise required by law.

The recommendations and work performed by the screening committee will be reviewed by the Associate Vice President of Human Resources to verify compliance with the College's Equal Opportunity and Affirmative Action Plan.

- F. All hiring managers will understand the selection process, including equal employment opportunity and affirmative action goals.
- G. Conduct periodic staff development sessions on equal employment opportunity, affirmative action, and diversity issues in order to increase staff sensitivity toward Protected Group concerns.

## **X. EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTIONS GOALS**

The following goals are intended as guidelines to be followed in the implementation and execution of this EEO/AA Program and to provide a guide for the achievement of equal employment opportunity for members of Protected Groups at Triton College.

- A. To increase awareness concerning the meaning of equal employment opportunity on the part of all College personnel.
- B. To eliminate any practices which may have a discriminatory effect on the employment potential of members of Protected Groups.
- C. To audit all personnel actions to ensure that no decisions are made which might discriminate on the basis of Protected Group status.
- D. To provide staff development for front-line employees that will encourage sensitivity and courtesy as related to culturally diverse groups.
- E. To promote a climate at the point of entry and throughout the campus so that students and personnel will find an institution that is welcoming and supportive.

Title	Gender	Employee Group	Race Desc	Status	Pay Rate
Dean Arts & Sciences	M	A	Asian	FT	128,530.00
Executive Dir of Strategic Planning & Accreditation	F	A	Asian	FT	113,025.00
Executive Director, Research & Institutional Effectiveness	M	A	Asian	FT	122,941.00
Director of Faculty Development and Student Success	F	A	Asian	FT	103,606.00
Dean of Students	F	A	Black or African American	FT	113,025.00
Associate Vice President Comm and Institutional Adv	M	A	Black or African American	FT	157,208.00
Executive Director of Workforce Equity Initiative	M	A	Black or African American	TEM	71,925.00
Dean of Retention and Student Engagement	F	A	Black or African American	FT	110,000.00
Director of Admissions	M	A	Black or African American	FT	92,475.00
Special Assistant to the President	F	A	Black or African American	FT	52,110.00
Assistant Vice President Technology & Innovation	M	A	Hispanic Or Latino	FT	126,629.00
Associate Dean of College Readiness	M	A	Hispanic Or Latino	FT	111,765.00
Dean Continuing Education	F	A	Not Disclosed	FT	118,162.00
AVP of Athletics & Athletic Activities	M	A	White	FT	166,921.00
Vice President Academic Affairs	F	A	White	FT	181,868.00
Director of Grants Compliance	F	A	White	FT	103,606.00
Dean Business & Technology	F	A	White	FT	118,163.00
Associate Vice President Information Systems	M	A	White	FT	166,921.00
Dean Health Careers & Public Service	F	A	White	FT	123,300.00
AVP of Acad Innov & Workforce Education	M	A	White	FT	151,967.00
Dir of Public Affairs/Community Relations	F	A	White	FT	73,765.00
Associate Vice President of Human Resources	M	A	White	FT	161,166.00
Vice President of Enrollment Management and Student Affairs	F	A	White	FT	180,265.00
Associate Vice President Facilities	M	A	White	FT	172,678.00
Dean Adult Education	F	A	White	FT	120,531.00
Dean Academic Success	F	A	White	FT	113,025.00
President	F	A	White	FT	244,647.00
Executive Director Finance	M	A	White	FT	112,815.00
Executive Director of Business Operations	F	A	White	FT	92,475.00
Director of Business Services	F	A	White	FT	77,820.00
Assistant Dean Continuing Education	F	A	White	FT	69,533.00
Associate Dean Arts & Sciences	M	A	White	FT	94,325.00
Director Corporate Outreach	F	A	White	FT	75,977.00
Director, Grants & Pre-Award Operations	F	A	White	FT	94,325.00
Vice President Business Services	M	A	White	FT	237,432.00
Director of Marketing	M	A	White	FT	126,629.00
Associate Dean Enrollment Serv-Fin	F	A	White	FT	110,435.00
Assistant Coordinator, Chemistry Lab	F	C	American/Alaska Native	FT	33,777.00
Custodian	F	C	Black Or African Am.	FT	48,252.00
Secretary II	F	C	Black Or African Am.	FT	49,298.00
Prospective Student Information Specialist	F	C	Black Or African Am.	FT	40,246.00
Library Technology and Circulation Assistant	M	C	Black Or African Am.	FT	35,488.00
Lead Staff Assistant	F	C	Black Or African Am.	FT	58,713.00
Coordinator, Testing Ctr	F	C	Black Or African Am.	FT	50,766.00
Clerk, Account	F	C	Black Or African Am.	FT	51,943.00
Computer Systems Specialist	F	C	Black Or African Am.	FT	60,579.00
Sports Information Specialist	M	C	Black Or African Am.	FT	52,000.00
Clerk, Student Personnel I	F	C	Black Or African Am.	FT	37,826.00
Secretary II	F	C	Black Or African Am.	FT	40,400.00
Clerk, Student Personnel I	F	C	Black Or African Am.	FT	42,363.00
Clerk, Student Personnel I	F	C	Black Or African Am.	FT	43,413.00
Secretary I	F	C	Black Or African Am.	FT	43,714.00
Business Specialist	F	C	Black Or African Am.	FT	46,374.00
Audio Visual Equipment Assistant	M	C	Black Or African Am.	FT	43,144.00
Child Care Ctr Associate	F	C	Black Or African Am.	FT	47,580.00
Custodian	M	C	Black Or African Am.	FT	37,342.00
Clerk, Student Personnel II	F	C	Black or African American	FT	41,445.00
Lead Person, Custodial/Grounds	M	C	Black or African American	FT	39,659.00
Clerk, Student Personnel I	F	C	Black or African American	FT	34,971.00
Health Careers Information Specialist	F	C	Black or African American	FT	36,668.00
Secretary II	F	C	Black or African American	FT	40,400.00
Office Assistant, Student Life	F	C	Black or African American	FT	38,097.00
Office Assistant	F	C	Black or African American;White	FT	36,633.00
Secretary II	F	C	Black or African American;White	FT	39,811.00
Coordinator, Circulation Services	F	C	Hawaiian/Pacific Islander	FT	39,936.00
Custodian	M	C	Hispanic Or Latino	FT	37,084.00
Custodian	M	C	Hispanic Or Latino	FT	37,084.00
Office Assistant, Police	F	C	Hispanic Or Latino	FT	35,224.00
Custodian	M	C	Hispanic Or Latino	FT	40,278.00
Custodian	F	C	Hispanic Or Latino	FT	34,971.00
Child Care Ctr Associate	F	C	Hispanic Or Latino	FT	50,803.00
Manager, Theater and Audiovisual Services	F	C	Hispanic Or Latino	FT	64,995.00
Custodian	M	C	Hispanic Or Latino	FT	37,084.00
Custodian	F	C	Hispanic Or Latino	FT	37,084.00
Custodian	M	C	Hispanic Or Latino	FT	36,013.00
Custodian	F	C	Hispanic Or Latino	FT	34,454.00
Custodian	M	C	Hispanic Or Latino	FT	37,084.00
Custodian	M	C	Hispanic Or Latino	FT	40,438.00

Specialist, Financial Aid	F	C	Hispanic Or Latino	FT	41,295.00
Gardener	M	C	Hispanic Or Latino	FT	34,971.00
Custodian	F	C	Hispanic Or Latino	FT	37,084.00
Secretary I	F	C	Hispanic Or Latino	FT	52,292.00
Computer Systems Specialist	F	C	Hispanic Or Latino	FT	42,782.00
Lead Person, Custodial/Grounds	M	C	Hispanic Or Latino	FT	52,818.00
Secretary II	F	C	Hispanic Or Latino	FT	55,988.00
Maintenance, Skilled Trades (gen)	M	C	Hispanic Or Latino	FT	57,028.00
Custodian	M	C	Hispanic Or Latino	FT	38,938.00
Maintenance, Semi-Skilled Trades (car)	M	C	Hispanic Or Latino	FT	48,886.00
Secretary II	F	C	Hispanic Or Latino	FT	47,470.00
Secretary I	F	C	Hispanic Or Latino	FT	49,265.00
Coordinator, RSVP Volunteers	F	C	Hispanic Or Latino	FT	53,188.00
Custodian	M	C	Hispanic Or Latino	FT	37,378.00
Custodian	M	C	Hispanic Or Latino	FT	37,084.00
Custodian	M	C	Hispanic Or Latino	FT	37,084.00
Custodian	F	C	Hispanic Or Latino	FT	37,342.00
Custodian	F	C	Hispanic Or Latino	FT	37,342.00
Custodian	F	C	Hispanic Or Latino	FT	36,013.00
Accountant	M	C	Hispanic Or Latino	FT	46,712.00
Custodian	M	C	Hispanic Or Latino	FT	39,001.00
Gardener	M	C	Hispanic Or Latino	FT	47,283.00
Custodian	M	C	Hispanic Or Latino	FT	37,084.00
Secretary I	F	C	Hispanic Or Latino	FT	38,809.00
Coordinator, Intake Services	F	C	Hispanic Or Latino	FT	36,668.00
Gardener	M	C	Hispanic Or Latino	FT	46,872.00
Clerk, Student Personnel II	M	C	Hispanic Or Latino	FT	44,390.00
Clerk, Mail Distribution	F	C	Hispanic Or Latino	FT	32,916.00
Maintenance, Semi-Skilled Trades (plumbing)	M	C	Hispanic/Latino	FT	41,383.00
Custodian	F	C	Hispanic/Latino	FT	34,971.00
Office Coordinator	F	C	White	FT	63,441.00
Operations Coordinator	F	C	White	FT	42,782.00
ABE Data Entry Clerk	F	C	White	FT	37,086.00
Specialist, Financial Aid	F	C	White	FT	35,224.00
Office Coordinator	F	C	White	FT	50,510.00
Lead Person, Shipping & Receiving	M	C	White	FT	43,580.00
Police Communications/Support Services Officer	F	C	White	FT	56,898.00
Coordinator, Scheduling	F	C	White	FT	47,028.00
System Support Specialist	M	C	White	FT	43,713.00
Police Communications/Support Services Officer	M	C	White	FT	42,317.00
Coordinator, Scheduling	F	C	White	FT	58,815.00
Child Care Ctr Associate	F	C	White	FT	45,889.00
Office Assistant	F	C	White	FT	41,676.00
Senior Graphic Design Specialist	F	C	White	FT	72,039.00
Coordinator Athletic Facilities/Special Events	F	C	White	FT	41,831.00
Clerk, Account	F	C	White	FT	38,741.00
Child Care Ctr Associate	F	C	White	FT	71,243.00
Coordinator, Academic Success Ctr	F	C	White	FT	48,682.00
Clerk, Student Personnel II	F	C	White	FT	57,009.00
Clerk, Account	F	C	White	FT	39,002.00
Office Assistant, Adult Education	F	C	White	FT	35,224.00
Clerk, Account	F	C	White	FT	38,741.00
Custodian	M	C	White	FT	35,488.00
Custodian	F	C	White	FT	36,013.00
Senior Financial Aid Specialist	F	C	White	FT	44,441.00
Graphic Design Specialist	F	C	White	FT	48,088.00
Records Evaluator	F	C	White	FT	41,001.00
Office Assistant, Adult Education	F	C	White	FT	36,633.00
Coordinator, Science Lab	F	C	White	FT	42,450.00
Lead Person Police Communications/Support Services Officer	F	C	White	FT	59,798.00
Maintenance, Skilled Trades (car)	M	C	White	FT	45,369.00
Computer Systems Specialist	M	C	White	FT	67,580.00
Lead Person, Custodial/Grounds	M	C	White	FT	41,054.00
Coordinator, Audio Visual Services	M	C	White	FT	43,075.00
Child Care Associate Director	F	C	White	FT	60,399.00
Secretary I	F	C	White	FT	38,197.00
Computer Systems Specialist	F	C	White	FT	56,957.00
Curriculum & Assessment Assistant	F	C	White	FT	63,398.00
Clerk, Student Personnel I	M	C	White	FT	33,626.00
Maintenance Personnel	M	C	White	FT	38,741.00
Lead Person, Maintenance	M	C	White	FT	67,276.00
Mail Automation Assistant	F	C	White	FT	38,098.00
Maintenance, Skilled Trades (gen)	M	C	White	FT	44,164.00
Secretary I	F	C	White	FT	41,341.00
Maintenance, Skilled Trades (car)	M	C	White	FT	44,708.00
Office Assistant, Bus and Account	F	C	White	FT	36,633.00
Training Coordinator	F	C	White	FT	44,708.00
Cataloger	F	C	White	FT	42,240.00
Secretary II	F	C	White	FT	49,642.00
Police Communications/Support Services Officer	M	C	White	FT	40,452.00

Clerk, Student Personnel I	F	C	White	FT	33,626.00
Purchasing Assistant	F	C	White	FT	40,791.00
Custodian	M	C	White	FT	34,971.00
Technical & Production Assistant	M	C	White	FT	65,887.00
Child Care Ctr Associate	F	C	White	FT	59,628.00
Financial Aid Awarding Specialist	M	C	White	FT	63,850.00
Senior Lead Person, Custodial/Grounds	M	C	White	FT	57,700.00
Creative Services Associate	F	C	White	FT	64,107.00
Audio Visual Equipment Assistant	M	C	White	FT	32,333.00
Coordinator, Work-Study & Scholarships	F	C	White	FT	42,466.00
Computer Systems Specialist	M	C	White	FT	41,960.00
Prospective Student Information Specialist	F	C	White	FT	42,273.00
Telecommunications Specialist	M	C	White	FT	41,831.00
Clerk, Student Personnel II	F	C	White	FT	56,904.00
Custodian	F	C	White	FT	34,971.00
Maintenance Supply and Set Up Clerk	M	C	White	FT	54,235.00
Accountant	F	C	White	FT	55,251.00
Disability Services Assistant	M	C	Not Disclosed	FT	39,636.00
Lead Person, Custodial/Grounds	M	C	Not Disclosed	FT	42,058.00
Secretary II	F	C	Not Disclosed	FT	39,811.00
Custodian	M	C	Not Disclosed	FT	34,971.00
Digital Media Marketing Specialist	F	C	Not Disclosed	FT	48,682.00
Assistant, Administrative	F	D	Black or African American	FT	41,456.00
Employment & Information Processing Specialist	F	D	Hispanic Or Latino	TEM	38,112.00
Administrative Assistant	F	D	Hispanic Or Latino	FT	43,752.00
Assistant, Administrative (grants)	F	D	Hispanic Or Latino	FT	47,601.00
Assistant, Administrative	F	D	Hispanic/Latino	FT	39,555.00
Assistant, Administrative	F	D	Not Disclosed	FT	41,456.00
Engineer, Stationary	M	E	White	FT	99,142.37
Engineer, Stationary	M	E	White	FT	116,641.21
Engineer, Stationary	M	E	White	FT	116,641.21
Engineer, Chief	M	E	White	FT	131,220.96
Engineer, Stationary	M	E	White	FT	120,140.43
Engineer, Stationary	M	E	White	FT	112,111.89
Engineer, Stationary	M	E	White	FT	89,689.00
Developmental Math Faculty	F	F	American/Alaska Native	FT	61,146.00
Biology Faculty	M	F	Asian	FT	69,399.00
Speech Faculty	F	F	Asian	FT	57,806.00
Physics/Eng Faculty	F	F	Asian	FT	64,105.00
Automotive Technology Faculty	M	F	Asian	FT	65,000.00
Biological Science Faculty	F	F	Asian	FT	87,495.00
Economics Faculty	M	F	Asian	FT	69,619.00
Philosophy Faculty	M	F	Black Or African Am.	FT	101,377.00
Counselor (12/40) Faculty	F	F	Black Or African Am.	FT	76,660.00
Developmental Math Faculty	M	F	Black Or African Am.	FT	61,131.00
Nursing Faculty	F	F	Black Or African Am.	FT	57,109.00
Behaviorial Science Faculty	M	F	Black Or African Am.	FT	62,622.00
Philosophy Faculty	M	F	Black Or African Am.	FT	62,622.00
English Faculty	F	F	Black Or African Am.	FT	79,360.00
Nursing Faculty	F	F	Black or African American	FT	73,714.00
Developmental Writing Faculty	F	F	Black or African American	FT	61,673.82
English Faculty	F	F	Black or African American	FT	54,161.00
Business Faculty	M	F	Black or African American	FT	50,500.00
Spanish Faculty	M	F	Hispanic Or Latino	FT	80,249.00
Biological Science Faculty	M	F	Hispanic Or Latino	FT	80,123.00
Math Faculty	F	F	Hispanic Or Latino	FT	96,472.00
English Faculty	M	F	Hispanic Or Latino	FT	62,622.00
Radiologic Technology Faculty	F	F	Hispanic Or Latino	FT	51,066.00
Music Faculty	M	F	Non Hispanic/Latino	FT	51,963.00
Computer Information Systems Faculty	M	F	White	FT	91,869.00
Chemistry Faculty	M	F	White	FT	87,495.00
Biology Faculty	M	F	White	FT	62,622.00
Engineering Faculty	F	F	White	FT	57,806.00
Math Faculty	M	F	White	FT	57,807.00
Nursing Assistant Faculty	F	F	White	FT	84,835.00
Nursing Faculty	F	F	White	FT	64,921.00
History Faculty	F	F	White	FT	79,360.00
Counselor (12/40) Faculty	F	F	White	FT	131,818.00
Criminal Justice Administration Faculty	M	F	White	FT	56,328.00
Hospitality Industry Administration Faculty	M	F	White	FT	54,036.00
Biological Science Faculty	F	F	White	FT	62,622.00
Medical Assistant Faculty	M	F	White	FT	66,562.00
History Faculty	F	F	White	FT	79,360.00
Librarian (12/40) Faculty	M	F	White	FT	147,072.00
Automotive Technology Faculty	M	F	White	FT	52,067.00
Social Sciences Faculty	M	F	White	FT	81,014.00
Physical Education Faculty	F	F	White	FT	62,622.00
English Faculty	F	F	White	FT	74,008.00
Math Faculty	F	F	White	FT	51,764.00
Math Faculty	M	F	White	FT	83,328.00



Radiologic Technology Faculty	F	F	White	FT	48,175.00
Art Faculty	M	F	White	FT	62,622.00
Developmental Math Faculty	F	F	White	FT	57,290.00
English Faculty	M	F	White	FT	96,472.00
English Faculty	F	F	White	FT	62,622.00
Nursing Faculty	F	F	White	FT	76,635.00
Developmental Writing Faculty	F	F	White	FT	62,346.00
Nursing Faculty	F	F	White	FT	64,105.00
Chemistry Faculty	M	F	White	FT	72,092.00
English Faculty	M	F	White	FT	65,753.00
Business Faculty	M	F	White	FT	77,424.00
Psychology Faculty	F	F	White	FT	83,328.00
Math Faculty	M	F	White	FT	137,453.00
Computer Information Systems Faculty	M	F	White	FT	66,300.00
Accounting Faculty	M	F	White	FT	56,232.00
Math Faculty	M	F	White	FT	80,474.00
Automotive Technology Faculty	M	F	White	FT	71,268.00
Allied Health	M	F	White	FT	85,812.00
Surgical Technology Faculty	F	F	White	FT	65,675.00
Librarian (12/40) Faculty	F	F	White	FT	121,118.00
Biological Science Faculty	M	F	White	FT	64,105.00
History Faculty	F	F	White	FT	87,495.00
Accounting Faculty	F	F	White	FT	51,959.00
Librarian (12/40) Faculty	F	F	White	FT	75,994.00
Developmental Reading Faculty	F	F	White	FT	67,875.00
Diagnostic Medical Sonography Faculty	F	F	White	FT	137,453.00
Visual Communications Faculty	F	F	White	FT	51,963.00
Ophthalmic Technology Faculty	F	F	White	FT	54,035.00
Automotive Technology Faculty	M	F	White	FT	52,020.00
Nuclear Medicine Faculty	F	F	White	FT	64,505.00
Philosophy Faculty	M	F	White	FT	70,288.00
Chemistry Faculty	M	F	White	FT	65,753.00
Automotive Technology Faculty	F	F	White	FT	51,000.00
Mass Communications Faculty	M	F	White	FT	59,638.00
Art Faculty	M	F	White	FT	69,511.00
Math Faculty	F	F	White	FT	51,959.00
Nursing Faculty	F	F	White	FT	51,000.00
Early Childhood Educ Faculty	F	F	White	FT	51,959.00
Developmental Math Faculty	F	F	White	FT	57,925.00
Criminal Justice Administration Faculty	F	F	White	FT	91,869.00
Physical Education Faculty	F	F	White	FT	83,328.00
English Faculty	F	F	White	FT	69,511.00
English Faculty	M	F	White	FT	62,622.00
Astronomy Faculty	M	F	White	FT	65,753.00
Math Faculty	F	F	White	FT	120,898.00
Speech Faculty	M	F	White	FT	94,982.00
Diagnostic Medical Sonography Faculty	F	F	White	FT	50,097.00
Business Faculty	F	F	White	FT	48,175.00
Biological Science Faculty	F	F	White	FT	62,622.00
Speech Faculty	F	F	White	FT	65,753.00
Math Faculty	F	F	White	FT	80,473.00
Engineering Faculty	F	F	White	FT	84,565.00
Biological Science Faculty	F	F	White	FT	83,328.00
Hospitality Industry Administration Faculty	F	F	White	FT	70,657.00
Education Faculty	F	F	White	FT	48,651.00
Counselor (12/40) Faculty	F	F	White	FT	74,532.00
Hospitality Industry Administration Faculty	M	F	White	FT	49,134.00
Counselor (12/40) Faculty	F	F	White	FT	69,833.00
Biological Science Faculty	M	F	White	FT	83,328.00
Counselor (12/40) Faculty	F	F	White	FT	123,642.00
English Faculty	M	F	Not Disclosed	FT	54,014.00
Environmental Science Faculty	M	F	Not Disclosed	FT	68,065.00
Program Assistant, Financial Aid	F	H	American/Alaska Native	PT	17.20
Tutor-Level I	M	H	American/Alaska Native	PT	15.40
Laborer I	M	H	American/Alaska Native	PT	15.00
Tutor - Level I	M	H	American/Alaska Native	PT	15.40
Registration Assistant, Welcome Desk	F	H	American/Alaska Native	PT	16.95
Registration Assistant, Welcome Desk	M	H	American/Alaska Native	PT	16.95
Americorp Volunteer	F	H	American/Alaska Native;Black or African American	STU	-
Tutor-Level I	M	H	Asian	PT	15.40
Area Tutor Coordinator	F	H	Asian	PT	20.70
Tutor - Level II	M	H	Asian	PT	18.70
Tutor - Level I	F	H	Asian	PT	15.70
Embedded Tutor II	F	H	Asian	PT	18.00
Embedded Tutor II	F	H	Asian	PT	18.00
Embedded Tutor II	F	H	Asian	PT	18.00
Tutor - Level I	F	H	Asian	PT	15.40
Athletic Event Worker-Facilities	M	H	Asian;Black or African American	PT	15.00
Instructional Aide I, Fit	M	H	Black Or African Am.	PT	15.00
Academic Advisor	M	H	Black Or African Am.	PT	22.40

Laborer II	M	H	Black Or African Am.	PT	15.70
Bus Driver Success Express Shuttle	F	H	Black Or African Am.	PT	20.20
Clerical II, Finance	F	H	Black Or African Am.	PT	15.70
Information Specialist	F	H	Black Or African Am.	PT	16.90
Information Specialist	F	H	Black Or African Am.	PT	17.20
Assistant Coordinator, Special Projects	F	H	Black Or African Am.	PT	19.20
Instructional Aide I, Collins Ctr Pool	F	H	Black Or African Am.	PT	15.40
Tutor - Level I	F	H	Black Or African Am.	PT	15.70
Bus Driver Success Express Shuttle	F	H	Black Or African Am.	PT	19.50
Computer Technician, Desktop Computing Solutions	M	H	Black or African American	PT	15.40
Librarian	F	H	Black or African American	PT	26.00
Laborer I	M	H	Black or African American	PT	15.00
Instructional Aide- Camp Counselor	F	H	Black or African American	TEM	16.90
Athletic Event Worker-Athletics	M	H	Black or African American	PT	15.40
Technical Assistant, Shipping & Receiving	M	H	Black or African American	PT	15.70
Americorp Volunteer	M	H	Black or African American	STU	-
Americorp Volunteer	M	H	Black or African American	TEM	-
Cashier	M	H	Black or African American	PT	16.50
Program Assistant- Cis & Arc	F	H	Black or African American	PT	17.20
Laborer II	F	H	Black or African American	PT	15.70
Athletic Event Worker-Facilities	F	H	Black or African American	PT	15.00
Clerk I- Library	F	H	Black or African American	PT	15.70
Americorp Volunteer	M	H	Black or African American	TEM	-
Accountant	F	H	Black or African American	PT	20.70
Information Specialist	F	H	Black or African American	PT	16.50
Tutor-Level I	M	H	Black or African American	PT	15.40
Clerk I, Fine Arts Gallery	F	H	Black or African American	PT	15.40
Americorp Volunteer	M	H	Black or African American	STU	-
Program Assistant	F	H	Black or African American	TEM	17.20
Academic Advisor	F	H	Black or African American	PT	22.40
Project Achieve Specialist	F	H	Black or African American	PT	14.10
Technical Assistant, Finance	M	H	Black or African American	PT	15.40
Counselor	F	H	Black or African American	PT	26.00
Clerk I- Library	M	H	Black or African American	PT	15.40
Tutor-Level I	M	H	Black or African American	PT	15.00
Tutor-Level I	F	H	Black or African American	PT	15.70
Technical Assistant, Assessment Services	M	H	Black or African American	PT	15.70
Americorp Volunteer	F	H	Black or African American	TEM	-
Athletic Event Worker-Athletics	M	H	Black or African American	PT	15.00
Area Tutor Coordinator	F	H	Black or African American	PT	20.00
Bus Driver Success Express Shuttle	F	H	Black or African American	PT	20.20
Instructional Aide I, Collins Ctr Pool	M	H	Black or African American	PT	15.40
Tutor-Level I	M	H	Black or African American	PT	15.70
Financial Aid Specialist	F	H	Black or African American	PT	18.50
Technical Assistant, Financial Aid	F	H	Black or African American	PT	15.40
Americorp Volunteer	F	H	Black or African American	STU	-
Embedded Tutor II	F	H	Black or African American	PT	18.00
Instructional Aide I, Collins Ctr Pool	M	H	Black or African American;White	PT	15.40
Tutor-Level I	M	H	Hawaiian/Pacific Islander	PT	15.40
Coordinator Special Projects	F	H	Hawaiian/Pacific Islander;White	PT	21.20
Laborer I	M	H	Hispanic Or Latino	PT	15.00
Instructional Aide I, Collins Ctr Pool	M	H	Hispanic Or Latino	PT	15.00
Laborer I	F	H	Hispanic Or Latino	PT	15.70
Laborer I	F	H	Hispanic Or Latino	PT	15.40
Police Dispatcher-Cert	F	H	Hispanic Or Latino	PT	15.00
Tutor-Level I	M	H	Hispanic Or Latino	PT	15.00
Student Support Services Pt Advisor	M	H	Hispanic Or Latino	PT	15.40
Supervisor, ETRC	F	H	Hispanic Or Latino	PT	19.20
Americorp Volunteer	F	H	Hispanic Or Latino	PT	-
Technical Assistant, Finance	F	H	Hispanic Or Latino	PT	15.70
Lab Supervisor- Ceramics Lab	F	H	Hispanic Or Latino	PT	16.50
Tutor - Level I	F	H	Hispanic Or Latino	PT	15.00
Americorp Volunteer	M	H	Hispanic Or Latino	STU	-
Technical Assistant, Assessment Services	M	H	Hispanic Or Latino	PT	15.70
Clerical I, Horticulture	M	H	Hispanic Or Latino	PT	15.00
Instructional Aide II, CDC	F	H	Hispanic Or Latino	PT	15.70
Technical Assistant, Assessment Services	F	H	Hispanic Or Latino	PT	15.70
Compliance Specialist	F	H	Hispanic Or Latino	PT	19.20
Tutor - Level I	M	H	Hispanic Or Latino	PT	15.70
Registration Assistant, Welcome Desk	F	H	Hispanic Or Latino	PT	17.25
Americorp Volunteer	F	H	Hispanic Or Latino	TEM	-
Program Assistant, Hospitality Industry	F	H	Hispanic Or Latino	PT	15.40
Instructional Aide I, Fit	F	H	Hispanic Or Latino	PT	15.70
Tutor - Level I	F	H	Hispanic Or Latino	PT	15.00
Americorp Volunteer	M	H	Hispanic Or Latino	STU	-
Program Assistant	M	H	Hispanic Or Latino	PT	17.20
Tutor-Level I	F	H	Hispanic Or Latino	PT	15.40
Instructional Aide II, CDC	F	H	Hispanic Or Latino	PT	15.70
Tutor-Level I	F	H	Hispanic Or Latino	PT	15.00
Tutor - Level I	F	H	Hispanic Or Latino	PT	15.40

Computer Technician, Network Services	M	H	Hispanic Or Latino	PT	15.40
Laborer I	M	H	Hispanic Or Latino	PT	15.70
Instructional Aide I, Fit	F	H	Hispanic Or Latino	PT	15.70
Laborer I	M	H	Hispanic Or Latino	PT	15.70
Laborer II	F	H	Hispanic Or Latino	PT	15.70
Financial Aid Specialist	F	H	Hispanic Or Latino	PT	18.50
Esl Grant Compliance & Assessment Specialist	M	H	Hispanic Or Latino	PT	18.90
Computer Technician, Desktop Computing Solutions	M	H	Hispanic Or Latino	PT	15.00
Adaptive Technology Specialist	M	H	Hispanic Or Latino	PT	15.70
Clerk I- Student Life	M	H	Hispanic Or Latino	PT	15.00
Embedded Tutor II	M	H	Hispanic Or Latino	PT	18.00
Police Officer	F	H	Hispanic Or Latino	PT	18.94
Clerk I- Library	F	H	Hispanic Or Latino	PT	15.00
Program Assistant, Student Life	F	H	Hispanic Or Latino	PT	16.50
Technical Assistant, Finance	F	H	Hispanic Or Latino	PT	15.00
Laborer I	M	H	Hispanic/Latino	PT	15.40
Program Assistant	F	H	Hispanic/Latino	PT	16.50
Technical Assistant, Custodial	F	H	Hispanic/Latino	PT	15.00
Instructional Aide I, Horticulture	F	H	Hispanic/Latino	PT	15.70
Program Assistant	F	H	Hispanic/Latino	PT	16.50
Instructional Aide I, Fit	M	H	Hispanic/Latino	PT	15.40
Technical Assistant Radio Station	M	H	Hispanic/Latino	PT	15.00
Locksmith/Fleet Manager	M	H	Hispanic/Latino	PT	16.50
Laborer I	M	H	Hispanic/Latino	PT	15.40
Instructional Aide I, Cdc	F	H	Hispanic/Latino	PT	15.70
Laborer I	F	H	Hispanic/Latino	PT	15.00
Program Assistant Allied Health	F	H	Non Hispanic/Latino	PT	17.20
Instructional Aide I, Fit	M	H	Non Hispanic/Latino	PT	15.70
Technical Assistant, Finance	F	H	Non Hispanic/Latino	PT	15.30
Bus Driver Success Express Shuttle	M	H	Non Hispanic/Latino	PT	20.20
Accountant- Payroll	M	H	Non Hispanic/Latino	TEM	20.00
Instructional Aide II, Sciences	M	H	Non Hispanic/Latino	PT	15.70
Americorp Volunteer	F	H	Unknown	STU	-
Information Specialist	F	H	Unknown	PT	17.20
Instructional Aide I, Collins Ctr Pool	F	H	White	PT	15.40
Accompanist	M	H	White	PT	30.40
Tutor - Level II	M	H	White	PT	18.70
Embedded Tutor II	F	H	White	PT	18.00
Information Specialist	F	H	White	PT	17.20
Tutor - Level I	F	H	White	PT	15.70
Tutor - Level II	M	H	White	PT	18.70
Tutor - Level II	M	H	White	PT	18.40
Aquatic Ctr Coordinator	F	H	White	TEM	19.20
Aquatic Facility Worker	M	H	White	PT	17.20
Tutor - Level I	M	H	White	PT	15.40
Tutor - Level III	F	H	White	PT	15.70
Computer Technician, Desktop Computing Solutions	M	H	White	PT	15.70
Tutor-Level I	F	H	White	PT	15.70
Student Support Services Pt Advisor, Doe Grant	M	H	White	PT	15.70
Tutor - Level I	F	H	White	PT	15.70
Cashier	F	H	White	PT	17.20
Americorp Volunteer	M	H	White	STU	-
Technical Assistant, Financial Aid	F	H	White	PT	15.00
Laborer I	M	H	White	PT	15.70
Athletic Event Worker-Athletics	M	H	White	PT	12.90
Project Achieve Specialist	F	H	White	PT	13.70
Editor	M	H	White	PT	15.70
Technical Assistant, Student Life	F	H	White	PT	15.70
Clerk I- Student Life	F	H	White	PT	15.00
Americorp Volunteer	F	H	White	PT	-
Police Officer	M	H	White	PT	18.94
Sign Language Interpreter, Ssg Federal Perkins	F	H	White	PT	26.40
Computer Technician, Network Services	M	H	White	PT	15.00
Counselor	M	H	White	PT	-
Financial Aid Specialist	M	H	White	PT	18.90
Technical Assistant, Police	M	H	White	PT	15.00
Assistant Coordinator Special Projects	F	H	White	PT	18.50
Laborer I	M	H	White	PT	15.70
Americorp Volunteer	F	H	White	PT	-
Technical Assistant, Finance	F	H	White	PT	15.00
Program Assistant, Library	F	H	White	PT	17.20
Clerical II, Staff Services	F	H	White	PT	15.70
Program Assistant-Athletics	M	H	White	PT	16.90
Tutor - Level I	F	H	White	PT	15.70
Instructional Aide I, Collins Ctr Pool	M	H	White	PT	15.40
Coordinator, Sustainability Ctr	F	H	White	PT	24.40
Police Dispatcher-Cert	M	H	White	PT	15.70
Laborer I	M	H	White	PT	15.40
Librarian	F	H	White	PT	26.00
Counselor	F	H	White	PT	29.25

Program Assistant-Aut & Ent	M	H	White	PT	16.50
Tutor - Level I	F	H	White	PT	15.40
Math Lab Coordinator	F	H	White	PT	22.90
Public Service Officer	M	H	White	PT	17.20
Clerical II, Staff Services	F	H	White	PT	15.70
Tutor Level I	M	H	White	PT	15.40
Police Officer	M	H	White	PT	19.77
Program Assistant	F	H	White	PT	12.20
Instructional Aide II, ETRC	M	H	White	PT	15.70
Lead Lifeguard	F	H	White	PT	16.50
Clerk I	F	H	White	PT	15.40
Technical Assistant, Finance	F	H	White	PT	15.00
Information Specialist	M	H	White	PT	17.20
Athletic Event Worker-Facilities	M	H	White	PT	15.00
Registration Assistant, Welcome Desk	F	H	White	PT	16.55
Technical Assistant, Assessment Services	F	H	White	PT	15.00
Editor	F	H	White	PT	15.70
Program Assistant-Athletics	M	H	White	PT	16.90
Academic Success Ctr Coordinator	M	H	White	PT	20.70
Laborer I	M	H	White	PT	15.40
Tutor - Level II	M	H	White	PT	18.70
Tutor - Level I	F	H	White	PT	15.70
Police Dispatcher-Cert	F	H	White	PT	15.00
Computer Technician Supervisor	M	H	White	PT	18.90
Police Officer	M	H	White	PT	18.20
Laborer I	M	H	White	PT	15.40
Tutor - Level I	M	H	White	PT	15.40
Dual Credit Specialist	F	H	White	PT	21.70
Clerical I, Horticulture	F	H	White	PT	15.70
Computer Technician, Desktop Computing Solutions	M	H	White	PT	15.00
Tutor - Level I	M	H	White	PT	15.00
Program Assistant- Fitness Ctr	M	H	White	PT	16.90
Tutor-Level I	F	H	White	PT	15.70
Tutor-Level I	F	H	White	PT	15.70
Instructional Aide I, Fit	F	H	White	PT	15.00
Tutor-Level I	M	H	White	PT	15.70
Assistant Coordinator, Special Projects, Visual Comm	M	H	White	PT	19.20
Program Assistant, RSVP	F	H	White	PT	13.95
Technical Assistant	F	H	White	PT	15.70
Sign Language Interpreter, Caas	F	H	White	PT	26.40
Instructional Aide I, Collins Ctr Pool	F	H	White	PT	15.40
Instructional Aide I, Collins Ctr Pool	F	H	White	PT	15.00
Tutor Level I	F	H	White	PT	15.40
Tutor - Level I	M	H	White	PT	15.40
Program Coordinator	F	H	White	PT	16.90
Tutor - Level I	F	H	White	PT	15.40
Librarian	F	H	White	PT	26.00
Clerk I- Student Life	F	H	White	PT	15.00
Clerical I, Horticulture	F	H	White	PT	15.00
Embedded Tutor II	F	H	White	PT	18.00
Technical Assistant, CSC	M	H	White	PT	15.30
Tutor - Level I	F	H	White	PT	15.70
Esl Grant Compliance & Assessment Specialist	F	H	White	PT	19.20
Production Assistant	M	H	White	PT	19.20
Embedded Tutor I	M	H	White	PT	15.00
Program Assistant, Financial Aid	F	H	White	PT	17.20
Coordinator Special Projects	F	H	White	PT	21.90
Athletic Event Worker-Facilities		H	White	PT	15.00
Computer Technician, Desktop Computing Solutions	M	H	White	PT	15.70
Police Dispatcher-Cert	F	H	White	PT	15.40
Laborer I	M	H	White	PT	15.00
Tutor-Level I	F	H	White	PT	15.70
Copier Technician Supervisor	M	H	White	PT	19.20
Accountant- Payroll	F	H	White	PT	20.40
Tutor - Level I	F	H	White	PT	15.00
Embedded Tutor I	M	H	White	PT	15.00
Program Assistant-Athletics	M	H	White	PT	16.90
Instructional Aide I, Collins Ctr Pool	M	H	White	PT	15.00
Communications Relations Associate	M	H	White	PT	26.70
Instructional Aide II, ETRC	F	H	White	PT	15.70
Counselor	F	H	White	PT	29.25
Counselor	F	H	White	PT	26.00
Computer Technician, Desktop Computing Solutions	M	H	White	PT	15.40
Instructional Aide	F	H	White	PT	15.70
Laborer I	M	H	White	PT	15.70
Access to Literacy Coordinator	F	H	White	PT	20.30
Laborer II	M	H	White	PT	15.70
Police Officer	M	H	White	PT	19.77
Public Service Officer	M	H	White	PT	17.20
Tutor - Level I	F	H	White	PT	15.40

Technical Assistant, Assessment Services	F	H	White	PT	15.70
Program Assistant	F	H	White	TEM	16.50
Clerical I	F	H	White	PT	15.70
Instructional Aide I, Fit	F	H	White	PT	15.70
Librarian	F	H	White	PT	26.00
Americorp Volunteer	M	H	White	TEM	-
Program Assistant	F	H	White	PT	16.50
Certified Public Service Officer	M	H	White	PT	17.20
Tutor-Level I	F	H	White	PT	15.40
Tutor - Level I	M	H	White	PT	15.70
Program Assistant, Enrollment Services	F	H	White	PT	16.80
Tutor-Level I	M	H	White	PT	15.00
Clerical I, Staff Services	M	H	White	PT	15.70
Counselor	F	H	White	PT	29.25
Instructional Aide II, ETRC	F	H	White	PT	15.70
Clerk- I	F	H	White	PT	15.00
Athletic Event Worker-Athletics	M	H	White	PT	12.90
Americorp Volunteer	F	H	White	STU	-
Technical Assistant	M	H	White	PT	15.70
Tutor - Level I	F	H	White	PT	15.40
Professional Tutor- Arts & Science	F	H	White	PT	23.00
Tutor - Level I	F	H	White	PT	15.00
Program Assistant	F	H	White	PT	17.20
Athletic Event Worker-Facilities	M	H	White	PT	12.90
Tutor - Level I	F	H	White	PT	15.70
Clerical I, Shipping & Receiving	M	H	White	PT	15.40
Program Assistant Allied Health	F	H	White	PT	17.20
Tutor - Level I	F	H	White	PT	15.00
Tutor - Level I	M	H	White	PT	15.70
Police Dispatcher-Cert	F	H	White	PT	15.00
Laborer I	M	H	White	PT	15.40
Tutor - Level I	M	H	White	PT	15.70
Computer Technician, Network Services	M	H	White	PT	15.70
Tutor - Level I	M	H	White	PT	15.00
Tutor - Level II	M	H	White	PT	18.00
Americorp Volunteer	F	H	White	STU	-
Program Assistant, CSC	M	H	White	PT	17.20
Program Assistant, Career Services	F	H	White	PT	16.90
Clerical II	F	H	White	PT	15.70
Tutor Level I	F	H	White	PT	15.40
Program Assistant, Adult Volunteer Literacy	F	H	White	PT	16.90
Assistant Coordinator, Special Programs	F	H	White	PT	18.90
Technical Assistant, Assessment Services	F	H	White	PT	15.70
Program Assistant, CSC	M	H	White	PT	20.20
Clerk I- Library	M	H	White	PT	15.40
Information Specialist	F	H	White	PT	17.20
Technical Assistant	M	H	White	PT	15.70
Program Coordinator Arts & Science	M	H	White	PT	38.70
Tutor - Level I	M	H	Not Disclosed	PT	15.70
Counselor	M	H	Not Disclosed	PT	29.25
Counselor	F	H	Not Disclosed	PT	29.25
Manager, Bursar's Office	M	M	Asian	FT	53,076.28
Assistant Director Finance	M	M	Asian	FT	88,912.93
Athlete Academic Coordinator	F	M	Black Or African Am.	FT	52,000.00
Student Success Strategist	F	M	Black Or African Am.	FT	50,375.00
Web Systems Analyst	F	M	Black Or African Am.	FT	69,154.26
Specialist, Training and Assessment	F	M	Black or African American	FT	47,301.61
Asst. Director, Career Services	F	M	Black or African American	FT	65,302.68
Specialist, Training and Assessment	F	M	Black or African American	FT	47,842.41
Manager, Educational Technology Resource Ctr	F	M	Black or African American	FT	57,834.23
Welcome Ctr Coordinator	F	M	Black or African American	FT	61,501.94
Academic Advisor	M	M	Black or African American	FT	47,375.00
Coordinator, Continuing Education	M	M	Black or African American	FT	58,422.62
College Relations Associate	M	M	Black or African American	FT	47,375.00
Student Success Advisor	M	M	Black or African American	FT	40,088.00
Student Success Advisor (SURGE)	F	M	Black or African American	FT	40,088.00
Director, Career Services	M	M	Black or African American	FT	64,434.24
Director Student Support Service	F	M	Black or African American	FT	51,020.00
Manager of Adult Education Testing	F	M	Hispanic Or Latino	FT	80,876.64
Manager, Data and Information	F	M	Hispanic Or Latino	FT	61,059.56
College Relations Associate	M	M	Hispanic Or Latino	FT	54,910.00
Senior Accountant	M	M	Hispanic Or Latino	FT	85,867.14
Athletic Facilities Coordinator	M	M	Hispanic Or Latino	FT	61,447.86
Director of Student Services	M	M	Hispanic Or Latino	FT	66,520.56
Completion and Transitions Specialist	F	M	Hispanic/Latino	FT	48,483.80
Transfer Center Support Specialist	F	M	Hispanic/Latino	FT	58,745.44
Academic Advisor	F	M	Hispanic/Latino	FT	47,375.00
Learning Specialist - Title V	F	M	White	FT	64,434.24
Director of Adult Education Curriculum and Programming	F	M	White	FT	58,745.44
Student Success Advisor	F	M	White	FT	43,359.18

Coordinator, Call Ctr	F	M	White	FT	61,501.94
Director, Testing Ctr	M	M	White	FT	58,544.84
Director of Adult Education Transitions and Special Programs	F	M	White	FT	56,486.00
Decision Support Specialist	F	M	White	FT	63,546.16
Health Car/Pub Serv Prog Retention Specialist	F	M	White	FT	45,482.32
Completion and Transition Specialist (WEI)	F	M	White	FT	45,482.00
Planetarium Educator	M	M	White	FT	43,733.00
Director, Retired & Sr Volunteer Program	F	M	White	FT	82,635.32
Academic Advisor	F	M	White	FT	47,375.00
Completion and Transition Specialist (WEI)		M	White	TEM	45,482.00
Business Service Representative	F	M	White	FT	47,375.00
Director, Health Services	F	M	White	FT	64,434.24
Dir., Information Technology Services	M	M	White	FT	55,183.23
Dir.,Center for Students With Disabilities	F	M	White	FT	84,733.63
Academic Advisor	F	M	White	FT	61,040.00
Assistant Director, Financial Aid	F	M	White	FT	59,265.44
Asst Director, Admissions Services	M	M	White	FT	51,020.00
Assistant Director, Financial Aid	F	M	White	FT	76,028.91
Director, Transfer Ctr	F	M	White	FT	74,630.40
Purchasing Manager	M	M	White	FT	61,956.00
Director, Athletics	M	M	White	FT	104,895.73
Employer Relations Specialist	F	M	White	FT	49,270.00
Director, Child Development Ctr	F	M	White	FT	96,903.79
Director, Academic Success Ctr	F	M	White	FT	68,162.43
Project Coordinator, Domestic Violence Awareness	F	M	White	FT	53,061.00
Decision Support Specialist	M	M	White	FT	47,375.00
Director of Dual Credit/Dual Enrollment	M	M	White	FT	56,563.35
Director Student Support Service	F	M	White	FT	53,060.80
Coord., Ctr for Access & Accom Services	F	M	White	FT	49,270.00
Director, Library Systems & Technical Services	F	M	White	FT	61,956.00
Director, Westlake Foundation	F	M	White	FT	66,139.84
Interim Dir Adult Education Faculty & Instruction	M	M	White	FT	56,486.00
Web Systems Analyst	M	M	White	FT	68,160.27
Adult Education Technology Coordinator	F	M	White	FT	49,270.00
Contract & Physical Property Manager	F	M	White	FT	108,273.57
Instructional Designer	F	M	White	FT	48,483.80
College Relations Associate	F	M	White	FT	57,107.40
Dir., TV & Radio Production & Broadcasting	M	M	White	FT	94,178.16
Coordinator, Admission and Records	F	M	White	FT	55,183.44
Student Success Advisor	F	M	White	FT	41,691.52
Completion and Transitions Specialist	F	M	White	FT	48,483.80
Senior Accountant	F	M	White	FT	76,194.39
Developmental Rhetoric Adjunct	F	P	American/Alaska Native	PT	888.00
Continuing Education Adjunct	F	P	Asian	PT	37.75
Developmental Math Adjunct	F	P	Asian	PT	888.00
Adult Basic Education Adjunct	M	P	Asian	PT	44.40
Hospitality Industry Adm Adjunct	M	P	Asian	PT	711.00
Continuing Education Adjunct	F	P	Asian	PT	50.00
Developmental Math Adjunct	M	P	Asian	PT	869.00
Music Adjunct	F	P	Asian	PT	871.00
Continuing Education Adjunct	M	P	Asian	PT	37.75
Local 399 Adjunct	M	P	Asian	PT	59.00
Nursing Adjunct	F	P	Asian	PT	871.00
Nursing Adjunct	F	P	Asian	PT	888.00
Nursing Adjunct	F	P	Asian	PT	871.00
Math Adjunct	M	P	Asian	PT	888.00
Biological Sciences Adjunct	F	P	Asian	PT	871.00
Chemistry Adjunct	M	P	Asian	PT	888.00
Chemistry Adjunct	F	P	Asian	PT	888.00
Hospitality Industry Adm Adjunct	F	P	Asian	PT	871.00
Biological Sciences Adjunct	F	P	Asian	PT	929.00
Physics Adjunct	M	P	Asian	PT	888.00
Dual Credit Instructor	M	P	Asian	PT	-
Philosophy Adjunct	M	P	Asian	PT	871.00
CIS Adjunct	M	P	Asian	PT	871.00
Chinese Adjunct	F	P	Asian	PT	871.00
Chemistry Adjunct	M	P	Asian	PT	814.00
Biological Sciences Adjunct	F	P	Asian	PT	871.00
Math Adjunct	F	P	Asian	PT	871.00
Nursing Adjunct	F	P	Asian	PT	871.00
Biological Sciences Adjunct	F	P	Asian	PT	871.00
Biological Sciences Adjunct	F	P	Asian	PT	888.00
Adult Basic Education Adjunct	F	P	Asian	PT	46.00
Physics Adjunct	M	P	Asian	PT	814.00
Continuing Education Adjunct	F	P	Asian	PT	34.64
Continuing Education Adjunct	F	P	Asian	PT	30.00
Continuing Education Adjunct	F	P	Asian	PT	37.10
Policial Science Adjunct	M	P	Asian	PT	871.00
Chemistry Adjunct	M	P	Asian	PT	814.00
Nursing Adjunct	M	P	Asian	PT	871.00

AEF Adjunct	F	P	Asian	PT	43.53
Business Adjunct	M	P	Asian	PT	888.00
Nursing Adjunct	F	P	Asian	PT	798.00
Psychology Adjunct	M	P	Asian/Pacific Islander;White	PT	871.00
AEF Adjunct	F	P	Asian;Hawaiian/Pacific Islander	PT	44.40
Biological Sciences Adjunct	M	P	Asian;White	PT	888.00
Philosophy Adjunct	F	P	Black Or African Am.	PT	814.00
Business Adjunct	F	P	Black Or African Am.	PT	871.00
Sociology Adjunct	F	P	Black Or African Am.	PT	888.00
Economics Adjunct	M	P	Black Or African Am.	PT	814.00
Dual Credit Instructor	M	P	Black Or African Am.	PT	-
Nursing Adjunct	F	P	Black Or African Am.	PT	871.00
Hospitality Industry Adm Adjunct	F	P	Black Or African Am.	PT	783.00
Early Childhood Education Adjunct	F	P	Black Or African Am.	PT	888.00
Continuing Education Adjunct	F	P	Black Or African Am.	PT	37.75
AES Adjunct	F	P	Black Or African Am.	PT	44.40
Adult Basic Education Adjunct	F	P	Black Or African Am.	PT	47.59
Nursing Adjunct	F	P	Black Or African Am.	PT	871.00
Nursing Adjunct	F	P	Black Or African Am.	PT	814.00
Nursing Adjunct	F	P	Black Or African Am.	PT	871.00
Allied Health Adjunct	F	P	Black Or African Am.	PT	785.00
Criminal Justice Adm Adjunct	M	P	Black Or African Am.	PT	798.00
Nursing Assistant Adjunct	F	P	Black Or African Am.	PT	888.00
Early Childhood Education Adjunct	F	P	Black Or African Am.	PT	888.00
Nursing Adjunct	F	P	Black Or African Am.	PT	888.00
CIS Adjunct	M	P	Black Or African Am.	PT	814.00
Early Childhood Education Adjunct	F	P	Black Or African Am.	PT	871.00
CIS Adjunct	M	P	Black Or African Am.	PT	871.00
Physical Education Adjunct	F	P	Black Or African Am.	PT	888.00
Nursing Assistant Adjunct	F	P	Black Or African Am.	PT	871.00
Music Adjunct	M	P	Black Or African Am.	PT	785.00
Developmental Math Adjunct	F	P	Black Or African Am.	PT	929.00
Nursing Adjunct	F	P	Black Or African Am.	PT	871.00
Developmental Rhetoric Adjunct	F	P	Black Or African Am.	PT	871.00
Nursing Adjunct	F	P	Black Or African Am.	PT	871.00
Architecture Adjunct	M	P	Black Or African Am.	PT	871.00
Psychology Adjunct	M	P	Black Or African Am.	PT	911.00
Automotive Technology Adjunct	M	P	Black or African American	PT	871.00
Nursing Adjunct	F	P	Black Or African American	PT	871.00
Continuing Education Adjunct	F	P	Black or African American	PT	36.49
Non Developmental Rhetoric	M	P	Black or African American	PT	888.00
Local 399 Adjunct	M	P	Black or African American	PT	59.00
Wrestling, Assistant Coach	M	P	Black or African American	PT	-
Nursing Adjunct	F	P	Black or African American	PT	871.00
AES Adjunct	M	P	Black or African American	PT	46.06
Continuing Education Adjunct	M	P	Black Or African American	PT	15.00
Non Developmental Rhetoric	F	P	Black or African American	PT	871.00
Nursing Adjunct	F	P	Black or African American	PT	871.00
Basketball-Women's, Assistant Coach	F	P	Black or African American	PT	-
Track & Field Men's & Women's-Assistant Coach	M	P	Black or African American	TEM	-
Education Adjunct	M	P	Black or African American	PT	871.00
Continuing Education Adjunct	M	P	Black or African American	PT	15.00
Accounting Adjunct	F	P	Black or African American	PT	888.00
Sociology Adjunct	F	P	Black or African American	PT	888.00
Early Childhood Education Adjunct	F	P	Black or African American	PT	871.00
Continuing Education Adjunct	F	P	Black or African American	PT	33.00
Hospitality Industry Adm Adjunct	M	P	Black or African American	PT	842.00
CIS Adjunct	F	P	Black or African American	PT	888.00
AEF Adjunct	F	P	Black or African American	PT	46.66
Basketball-Women's, Head Coach	M	P	Black Or African American	PT	-
CIS Adjunct	M	P	Black or African American	PT	888.00
Track & Field Men's & Women's-Head Coach	F	P	Black or African American	TEM	-
Continuing Education Adjunct	M	P	Black Or African American	PT	36.48
AES Adjunct	F	P	Black or African American	PT	43.53
Psychology Adjunct	F	P	Black or African American	PT	888.00
Intro to College Adjunct	F	P	Black or African American	PT	888.00
Biological Sciences Adjunct	M	P	Black or African American	PT	770.00
Nursing Adjunct	F	P	Black or African American	PT	871.00
Baseball, Assistant Coach	M	P	Black or African American	TEM	-
Basketball-Men's, Assistant Coach	M	P	Black Or African American	PT	-
Nursing Adjunct	F	P	Black or African American	PT	871.00
Surgical Technology Adjunct	M	P	Black or African American	PT	888.00
Nursing Adjunct	F	P	Black or African American	PT	871.00
AEF Adjunct	F	P	Black Or African American	PT	43.53
Developmental Rhetoric Adjunct	M	P	Black or African American	PT	814.00
Speech Adjunct	F	P	Black or African American	PT	888.00
Automotive Technology Adjunct	M	P	Black Or African American	PT	783.00
Astronomy Adjunct	M	P	Black or African American	PT	888.00
Nursing Adjunct	F	P	Black or African American	PT	871.00
Nursing Adjunct	F	P	Black or African American	PT	871.00



Criminal Justice Adm Adjunct	M	P	Black or African American	PT	888.00
AEF Adjunct	F	P	Black or African American	PT	43.53
Hospitality Industry Adm Adjunct	F	P	Black or African American	PT	871.00
Criminal Justice Adm Adjunct	M	P	Black or African American	PT	871.00
Dual Credit Instructor	M	P	Black or African American	PT	-
Hospitality Industry Adm Adjunct	M	P	Black or African American	PT	871.00
Biological Sciences Adjunct	M	P	Black or African American	PT	929.00
Nursing Assistant Adjunct	F	P	Black or African American	PT	888.00
Speech Adjunct	F	P	Black or African American	PT	871.00
Surgical Technology Adjunct	M	P	Black or African American	PT	888.00
AEF Adjunct	F	P	Black or African American	PT	43.53
Nursing Adjunct	F	P	Black or African American	PT	871.00
Nursing Adjunct	F	P	Black or African American	PT	871.00
Continuing Education Adjunct	M	P	Black or African American	PT	39.08
Continuing Education Adjunct	F	P	Black or African American	PT	36.57
Developmental Rhetoric Adjunct	F	P	Black or African American	PT	888.00
Developmental Rhetoric Adjunct	M	P	Black or African American	PT	929.00
Geology Adjunct	F	P	Hawaiian/Pacific Islander	PT	871.00
Continuing Education Adjunct	M	P	Hawaiian/Pacific Islander	PT	36.48
Continuing Education Adjunct	F	P	Hispanic Or Latino	PT	60.00
Nursing Adjunct	F	P	Hispanic Or Latino	PT	871.00
Continuing Education Adjunct	F	P	Hispanic Or Latino	PT	44.40
Hospitality Industry Adm Adjunct	F	P	Hispanic Or Latino	PT	888.00
Spanish Adjunct	M	P	Hispanic Or Latino	PT	888.00
Adult Basic Education Adjunct	F	P	Hispanic Or Latino	PT	51.32
Adult Basic Education Adjunct	M	P	Hispanic Or Latino	PT	51.32
Hospitality Industry Adm Adjunct	F	P	Hispanic Or Latino	PT	871.00
CIS Adjunct	F	P	Hispanic Or Latino	PT	888.00
Automotive Technology Adjunct	M	P	Hispanic Or Latino	PT	871.00
Engineering Technology Adjunct	M	P	Hispanic Or Latino	PT	888.00
Criminal Justice Adm Adjunct	F	P	Hispanic Or Latino	PT	871.00
Early Childhood Education Adjunct	F	P	Hispanic Or Latino	PT	871.00
AEF Adjunct	F	P	Hispanic Or Latino	PT	43.53
Developmental Rhetoric Adjunct	M	P	Hispanic Or Latino	PT	888.00
Diagnostic Med Sonography Adjunct	F	P	Hispanic Or Latino	PT	888.00
Allied Health Adjunct	M	P	Hispanic Or Latino	PT	888.00
Biological Sciences Adjunct	M	P	Hispanic Or Latino	PT	871.00
AES Adjunct	F	P	Hispanic Or Latino	PT	43.53
Chemistry Adjunct	M	P	Hispanic Or Latino	PT	888.00
Automotive Technology Adjunct	M	P	Hispanic Or Latino	PT	871.00
Philosophy Adjunct	F	P	Hispanic Or Latino	PT	814.00
Visual Communications Adjunct	M	P	Hispanic Or Latino	PT	888.00
Criminal Justice Adm Adjunct	F	P	Hispanic Or Latino	PT	871.00
Adult Basic Education Adjunct	F	P	Hispanic Or Latino	PT	52.35
Architecture Adjunct	F	P	Hispanic Or Latino	PT	871.00
Continuing Education Adjunct	F	P	Hispanic Or Latino	PT	35.85
AES Adjunct	F	P	Hispanic Or Latino	PT	52.35
Independent Building Contractor	M	P	Hispanic Or Latino	PT	888.00
Nursing Adjunct	F	P	Hispanic Or Latino	PT	871.00
Continuing Education Adjunct	M	P	Hispanic Or Latino	PT	43.53
Adult Basic Education Adjunct	F	P	Hispanic Or Latino	PT	46.66
AEF Adjunct	F	P	Hispanic Or Latino	PT	43.53
Biological Sciences Adjunct	F	P	Hispanic Or Latino	PT	888.00
Continuing Education Adjunct	F	P	Hispanic Or Latino	PT	37.75
AEF Adjunct	F	P	Hispanic/Latino	PT	44.40
Criminal Justice Adm Adjunct	M	P	Hispanic/Latino	PT	888.00
Softball, Assistant Coach	F	P	Hispanic/Latino	PT	-
AES Adjunct	F	P	Hispanic/Latino	PT	44.40
Biological Sciences Adjunct	F	P	Hispanic/Latino	PT	888.00
Hospitality Industry Adm Adjunct	M	P	Hispanic/Latino	PT	871.00
Spanish Adjunct	F	P	Hispanic/Latino	PT	888.00
Engineering Technology Adjunct	M	P	Hispanic/Latino	PT	906.00
Criminal Justice Adm Adjunct	M	P	Hispanic/Latino	PT	871.00
Math Adjunct	M	P	Hispanic/Latino	PT	888.00
Accounting Adjunct	F	P	Hispanic/Latino	PT	888.00
Philosophy Adjunct	M	P	Hispanic/Latino	PT	871.00
AEF Adjunct		P	Hispanic/Latino	PT	43.53
Health Adjunct	F	P	Non Hispanic/Latino	PT	888.00
Dual Credit Instructor	M	P	Non Hispanic/Latino	PT	-
Psychology Adjunct	F	P	Non Hispanic/Latino	PT	871.00
Nursing Assistant Adjunct	F	P	Non Hispanic/Latino	PT	888.00
Surgical Technology Adjunct	F	P	Non Hispanic/Latino	PT	888.00
Surgical Technology Adjunct	F	P	Non Hispanic/Latino	PT	888.00
Criminal Justice Adm Adjunct	F	P	Non Hispanic/Latino	PT	871.00
Diagnostic Med Sonography Adjunct	M	P	Non Hispanic/Latino	PT	888.00
Biological Sciences Adjunct	M	P	Unknown	PT	871.00
Visual Communications Adjunct	F	P	White	PT	842.00
Developmental Math Adjunct	M	P	White	PT	871.00
Construction Technology Adjunct	M	P	White	PT	888.00
Math Adjunct	M	P	White	PT	929.00



Math Adjunct	F	P	White	PT	888.00
History Adjunct	M	P	White	PT	871.00
AEF Adjunct	F	P	White	PT	44.40
Criminal Justice Adm Adjunct	M	P	White	PT	888.00
Engineering Technology Adjunct	M	P	White	PT	871.00
CIS Adjunct	M	P	White	PT	869.00
AES Adjunct	F	P	White	PT	43.53
Chemistry Adjunct	F	P	White	PT	871.00
Psychology Adjunct	F	P	White	PT	888.00
Developmental Math Adjunct	F	P	White	PT	929.00
Diagnostic Med Sonography Adjunct	F	P	White	PT	888.00
Physical Education Adjunct	M	P	White	PT	814.00
Biological Sciences Adjunct	F	P	White	PT	911.00
Local 399 Adjunct	M	P	White	PT	59.00
AEF Adjunct	F	P	White	PT	44.40
Local 399 Adjunct	M	P	White	PT	59.00
Continuing Education Adjunct	F	P	White	PT	36.79
Independent Building Contractor	M	P	White	PT	871.00
Geology Adjunct	F	P	White	PT	888.00
Math Adjunct	M	P	White	PT	929.00
Chemistry Adjunct	M	P	White	PT	888.00
Mass Communications Adjunct	F	P	White	PT	871.00
Visual Communications Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	36.49
AEF Adjunct	M	P	White	PT	44.40
Dual Credit Instructor	F	P	White	PT	-
Architecture Adjunct	M	P	White	PT	871.00
Dual Credit Instructor	M	P	White	PT	-
Radiologic Technology Adjunct	F	P	White	PT	888.00
Hospitality Industry Adm Adjunct	F	P	White	PT	785.00
Music Adjunct	M	P	White	PT	871.00
Dual Credit Instructor	M	P	White	PT	-
Continuing Education Adjunct	F	P	White	PT	36.49
Horticulture Adjunct	M	P	White	PT	783.00
Visual Communications Adjunct	F	P	White	PT	888.00
Non Developmental Rhetoric	M	P	White	PT	814.00
Dual Credit Instructor	M	P	White	PT	-
Nuclear Medicine Adjunct	F	P	White	PT	888.00
Biological Sciences Adjunct	M	P	White	PT	871.00
CBP Adjunct	M	P	White	PT	59.00
Adult Basic Education Adjunct	F	P	White	PT	47.59
AES Adjunct	F	P	White	PT	46.66
Continuing Education Adjunct	F	P	White	PT	44.40
Visual Communications Adjunct	M	P	White	PT	814.00
Hospitality Industry Adm Adjunct	F	P	White	PT	888.00
Continuing Education Adjunct	F	P	White	PT	52.35
History Adjunct	M	P	White	PT	888.00
Biological Sciences Adjunct		P	White	PT	888.00
Nursing Adjunct	F	P	White	PT	783.00
Local 399 Adjunct	M	P	White	PT	59.00
Emergency Medical Services Adjunct	M	P	White	PT	770.00
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Math Adjunct	F	P	White	PT	888.00
Basketball-Men's, Assistant Coach	M	P	White	TEM	-
Music Adjunct	M	P	White	PT	871.00
Automotive Technology Adjunct	M	P	White	PT	871.00
Automotive Technology Adjunct	M	P	White	PT	871.00
Sustainable Agriculture Tech Adjunct	F	P	White	PT	842.00
Criminal Justice Adm Adjunct	M	P	White	PT	871.00
Health Adjunct	M	P	White	PT	888.00
Hospitality Industry Adm Adjunct	F	P	White	PT	888.00
Non Developmental Rhetoric	M	P	White	PT	871.00
Visual Communications Adjunct	F	P	White	PT	888.00
Psychology Adjunct	F	P	White	PT	871.00
Philosophy Adjunct	M	P	White	PT	888.00
Sociology Adjunct	F	P	White	PT	871.00
Business Adjunct	F	P	White	PT	871.00
Emergency Medical Services Adjunct	F	P	White	PT	871.00
Developmental Rhetoric Adjunct	F	P	White	PT	871.00
Developmental Math Adjunct	M	P	White	PT	871.00
Hospitality Industry Adm Adjunct	F	P	White	PT	888.00
Continuing Education Adjunct	F	P	White	PT	36.49
Softball, Head Coach	F	P	White	PT	-
Psychology Adjunct	F	P	White	PT	888.00
Fire Science Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	36.48
Local 399 Adjunct	M	P	White	PT	55.00
AEF Adjunct	F	P	White	PT	44.40
Music Adjunct	F	P	White	PT	888.00
Continuing Education Adjunct	F	P	White	PT	37.75

Dual Credit Instructor	M	P	White	PT	-
Non Developmental Rhetoric	F	P	White	PT	814.00
Diagnostic Med Sonography Adjunct	M	P	White	PT	888.00
Business Adjunct	F	P	White	PT	871.00
Economics Adjunct	M	P	White	PT	871.00
Horticulture Adjunct	M	P	White	PT	871.00
Criminal Justice Adm Adjunct	M	P	White	PT	871.00
Speech Adjunct	F	P	White	PT	871.00
Developmental Math Adjunct	F	P	White	PT	814.00
AES Adjunct	F	P	White	PT	46.66
Continuing Education Adjunct	M	P	White	PT	36.48
Continuing Education Adjunct	M	P	White	PT	37.01
Business Adjunct	M	P	White	PT	871.00
AES Adjunct	M	P	White	PT	43.53
Biological Sciences Adjunct	M	P	White	PT	871.00
AES Adjunct	F	P	White	PT	44.40
Non Developmental Rhetoric	F	P	White	PT	814.00
Non Developmental Rhetoric	F	P	White	PT	888.00
Hospitality Industry Adm Adjunct	M	P	White	PT	888.00
Music Adjunct	M	P	White	PT	814.00
Developmental Rhetoric Adjunct	M	P	White	PT	888.00
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Horticulture Adjunct	M	P	White	PT	814.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Psychology Adjunct	F	P	White	PT	888.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Developmental Rhetoric Adjunct	F	P	White	PT	871.00
Sociology Adjunct	M	P	White	PT	888.00
AES Adjunct	M	P	White	PT	43.53
Geography Adjunct	F	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	51.32
Non Developmental Rhetoric	M	P	White	PT	871.00
Criminal Justice Adm Adjunct	F	P	White	PT	871.00
Visual Communications Adjunct	F	P	White	PT	783.00
Adult Basic Education Adjunct	F	P	White	PT	52.35
Allied Health Adjunct	F	P	White	PT	888.00
Local 399 Adjunct	M	P	White	PT	59.00
Early Childhood Education Adjunct	F	P	White	PT	871.00
Criminal Justice Adm Adjunct	M	P	White	PT	888.00
Non Developmental Rhetoric	M	P	White	PT	888.00
Psychology Adjunct	F	P	White	PT	888.00
AES Adjunct	F	P	White	PT	45.10
Adult Basic Education Adjunct	F	P	White	PT	52.35
Wrestling, Head Coach	M	P	White	PT	-
Local 399 Adjunct	M	P	White	PT	59.00
Sociology Adjunct	M	P	White	PT	814.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Early Childhood Education Adjunct	F	P	White	PT	871.00
Health Adjunct	F	P	White	PT	888.00
Fire Science Adjunct	M	P	White	PT	888.00
Psychology Adjunct	M	P	White	PT	785.00
Architecture Adjunct	M	P	White	PT	906.00
Physical Education Adjunct	F	P	White	PT	888.00
Criminal Justice Adm Adjunct	M	P	White	PT	871.00
Emergency Medical Services Adjunct	F	P	White	PT	871.00
Criminal Justice Adm Adjunct	M	P	White	PT	871.00
Automotive Technology Adjunct	M	P	White	PT	871.00
Speech Adjunct	M	P	White	PT	888.00
Speech Adjunct	F	P	White	PT	814.00
Dual Credit Instructor	F	P	White	PT	-
Emergency Medical Services Adjunct	M	P	White	PT	798.00
AEF Adjunct	F	P	White	PT	47.59
Architecture Adjunct	F	P	White	PT	814.00
Dual Credit Instructor	F	P	White	PT	-
Basketball-Men's, Assistant Coach	M	P	White	TEM	-
Continuing Education Adjunct	M	P	White	PT	43.53
Music Adjunct	M	P	White	PT	871.00
Emergency Medical Services Adjunct	F	P	White	PT	871.00
Fire Science Adjunct	M	P	White	PT	871.00
Dual Credit Instructor	F	P	White	PT	-
Non Developmental Rhetoric	M	P	White	PT	888.00
History Adjunct	F	P	White	PT	871.00
Hospitality Industry Adm Adjunct	F	P	White	PT	888.00
Nursing Adjunct	M	P	White	PT	871.00
Hospitality Industry Adm Adjunct	M	P	White	PT	888.00
Dual Credit Instructor	F	P	White	PT	-
Continuing Education Adjunct	F	P	White	PT	36.49
Math Adjunct	F	P	White	PT	888.00
Math Adjunct	F	P	White	PT	888.00
AES Adjunct	F	P	White	PT	44.40

Non Developmental Rhetoric	M	P	White	PT	888.00
Business Adjunct	F	P	White	PT	888.00
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	37.75
Developmental Rhetoric Adjunct	F	P	White	PT	888.00
Architecture Adjunct	M	P	White	PT	871.00
Nursing Adjunct	F	P	White	PT	871.00
Accounting Adjunct	M	P	White	PT	871.00
Hospitality Industry Adm Adjunct	F	P	White	PT	888.00
Philosophy Adjunct	F	P	White	PT	871.00
Health Adjunct	F	P	White	PT	871.00
Non Developmental Rhetoric	F	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	46.00
Engineering Technology Adjunct	M	P	White	PT	888.00
Early Childhood Education Adjunct	F	P	White	PT	844.00
Music Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	52.35
Economics Adjunct	M	P	White	PT	871.00
History Adjunct	F	P	White	PT	871.00
Diagnostic Med Sonography Adjunct	F	P	White	PT	871.00
Physical Education Adjunct	F	P	White	PT	888.00
Volleyball, Assistant Coach	F	P	White	PT	-
Adult Basic Education Adjunct	M	P	White	PT	51.32
Developmental Rhetoric Adjunct	M	P	White	PT	888.00
Speech Adjunct	M	P	White	PT	844.00
Automotive Technology Adjunct	M	P	White	PT	871.00
Adult Basic Education Adjunct	M	P	White	PT	47.59
Continuing Education Adjunct	M	P	White	PT	52.35
Psychology Adjunct	F	P	White	PT	888.00
Sociology Adjunct	M	P	White	PT	871.00
Baseball, Assistant Coach	M	P	White	PT	-
Speech Adjunct	M	P	White	PT	929.00
Developmental Math Adjunct	F	P	White	PT	753.00
Non Developmental Rhetoric	F	P	White	PT	888.00
Art Adjunct	F	P	White	PT	871.00
AEF Adjunct	F	P	White	PT	46.66
Engineering Technology Adjunct	M	P	White	PT	842.00
Accounting Adjunct	M	P	White	PT	888.00
Engineering Technology Adjunct	M	P	White	PT	888.00
Emergency Medical Services Adjunct	F	P	White	PT	871.00
Dual Credit Instructor	F	P	White	PT	-
Dual Credit Instructor	M	P	White	PT	-
Engineering Technology Adjunct	M	P	White	PT	798.00
Architecture Adjunct	M	P	White	PT	783.00
Non Developmental Rhetoric	F	P	White	PT	888.00
CIS Adjunct	M	P	White	PT	888.00
Criminal Justice Adm Adjunct	M	P	White	PT	814.00
Continuing Education Adjunct	F	P	White	PT	36.44
Automotive Technology Adjunct	M	P	White	PT	888.00
AEF Adjunct	M	P	White	PT	44.40
Fire Science Adjunct	M	P	White	PT	871.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	59.00
Automotive Technology Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	M	P	White	PT	51.32
Engineering Technology Adjunct	M	P	White	PT	871.00
Nursing Adjunct	F	P	White	PT	871.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	36.48
Biological Sciences Adjunct	F	P	White	PT	888.00
Accounting Adjunct	M	P	White	PT	798.00
History Adjunct	M	P	White	PT	871.00
Non Developmental Rhetoric	F	P	White	PT	888.00
Math Adjunct	F	P	White	PT	783.00
Biological Sciences Adjunct	M	P	White	PT	814.00
Ophthalmic Technician Adjunct	F	P	White	PT	871.00
Sociology Adjunct	M	P	White	PT	869.00
Adult Basic Education Adjunct	F	P	White	PT	47.59
Sociology Adjunct	F	P	White	PT	814.00
Continuing Education Adjunct	F	P	White	PT	52.35
AEF Adjunct	F	P	White	PT	43.53
AEF Adjunct	F	P	White	PT	44.40
Engineering Technology Adjunct	M	P	White	PT	888.00
Music Adjunct	M	P	White	PT	888.00
Dual Credit Instructor	F	P	White	PT	-
Continuing Education Adjunct	F	P	White	PT	36.49
Nursing Adjunct	F	P	White	PT	871.00
Nursing Assistant Adjunct	F	P	White	PT	888.00
Emergency Medical Services Adjunct	M	P	White	PT	897.00
Health Adjunct	M	P	White	PT	871.00

Philosophy Adjunct	M	P	White	PT	888.00
AEF Adjunct	F	P	White	PT	44.40
CIS Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	44.40
Health Adjunct	M	P	White	PT	785.00
Ophthalmic Technician Adjunct	F	P	White	PT	871.00
Math Adjunct	M	P	White	PT	871.00
Horticulture Adjunct	F	P	White	PT	888.00
Business Adjunct	M	P	White	PT	871.00
Emergency Medical Services Adjunct	M	P	White	PT	888.00
Philosophy Adjunct	M	P	White	PT	814.00
Visual Communications Adjunct	F	P	White	PT	871.00
AES Adjunct	F	P	White	PT	44.40
Dual Credit Instructor	M	P	White	PT	-
Criminal Justice Adm Adjunct	F	P	White	PT	871.00
Local 399 Adjunct	M	P	White	PT	64.00
Continuing Education Adjunct	F	P	White	PT	37.75
Developmental Math Adjunct	F	P	White	PT	871.00
Chemistry Adjunct	M	P	White	PT	871.00
Philosophy Adjunct	M	P	White	PT	888.00
Dual Credit Instructor	F	P	White	PT	-
AEF Adjunct	M	P	White	PT	44.40
Continuing Education Adjunct	F	P	White	PT	37.75
CBP Adjunct	M	P	White	PT	95.00
Dual Credit Instructor	M	P	White	PT	-
Continuing Education Adjunct	M	P	White	PT	37.01
Music Adjunct	M	P	White	PT	929.00
AES Adjunct	F	P	White	PT	43.53
AES Adjunct	F	P	White	PT	47.59
Hospitality Industry Adm Adjunct	M	P	White	PT	888.00
Continuing Education Adjunct	M	P	White	PT	52.35
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Music Adjunct	F	P	White	PT	888.00
Criminal Justice Adm Adjunct	M	P	White	PT	785.00
Biological Sciences Adjunct	F	P	White	PT	888.00
Biological Sciences Adjunct	M	P	White	PT	871.00
Dual Credit Instructor	M	P	White	PT	-
Fire Science Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	36.49
Astronomy Adjunct	F	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	36.41
Accounting Adjunct	M	P	White	PT	814.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Local 399 Adjunct	M	P	White	PT	59.00
Engineering Technology Adjunct	F	P	White	PT	888.00
Adult Basic Education Adjunct	M	P	White	PT	47.59
Speech Adjunct	M	P	White	PT	798.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Developmental Math Adjunct	M	P	White	PT	911.00
Continuing Education Adjunct	F	P	White	PT	35.76
Nursing Assistant Adjunct	F	P	White	PT	888.00
Architecture Adjunct	M	P	White	PT	929.00
Economics Adjunct	M	P	White	PT	888.00
Art Adjunct	M	P	White	PT	888.00
Dual Credit Instructor	M	P	White	PT	-
Developmental Math Adjunct	F	P	White	PT	871.00
Architecture Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	37.74
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Automotive Technology Adjunct	M	P	White	PT	888.00
Track & Field Men's & Women's-Assistant Coach	M	P	White	PT	-
Dual Credit Instructor	M	P	White	PT	-
AEF Adjunct	F	P	White	PT	43.53
Dual Credit Instructor	M	P	White	PT	-
Local 399 Adjunct	M	P	White	PT	59.00
Visual Communications Adjunct	M	P	White	PT	871.00
Art Adjunct	F	P	White	PT	871.00
Sociology Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	36.47
Local 399 Adjunct	M	P	White	PT	59.00
Dual Credit Instructor	F	P	White	PT	-
Anthropology Adjunct	M	P	White	PT	888.00
Visual Communications Adjunct	M	P	White	PT	871.00
Visual Communications Adjunct	F	P	White	PT	871.00
Adult Basic Education Adjunct	M	P	White	PT	51.32
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Art Adjunct	F	P	White	PT	871.00
Developmental Math Adjunct	M	P	White	PT	929.00
Dual Credit Instructor	F	P	White	PT	-
Hospitality Industry Adm Adjunct	F	P	White	PT	814.00

Architecture Adjunct	M	P	White	PT	888.00
Accounting Adjunct	M	P	White	PT	888.00
CIS Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	M	P	White	PT	47.59
AES Adjunct	F	P	White	PT	44.40
Biological Sciences Adjunct	M	P	White	PT	929.00
Anthropology Adjunct	F	P	White	PT	888.00
Volleyball, Head Coach	M	P	White	PT	-
Criminal Justice Adm Adjunct	M	P	White	PT	871.00
Psychology Adjunct	F	P	White	PT	871.00
Local 399 Adjunct	M	P	White	PT	59.00
Dual Credit Instructor	M	P	White	PT	-
Nuclear Medicine Adjunct	F	P	White	PT	871.00
Nursing Adjunct	F	P	White	PT	871.00
Hospitality Industry Adm Adjunct	M	P	White	PT	844.00
Criminal Justice Adm Adjunct	F	P	White	PT	888.00
Mass Communications Adjunct	M	P	White	PT	871.00
Dual Credit Instructor	M	P	White	PT	-
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Psychology Adjunct	F	P	White	PT	888.00
Dual Credit Instructor	M	P	White	PT	-
Dual Credit Instructor	M	P	White	PT	-
Local 399 Adjunct	M	P	White	PT	59.00
Biological Sciences Adjunct	F	P	White	PT	871.00
Business Adjunct	F	P	White	PT	929.00
AES Adjunct	F	P	White	PT	44.40
Dual Credit Instructor	F	P	White	PT	-
Diagnostic Med Sonography Adjunct	F	P	White	PT	871.00
Astronomy Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	33.00
Local 399 Adjunct	M	P	White	PT	59.00
Geography Adjunct	M	P	White	PT	871.00
Hospitality Industry Adm Adjunct	M	P	White	PT	871.00
Math Adjunct	M	P	White	PT	897.00
Local 399 Adjunct	M	P	White	PT	59.00
Nursing Adjunct	F	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	51.32
Economics Adjunct	M	P	White	PT	814.00
Developmental Rhetoric Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	36.49
Engineering Technology Adjunct	F	P	White	PT	888.00
Dual Credit Instructor	M	P	White	PT	-
AES Adjunct	F	P	White	PT	44.40
Dual Credit Instructor	M	P	White	PT	-
Visual Communications Adjunct	M	P	White	PT	871.00
Local 399 Adjunct	M	P	White	PT	59.00
Visual Communications Adjunct	F	P	White	PT	888.00
Continuing Education Adjunct	F	P	White	PT	36.48
Local 399 Adjunct	M	P	White	PT	59.00
Softball, Assistant Coach	F	P	White	PT	-
Non Developmental Rhetoric	M	P	White	PT	814.00
Speech Adjunct	F	P	White	PT	888.00
Automotive Technology Adjunct	M	P	White	PT	871.00
Sociology Adjunct	F	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	47.59
Continuing Education Adjunct	M	P	White	PT	44.88
Psychology Adjunct	F	P	White	PT	871.00
Psychology Adjunct	F	P	White	PT	888.00
Dual Credit Instructor	F	P	White	PT	-
Nursing Adjunct	F	P	White	PT	871.00
Business Adjunct	F	P	White	PT	871.00
Developmental Rhetoric Adjunct	M	P	White	PT	871.00
Developmental Rhetoric Adjunct	M	P	White	PT	888.00
Diagnostic Med Sonography Adjunct	F	P	White	PT	871.00
AEF Adjunct	F	P	White	PT	44.40
Math Adjunct	M	P	White	PT	871.00
Nursing Adjunct	F	P	White	PT	871.00
Dual Credit Instructor	F	P	White	PT	-
Horticulture Adjunct	M	P	White	PT	888.00
Basketball-Women's, Assistant Coach	M	P	White	PT	-
Business Adjunct	F	P	White	PT	871.00
Developmental Rhetoric Adjunct	M	P	White	PT	888.00
Dual Credit Instructor	M	P	White	PT	-
Developmental Math Adjunct	F	P	White	PT	888.00
Local 399 Adjunct	M	P	White	PT	59.00
Biological Sciences Adjunct	M	P	White	PT	888.00
Continuing Education Adjunct	F	P	White	PT	52.35
Continuing Education Adjunct	F	P	White	PT	52.35
Chemistry Adjunct	F	P	White	PT	798.00
Art Adjunct	M	P	White	PT	871.00

Emergency Medical Services Adjunct	M	P	White	PT	871.00
AEF Adjunct	F	P	White	PT	43.53
Hospitality Industry Adm Adjunct	M	P	White	PT	871.00
Biological Sciences Adjunct	M	P	White	PT	871.00
Dual Credit Instructor	F	P	White	PT	-
Biological Sciences Adjunct	M	P	White	PT	871.00
Speech Adjunct	M	P	White	PT	798.00
Adult Basic Education Adjunct	M	P	White	PT	47.59
Health Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	36.48
Local 399 Adjunct	M	P	White	PT	59.00
Nursing Adjunct	F	P	White	PT	871.00
Local 399 Adjunct	M	P	White	PT	59.00
Local 399 Adjunct	M	P	White	PT	59.00
Local 399 Adjunct	M	P	White	PT	59.00
Mass Communications Adjunct	F	P	White	PT	871.00
Chemistry Adjunct	M	P	White	PT	888.00
Automotive Technology Adjunct	M	P	White	PT	783.00
Developmental Math Adjunct	M	P	White	PT	871.00
Horticulture Adjunct	M	P	White	PT	871.00
Biological Sciences Adjunct	M	P	White	PT	814.00
Local 399 Adjunct	M	P	White	PT	59.00
Continuing Education Adjunct	F	P	White	PT	35.85
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Diagnostic Med Sonography Adjunct	F	P	White	PT	871.00
Adult Basic Education Adjunct	F	P	White	PT	52.35
Soccer-Women's, Assistant Coach	M	P	White	PT	-
Track & Field Men's & Women's-Assistant Coach	F	P	White	PT	-
Nursing Adjunct	F	P	White	PT	871.00
Nursing Assistant Adjunct	F	P	White	PT	929.00
CIS Adjunct	M	P	White	PT	888.00
Emergency Medical Services Adjunct	M	P	White	PT	871.00
AEF Adjunct	F	P	White	PT	45.29
Architecture Adjunct	F	P	White	PT	871.00
Dual Credit Instructor	F	P	White	PT	-
Continuing Education Adjunct	M	P	White	PT	52.35
Social Science Adjunct	M	P	White	PT	929.00
Music Adjunct	F	P	White	PT	871.00
CIS Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	46.00
History Adjunct	M	P	White	PT	814.00
Basketball-Men's, Assistant Coach	M	P	White	PT	-
Music Adjunct	M	P	White	PT	798.00
CIS Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	M	P	White	PT	46.66
Math Adjunct	M	P	White	PT	888.00
Developmental Math Adjunct	M	P	White	PT	871.00
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Non Developmental Rhetoric	F	P	White	PT	871.00
Adult Basic Education Adjunct	F	P	White	PT	47.59
Track & Field Men's & Women's-Assistant Coach	M	P	White	PT	-
CIS Adjunct	M	P	White	PT	814.00
Dual Credit Instructor	F	P	White	PT	-
Policial Science Adjunct	M	P	White	PT	911.00
Non Developmental Rhetoric	F	P	White	PT	869.00
Continuing Education Adjunct	F	P	White	PT	36.57
Local 399 Adjunct	M	P	White	PT	64.00
Biological Sciences Adjunct	M	P	White	PT	888.00
Architecture Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	36.44
Nursing Adjunct	F	P	White	PT	871.00
Economics Adjunct	M	P	White	PT	783.00
Criminal Justice Adm Adjunct	M	P	White	PT	871.00
Hospitality Industry Adm Adjunct	M	P	White	PT	888.00
Real Estate Academy	M	P	White	PT	43.53
AEF Adjunct	M	P	White	PT	43.53
Adult Basic Education Adjunct	F	P	White	PT	47.59
Nursing Adjunct	F	P	White	PT	871.00
Local 399 Adjunct	M	P	White	PT	59.00
Adult Basic Education Adjunct	F	P	White	PT	47.59
Sociology Adjunct	F	P	White	PT	888.00
Education Adjunct	M	P	White	PT	911.00
Continuing Education Adjunct	F	P	White	PT	37.75
Adult Basic Education Adjunct	F	P	White	PT	47.59
Dual Credit Instructor	F	P	White	PT	-
Chemistry Adjunct	F	P	White	PT	783.00
Nursing Adjunct	F	P	White	PT	871.00
Psychology Adjunct	M	P	White	PT	871.00
Psychology Adjunct	F	P	White	PT	871.00
AES Adjunct	F	P	White	PT	44.40

Continuing Education Adjunct	F	P	White	PT	36.57
Business Adjunct	M	P	White	PT	871.00
Biological Sciences Adjunct	M	P	White	PT	814.00
AES Adjunct	M	P	White	PT	43.53
Psychology Adjunct	F	P	White	PT	888.00
Dual Credit Instructor	M	P	White	PT	-
Non Developmental Rhetoric	M	P	White	PT	871.00
Mass Communications Adjunct	F	P	White	PT	888.00
Developmental Rhetoric Adjunct	F	P	White	PT	842.00
Local 399 Adjunct	M	P	White	PT	64.00
Continuing Education Adjunct	M	P	White	PT	36.57
Developmental Math Adjunct	F	P	White	PT	798.00
Nursing Adjunct	F	P	White	PT	871.00
Humanities Adjunct	F	P	White	PT	897.00
Dual Credit Instructor	M	P	White	PT	-
Biological Sciences Adjunct	M	P	White	PT	871.00
Automotive Technology Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	47.59
Biological Sciences Adjunct	M	P	White	PT	871.00
Criminal Justice Adm Adjunct	F	P	White	PT	814.00
Mass Communications Adjunct	F	P	White	PT	888.00
Nursing Adjunct	F	P	White	PT	871.00
AEF Adjunct	F	P	White	PT	44.40
Developmental Math Adjunct	M	P	White	PT	871.00
Developmental Math Adjunct	F	P	White	PT	888.00
AES Adjunct	M	P	White	PT	44.40
Non Developmental Rhetoric	F	P	White	PT	842.00
Speech Adjunct	M	P	White	PT	814.00
Surgical Technology Adjunct	M	P	White	PT	888.00
Music Adjunct	F	P	White	PT	871.00
Emergency Medical Services Adjunct	M	P	White	PT	888.00
Health Adjunct	M	P	White	PT	814.00
AEF Adjunct	F	P	White	PT	46.66
Biological Sciences Adjunct	M	P	White	PT	871.00
Physics Adjunct	M	P	White	PT	871.00
Business Adjunct	F	P	White	RET	871.00
Physical Education Adjunct	M	P	White	PT	-
Biological Sciences Adjunct	M	P	White	PT	871.00
Real Estate Academy	M	P	White	PT	47.60
Early Childhood Education Adjunct	F	P	White	PT	798.00
Music Adjunct	M	P	White	PT	888.00
Chinese Adjunct	F	P	White	PT	871.00
AES Adjunct	M	P	White	PT	44.40
Music Adjunct	M	P	White	PT	871.00
Diagnostic Med Sonography Adjunct	F	P	White	PT	888.00
Business Adjunct	F	P	White	PT	888.00
Nursing Adjunct	F	P	White	PT	871.00
Criminal Justice Adm Adjunct	M	P	White	PT	871.00
Sociology Adjunct	M	P	White	PT	871.00
Emergency Medical Services Adjunct	M	P	White	PT	871.00
CIS Adjunct	F	P	White	PT	888.00
CIS Adjunct	M	P	White	PT	888.00
Soccer-Men's, Head Coach	M	P	White	TEM	-
Adult Basic Education Adjunct	F	P	White	PT	51.32
Adult Basic Education Adjunct	F	P	White	PT	46.66
Engineering Technology Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	37.01
Nursing Adjunct	F	P	White	PT	871.00
Hospitality Industry Adm Adjunct	F	P	White	PT	814.00
Visual Communications Adjunct	M	P	White	PT	871.00
History Adjunct	M	P	White	PT	814.00
Continuing Education Adjunct	F	P	White	PT	37.10
Philosophy Adjunct	M	P	White	PT	871.00
Horticulture Adjunct	M	P	White	PT	871.00
CIS Adjunct	M	P	White	PT	888.00
Mass Communications Adjunct	F	P	White	PT	871.00
Non Developmental Rhetoric	F	P	White	PT	871.00
Music Adjunct	M	P	White	PT	929.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Adult Basic Education Adjunct	M	P	White	PT	47.59
Fire Science Adjunct	M	P	White	PT	871.00
Adult Basic Education Adjunct	F	P	White	PT	46.00
Continuing Education Adjunct	M	P	White	PT	36.23
Automotive Technology Adjunct	M	P	White	PT	888.00
Fire Science Adjunct	M	P	White	PT	888.00
Engineering Technology Adjunct	M	P	White	PT	871.00
Visual Communications Adjunct	M	P	White	PT	871.00
Nursing Adjunct	F	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	36.57
Surgical Technology Adjunct	F	P	White	PT	871.00



Visual Communications Adjunct	F	P	White	PT	888.00
Local 399 Adjunct	M	P	White	PT	59.00
Engineering Technology Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	52.35
Astronomy Adjunct	M	P	White	PT	783.00
Developmental Rhetoric Adjunct	F	P	White	PT	888.00
Continuing Education Adjunct	M	P	White	PT	37.75
Biological Sciences Adjunct	M	P	White	PT	871.00
Geography Adjunct	F	P	White	PT	871.00
Chemistry Adjunct	M	P	White	PT	871.00
Nursing Adjunct	F	P	White	PT	871.00
Geography Adjunct	M	P	White	PT	814.00
Chemistry Adjunct	F	P	White	PT	871.00
Art Adjunct	F	P	White	PT	871.00
Adult Basic Education Adjunct	F	P	White	PT	51.32
AES Adjunct	M	P	White	PT	43.53
CIS Adjunct	M	P	White	PT	871.00
Accounting Adjunct	M	P	White	PT	871.00
Accounting Adjunct	F	P	White	PT	871.00
Dual Credit Instructor	F	P	White	PT	-
Continuing Education Adjunct	F	P	White	PT	37.75
Visual Communications Adjunct	M	P	White	PT	888.00
Continuing Education Adjunct	M	P	White	PT	47.90
Dual Credit Instructor	F	P	White	PT	-
Philosophy Adjunct	M	P	White	PT	888.00
History Adjunct	M	P	White	PT	814.00
Dual Credit Instructor	M	P	White	PT	-
Horticulture Adjunct	M	P	White	PT	871.00
AES Adjunct	F	P	White	PT	43.53
Continuing Education Adjunct	F	P	White	PT	44.40
Adult Basic Education Adjunct	F	P	White	PT	51.32
Dual Credit Instructor	M	P	White	PT	-
Adult Basic Education Adjunct	F	P	White	PT	47.59
AES Adjunct	F	P	White	PT	46.66
Nursing Adjunct	F	P	White	PT	871.00
Adult Basic Education Adjunct	F	P	White	PT	46.66
Business Adjunct	F	P	White	PT	888.00
Visual Communications Adjunct	F	P	White	PT	871.00
AEF Adjunct	F	P	White	PT	43.56
Criminal Justice Adm Adjunct	F	P	White	PT	888.00
Health Adjunct	F	P	White	PT	871.00
Business Adjunct	F	P	White	PT	871.00
Emergency Medical Services Adjunct	M	P	White	PT	871.00
Automotive Technology Adjunct	M	P	White	PT	888.00
Continuing Education Adjunct	M	P	White	PT	37.84
Dual Credit Instructor	M	P	White	PT	-
Continuing Education Adjunct	M	P	White	PT	35.95
Developmental Rhetoric Adjunct	M	P	White	PT	888.00
Continuing Education Adjunct	M	P	White	PT	37.10
Fire Science Adjunct	M	P	White	PT	871.00
Continuing Education Adjunct	M	P	White	PT	60.18
Biological Sciences Adjunct	M	P	White	PT	888.00
AEF Adjunct	M	P	White	PT	30.81
Philosophy Adjunct	M	P	White	PT	844.00
Continuing Education Adjunct	F	P	White	PT	37.10
Continuing Education Adjunct	F	P	White	PT	37.01
Music Adjunct	F	P	White	PT	888.00
Early Childhood Education Adjunct	F	P	White	PT	871.00
Developmental Rhetoric Adjunct	M	P	White	PT	871.00
Local 399 Adjunct	M	P	White	PT	59.00
Local 399 Adjunct	M	P	White	PT	59.00
Speech Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	F	P	White	PT	47.59
Philosophy Adjunct	M	P	White	PT	888.00
Emergency Medical Services Adjunct	F	P	White	PT	871.00
Continuing Education Adjunct	F	P	White	PT	52.35
Chemistry Adjunct	M	P	White	PT	888.00
Adult Basic Education Adjunct	M	P	White	PT	46.66
Dual Credit Instructor	F	P	White	PT	-
Adult Basic Education Adjunct	F	P	White	PT	47.59
Business Adjunct	M	P	White	PT	871.00
Philosophy Adjunct	M	P	White	PT	888.00
Architecture Adjunct	F	P	White	PT	888.00
Developmental Math Adjunct	M	P	White	PT	871.00
Allied Health Adjunct	F	P	White	PT	888.00
Dual Credit Instructor	M	P	White	PT	-
Math Adjunct	M	P	White	PT	888.00
Psychology Adjunct	M	P	White	PT	814.00
Continuing Education Adjunct	F	P	White	PT	37.84
Developmental Math Adjunct	M	P	White	PT	814.00



Business Adjunct	F	P	White	PT	871.00
Spanish Adjunct	F	P	Not Disclosed	PT	871.00
Architecture Adjunct	F	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Chemistry Adjunct	F	P	Not Disclosed	PT	888.00
Developmental Math Adjunct	F	P	Not Disclosed	PT	888.00
Continuing Education Adjunct	F	P	Not Disclosed	PT	36.49
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Continuing Education Adjunct	F	P	Not Disclosed	PT	36.49
CIS Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Sociology Adjunct	M	P	Not Disclosed	PT	888.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Emergency Medical Services Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Developmental Math Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Accounting Adjunct	F	P	Not Disclosed	PT	888.00
Chemistry Adjunct	F	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Physical Education Adjunct	M	P	Not Disclosed	PT	814.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Physical Education Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Continuing Education Adjunct	F	P	Not Disclosed	PT	36.49
Dual Credit Instructor		P	Not Disclosed	PT	-
Biological Sciences Adjunct	M	P	Not Disclosed	PT	888.00
Biological Sciences Adjunct	F	P	Not Disclosed	PT	888.00
Music Adjunct	F	P	Not Disclosed	PT	871.00
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Philosophy Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
CIS Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Education Adjunct	F	P	Not Disclosed	PT	888.00
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Humanities Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Biological Sciences Adjunct	F	P	Not Disclosed	PT	888.00
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Non Developmental Rhetoric	F	P	Not Disclosed	PT	888.00
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Business Adjunct	M	P	Not Disclosed	PT	888.00
Continuing Education Adjunct	M	P	Not Disclosed	PT	36.57
Biological Sciences Adjunct	F	P	Not Disclosed	PT	871.00
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Local 399 Adjunct	M	P	Not Disclosed	PT	59.00
CIS Adjunct	F	P	Not Disclosed	PT	888.00

Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Local 399 Adjunct	M	P	Not Disclosed	PT	59.00
Adult Basic Education Adjunct	F	P	Not Disclosed	PT	52.35
Dual Credit Instructor		P	Not Disclosed	PT	-
Health Adjunct	M	P	Not Disclosed	PT	888.00
Developmental Rhetoric Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Mass Communications Adjunct	F	P	Not Disclosed	PT	871.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Biological Sciences Adjunct	M	P	Not Disclosed	PT	888.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Business Adjunct	M	P	Not Disclosed	PT	814.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Developmental Math Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
History Adjunct	F	P	Not Disclosed	PT	871.00
Biological Sciences Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Criminal Justice Adm Adjunct	F	P	Not Disclosed	PT	871.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Accounting Adjunct	M	P	Not Disclosed	PT	814.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Physics Adjunct	M	P	Not Disclosed	PT	888.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Dual Credit Instructor		P	Not Disclosed	PT	-
Music Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor		P	Not Disclosed	PT	-
Dual Credit Instructor	F	P	Not Disclosed	PT	-
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Chemistry Adjunct	M	P	Not Disclosed	PT	871.00
Dual Credit Instructor	M	P	Not Disclosed	PT	-
Acting Police Sergeant	M	R	Hispanic Or Latino	FT	54,420.00
Officer, Police	M	R	Hispanic Or Latino	FT	34,000.00
Officer, Police	F	R	White	FT	50,273.00
Sergeant, Police	M	R	White	FT	59,475.00
Officer, Police	M	R	White	FT	34,680.00
Officer (temp), Police	M	R	White	FT	34,000.00
Acting Police Sergeant	M	R	Not Disclosed	FT	54,430.00
Human Resources Generalist	F	X	Asian	FT	44,936.00
Staff Writer	F	X	Black Or African Am.	FT	48,678.00
Associate Director, Facilities	M	X	Black or African American	FT	59,199.00
Benefits Manager	F	X	Black or African American	FT	49,652.00
Head Coach - Men's Basketball	M	X	Hispanic Or Latino	FT	72,053.00
Manager Payroll	M	X	Hispanic Or Latino	FT	62,897.00
Senior Research Associate	F	X	White	FT	75,513.00
Senior Systems Analyst - Exempt	M	X	White	FT	88,504.00
Network Engineer	M	X	White	FT	56,486.00
Senior System Administrator	M	X	White	FT	88,220.00
Senior Systems Analyst - Exempt	M	X	White	FT	78,059.00
Director, Systems Operations	M	X	White	FT	73,344.00
Director Cernan Space Center	F	X	White	FT	68,177.00
Senior Research Associate	F	X	White	FT	75,513.00
Secretary to the Board of Trustees	F	X	White	FT	97,502.00
Senior Database Administrator	F	X	White	FT	65,597.00
Senior Systems Analyst - Exempt	F	X	White	FT	84,769.00
Director, Professional Development Ctr	F	X	White	FT	64,979.00
Manager Human Resources	F	X	White	FT	80,018.00
Coordinator of Public Relations	M	X	White	FT	47,375.00
Police Chief	M	X	White	FT	75,873.00
Senior Data Analytics Specialist	M	X	White	FT	69,243.00

<b>Ethnicities</b>	<b>Administrator</b>	<b>Classified</b>	<b>Confidential</b>	<b>Engineer</b>	<b>Faculty</b>	<b>Hourly</b>	<b>Mid-Manager</b>	<b>Adjunct</b>	<b>Police</b>	<b>Exempt</b>	<b>Total</b>
American/Alaska Native	0	1	0	0	1	6	0	1	0	0	9
Asian	4	0	0	0	6	8	2	40	0	1	61
Black or African American	6	24	1	0	11	49	15	91	0	3	200
Hawaiian/Pacific Islander	0	1	0	0	0	1	0	2	0	0	4
Hispanic or Latino	2	43	4	0	5	56	9	48	2	2	171
More than 1 Ethnicity	0	2	0	0	0	4	0	3	0	0	9
Unknown	1	5	1	0	3	11	0	134	1	0	156
White	24	67	0	7	81	174	45	645	4	16	1063
<b>Total</b>	<b>37</b>	<b>143</b>	<b>6</b>	<b>7</b>	<b>107</b>	<b>309</b>	<b>71</b>	<b>964</b>	<b>7</b>	<b>22</b>	<b>1673</b>

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16488

**SUBJECT: AFFILIATION AGREEMENT WITH LURIE CHILDREN'S HOSPITAL  
OF CHICAGO**

**RECOMMENDATION:** That the Board of Trustees approve the Affiliation Agreement with Ann & Robert H. Lurie Children's Hospital of Chicago to provide clinical training opportunities. The term of this Agreement shall begin on August 25, 2020, and will terminate August 31, 2025. Thereafter, the Agreement shall auto-renew in five (5) year increments on September 1<sup>st</sup> of each five (5) year period. This Agreement may be terminated at any time by either party, giving written notice of such termination to the other party at least sixty (60) days prior to the desired termination date. In the event that this Agreement is terminated or not renewed for a subsequent term, students who are participating in the practical learning and clinical education experiences at the time of termination shall be allowed to complete such assignment under the terms and conditions herein set forth. There is no cost to Triton College for this Agreement.

**RATIONALE:** This Agreement will enable students in Surgical Technology and Sterile Processing Technician programs to participate in clinical education experiences at Ann & Robert H. Lurie Children's Hospital of Chicago. This is the Ann & Robert H. Lurie Children's Hospital of Chicago standard contract.

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**Submitted to Board by:** \_\_\_\_\_



Dr. Susan Campos, Vice President of Academic Affairs

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

## TRITON COLLEGE STUDENT AFFILIATION AGREEMENT

Ann & Robert H. Lurie Children's Hospital of Chicago  
225 East Chicago Avenue  
Chicago, Illinois 60611-2605

### I. PARTIES AND PURPOSES

The Agreement is made between **Ann & Robert H. Lurie Children's Hospital of Chicago**, hereby referred to as the **Facility**, and Community College District 504, commonly known as **Triton College**, hereby referred to as the **School**; or **individually as "the Party" and collectively as "the Parties."**

It is to the mutual interest and advantage of both the Facility and the School that the students of the ***Surgical Technology and Sterile Processing Program*** of the School (the "**Program**") be given the opportunity to supplement academic preparation for the practice of the profession with clinical experience provided by the Facility. The Parties agree that by working together they will be contributing to the development of a highly qualified pool of **Surgical Technologists**.

### II. MUTUAL RIGHTS AND RESPONSIBILITIES

- A. The Facility will accept students selected by the School for the period of clinical education and/or portions of professional work requiring clinical exposure and practice. The specific nature of the clinical experience shall be individually arranged by the School's Academic Coordinator of Clinical Education with the Facility's coordinator of Clinical Education within the philosophy and objectives of the School and Facility.
- B. The time periods and number of students assigned during any one clinical experience will be mutually agreed upon the School and the Facility.
- C. It is understood and agreed that the Parties shall not discriminate in their employment, selection, training, or education of any person in violation of any state or federal law. The Facility will make reasonable accommodations in its program to assure accessibility to students with disabilities. Each Party shall comply with all laws, rules and regulations regarding maintaining a sexual harassment policy and a Drug Free Workplace.
- D. This Agreement is not a third-party beneficiary contract, and confers no rights upon any student or employees of the Parties.
- E. It is understood that in the performance of the duties and obligations under this Agreement, that the School, its employees, students and agents are at all times acting as independent contractors.
- F. Neither the School nor the Facility shall be required to give the other any monetary compensation or other benefits of employment, including the accrual of tenure, in connection with its participation and involvement in this Agreement, except as specifically provided otherwise in this Agreement.

- G. The School and the Facility each agree to obtain, and maintain in force and effect during the term of this Agreement, general liability insurance with limits of at least \$1,000,000 per occurrence, \$1,000,000 aggregate. The School agrees to obtain and maintain in force and effect during the term of this Agreement professional liability/malpractice insurance with limits of at least \$1,000,000 per occurrence, \$3,000,000 aggregate, insuring the School and its students who will be working under this Agreement against claims, demands, losses, costs, damages, and expenses of every kind and description (including death), or damage to persons or property arising out of or in connection with the Program at the Facility. Where workers' compensation or other obligation for payment of benefits may arise, this Agreement shall neither enlarge nor diminish such obligation. The Facility agrees to obtain and maintain in force and effect during the term of this Agreement professional liability/malpractice insurance with limits of at least \$1,000,000 per occurrence, \$3,000,000 aggregate, insuring the Facility and its employees who will be working under this Agreement against claims, demands, losses, costs, damages, and expenses of every kind and description (including death), or damage to persons or property arising out of or in connection with the Program at the Facility. Further, Facility shall maintain workers' compensation insurance in amounts not less than that required by statute. Both Parties may be self-insured. The School and the Facility agree to furnish each other, upon request, appropriate certificates of insurance evidencing the above coverage and limits. In addition, both the School and the Facility agree that such insurance may not be revoked, reduced or changed in a material way without at least thirty (30) days' advance written notice to the other Party. Failure of the School or the Facility to obtain and maintain such coverage shall be grounds for immediate termination of this Agreement.
- H. Each party shall indemnify and hold harmless the other party from and against any and all manner of claims, demands, causes of action, liabilities, damages, costs, and expenses (including costs and reasonable attorney's fees) arising from or incident to the performance of such party's duties hereunder, except for negligent or willful acts or omissions of the other party. Notwithstanding anything to the contrary, a party's obligations with respect to responsibility for acts described in this article shall not apply to the extent that such application would nullify any existing insurance coverage of such party.

School, as an entity and on behalf of its employees, agents, and students, claims any and all governmental immunity as may be established by or set forth under Federal or Illinois law, rule or regulation.

### III. SCHOOL RIGHTS AND RESPONSIBILITIES

- A. The School will provide to the Facility the student's name, and attest that, in accordance with the Facility requirements, the School validates student is up to date in its status for communicable diseases and TB testing. This

requirement includes immunity to Measles, Mumps, Rubella, Varicella, that student has had Tdap and influenza vaccine (during flu season, September 1 to May 1) and current tuberculosis testing within the past ninety (90) days. This proof must be available upon request by the Facility at any time within 24 hours of the request. The School shall validate that each student enrolled in the program has evidence of health care coverage prior to the placement of a School student in the Facility. Each student will be required to sign the attached waiver in order to participate in any student affiliations' functions at the Facility. The School retains the right to revise any assignment prior to the student's entry into the Facility's clinical experience at any time during the clinical experience.

- B. Where applicable, a criminal background check and a drug screen, as required by and acceptable to the Facility, are required of each placed student prior to participation in the practical learning and clinical educational experience. It is the School's responsibility to inform students of the obligation to provide such information to the Facility. The Facility shall inform the School of any students with results that are forbidden by Facility policy or by state or federal statutes and regulations. The School shall not place any students with such results at the Facility.
- C. The School, in collaboration with the Facility, will develop written educational objectives for each student. These objectives will be discussed with the student and a copy of these objectives will be given to the student. The School shall remain solely responsible for the determination of assignments and evaluations.
- D. The School reserves the right to withdraw a student from his/her assigned clinical experience at the Facility when in the School's judgment the clinical experience does not meet the needs of the student.
- E. The School shall appoint and designate in writing, an Academic Coordinator of Clinical Education who will be the liaison representative from the School to the Facility.
- F. The School maintains the right to have its representatives visit the Facility before and/or during the clinical experience, and review all records and policies of the Facility relating to the providing of clinical experience by the Facility under this Agreement.
- G. The School will provide evidence to the Facility that the Hepatitis B immunization has been recommended to the student, and the School will provide training to its students in Blood Borne Pathogens, and the Universal Precautions as required by OSHA.
- H. The School shall notify each student that he/she is responsible for:
  - 1. following all administrative policies, regulations, standards, and practices of the Facility, as well as those of the School, including reporting to the Facility on time;

2. providing all necessary and appropriate uniforms required by the Facility;
  3. providing his/her own transportation and living arrangement when not provided by the Facility;
  4. providing additional information to the School and the Facility regarding specific educational needs of the student under the Americans with Disabilities Act;
  5. signing the attached Confidentiality, Health Status and Liability Waiver prior to the start of the Program; and
  6. obtaining prior written approval of the Facility and the School before publishing any material relating to the practical learning and clinical educational experience, including de-identified documents and patient information.
  7. Any and all medical costs incurred as a result of participation in the Program.
- I. The providing of the educational content of the Program, apart from the clinical experience covered by the Agreement, is solely the responsibility of the School.
- J. The School shall inform the student of the procedures for resolution of disputes over grades given in the clinical experience.
- K. The School agrees to abide by and require that its faculty and students abide by all applicable state and federal laws, rules and regulations regarding patient privacy, including but not limited to, the Standards for Privacy of Identifiable Health Information as required under the Health Insurance Portability and Accountability Act (HIPAA). Students shall be required to comply with the Facility's policies and procedures regarding the confidentiality of patient information and the use of all such information. The parties will notify one another if there are known breaches of this confidentiality. Further, School shall require that students and faculty de-identify all documents created and/ or utilized for educational purposes outside of Facility. This shall include, at a minimum, removal of patient name, date of birth, address, medical record number, insurance information, social security number and other personal information that could be used to identify a patient.
- L. As required by Facility, and as applicable, School represents that it is and, for the term of this Agreement, will be (a) approved by the Illinois Board of Higher Education, or similar body for the state in which the School is located, and (b) accredited by an accrediting body that is recognized by Council for Higher Education Accreditation or the U.S. Department of Education. School will provide Facility with copies of all accreditations upon request. In the event accreditation is lost, suspended, or otherwise restricted, School shall notify Facility, in writing, within three (3) business days. Facility may, at its



sole discretion, suspend or terminate this Agreement if School fails to maintain its accreditation. Facility shall allow representatives of the School's accrediting agencies to inspect the clinical site and program as necessary and appropriate at a time mutually agreed upon by both parties.

#### **IV. FACILITY RIGHTS AND RESPONSIBILITIES**

- A. Subject to the ability of Facility to accommodate School's request, which Facility shall determine in its sole discretion, the Facility agrees to make the appropriate facilities available to the School in order to provide supervised practical learning and clinical educational experiences to students. Such facilities shall include an environment conducive to the learning process of the students as intended by the terms of this Agreement and conforming to customary Facility procedures. It is recommended that a Facility staff member shall have one (1) year of post-graduate clinical practice prior to assuming the role of a clinical instructor in the Program. The Facility reserves the right to determine which staff participate in the clinical experience.
- B. The Facility agrees to provide an orientation to the students of the School, which shall include but not be limited to:
  - 1. Pertinent departmental policies and procedures including documentation requirements, any treatment protocols in use by the Facility, and education on HIPAA guidelines;
  - 2. Emergency and safety procedures used by the Facility;
  - 3. Specific Facility program requirements for students during the clinical experience; and
  - 4. Tour of the Facility's physical plant.
- C. The Facility shall provide the student(s) and the School the Facility's administrative policies, standards and practices relevant to the practical learning and clinical educational experience.
- D. The Facility will provide conference rooms and space for private individual counseling of students.
- E. In the event that a student is absent during the clinical experience in excess of three (3) days, the Facility shall either arrange for the student to make up the lost time or inform the School of its inability to make such arrangements. Except in emergencies, the Facility shall not grant leaves of absence from regular duties to students during their clinical placement without prior

approval from the School.

- F. The Facility may refuse access to its clinical areas to a School personnel or student who does not meet the Facility's standards for safety, health, or ethical conduct. The School and the Facility shall resolve all problem situations in favor of the patient's welfare, and the Facility may restrict the student(s) involved to the role of observer and/or remove each student(s) from that patient situation until it can be resolved by the staff and the instructor.
- G. Evaluation of the practical learning and clinical educational experiences of the students will be accomplished jointly by the School and the Facility. Appropriate School and Facility staff will communicate on a regular basis for the purpose of reviewing and evaluating current practical learning and clinical educational experiences offered to students. However, School maintain sole discretion in the determination of all grades and academic credit.
- H. The Facility shall designate in writing to the School the name and title(s) of the person(s) responsible for the Facility's Clinical Education Program, and shall submit to the School the curriculum vitae of that person and of other professional staff participating in the Clinical Educational Program.
- I. The Facility retains primary responsibility for patient care and treatment and for insuring that the services rendered by students under this Agreement are performed in a competent, efficient and satisfactory manner. At all times when the student is involved in direct patient care and treatment, the Facility shall provide supervision of each student by an appropriately trained member of Facility's staff.
- J. The Facility shall provide first aid and/or emergency care, at the student's expense, for illness or injuries to the student incurred while participating in the clinical experience. The Facility will notify the School as soon as possible in the event that a student becomes ill or is injured during a clinical experience, and will plan with the School any proposed changes in the Program.
- K. The Facility may immediately cancel, by providing notice to the student and the School, prior to his/her next clinical day, the clinical placement of any student whose performance is unsatisfactory, whose behavior the Facility deems to be a threat to the health or welfare of its patients, staff members, visitors, or operations, or whose health status is a detriment to the student's successful completion of the clinical education assignment. The Facility will provide the student and the School a written statement of the reasons for the cancellation. With such a cancellation, the Facility shall notify the Academic Coordinator of Clinical Education, and consult with it about the proposed action.

## V. TERMINATION

- VI. The term of this Agreement shall begin on August 25, 2020 and will terminate on

August 31, 2025. Thereafter, the Agreement shall auto-renew in five (5) year increments on each August 31st anniversary. This Agreement may be terminated, at any time, by either Party giving written notice of such termination to the other at least sixty (60) days prior to the desired termination date. In the event that this Agreement is terminated or not renewed for a subsequent term, students who are participating in the practical learning and clinical educational experiences at the time of termination shall be allowed to complete such assignment under the terms and conditions herein set forth.

## VII. ADDITIONAL TERMS

- A. **Assignment of Agreement.** This Agreement may not be assigned without the prior written consent of the other party, which will not be unreasonably withheld.
- B. **Severability.** If any provision of this Agreement or the application thereof to any person or situation shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement, and the application of such provision to persons or situations other than those to which it shall have been held invalid or unenforceable, shall not be affected thereby, but shall continue to be valid and enforceable to the fullest extent permitted by law.
- C. **Governing Law.** This Agreement shall be construed and enforced in accordance with the laws of the State of Illinois, without regard to the conflict of laws provisions thereof. All disputes shall be resolved in the Circuit Court of Cook County.
- D. **Counterparts.** This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same instrument.
- E. **Notice to Parties.** Any notice, demand or request required or permitted to be given under the provisions of this Agreement shall be in writing and shall be deemed to have been duly given under the earlier of (a) the date actually received by the party in question, by whatever means and however addressed, or (b) the date sent by facsimile (receipt confirmed), or on the date of personal delivery, if delivered by hand, or on the date signed for if sent by an overnight delivery service, to the following addresses, or to such other address as either party may request, in the case of the School, by notifying the Facility, and in the case of the Facility, by notifying the School:

If to the Facility:

Ann & Robert H. Lurie Children's Hospital of Chicago  
225 E. Chicago Ave  
Chicago, IL 60611  
Attention: Melissa Hurley

Email: [MeHurley@luriechildrens.org](mailto:MeHurley@luriechildrens.org)

With a Copy to:

Facility Legal Counsel at:  
Ann & Robert H. Lurie Children's Hospital of Chicago  
225 E. Chicago Ave., Box 261  
Chicago, IL 60611  
Attention: Legal Services  
[legalservices@luriechildrens.org](mailto:legalservices@luriechildrens.org)

If to the School:

Triton College  
2000 Fifth Ave. Room H-120  
River Grove, Illinois 60172  
Attention: Pamela Harmon, Dean of Health Careers  
and Public Service Programs  
Facsimile: (708) 779-4902

With a Copy to:

The School Legal Counsel at:  
Kusper & Raucci Chartered  
30 North LaSalle Street  
Suite 2121  
Chicago, Illinois 60602  
Attention: Sarie Winner

- F. **Agreement Binding on Parties, Successors and Assigns.** This Agreement shall inure exclusively to the benefit of and be binding upon the parties hereto and their respective successors, assigns, executors and legal representatives. Nothing in this Agreement, expressed or implied, is intended to confer on any person other than the parties hereto or their respective successors and assigns any rights, remedies, obligations or liabilities under or by reason of this Agreement.
- G. **Entire Agreement.** This Agreement supersedes any and all other agreements, either oral or written, between the parties hereto with respect to the subject matter hereof. No changes or modifications of this Agreement shall be valid unless the same are in writing and signed by the parties. No waiver of any provisions of this Agreement shall be valid unless in writing and signed by the parties.
- H. **Taxes.** Each Party assumes full responsibility for the payment of all applicable federal, state and local taxes incurred by that Party as a result of this Agreement.
- I. **Authorized Agent.** This Agreement is executed by an authorized representative of the Party in the representative's official capacity only and the representative shall have no personal liability under this Agreement.

**VIII. LIABILITY**

It is understood and agreed that neither of the Parties to this Agreement shall be liable for any negligent or wrongful act chargeable to the other unless mutually agreed upon by both Parties, or imposed by a court of competent jurisdiction, and that this Agreement shall not be construed as seeking to either enlarge or diminish any obligation or duty owed by one Party against the other or against third parties. In the event of a claim for any wrongful or negligent act, each Party shall bear the cost of its own defense.

It is understood the changes to the contract shall be reviewed upon written consent of both Parties, and any revisions mutually agreeable to both Parties will be in writing and become a part of this Agreement.

Attested by our signatures:

**Triton College**

By: \_\_\_\_\_  
 Name: Mark R. Stephens  
 Title: Board Chairman  
 Date: \_\_\_\_\_

**Ann & Robert H. Lurie  
Children's Hospital of Chicago**

DocuSigned by:  
 By: *Diana Halfer*  
 Name: Diana Halfer  
 Title: Senior Director  
 Date: 7/28/2020 | 2:04 PM PDT

**REVIEWED**  
By Legal Services at 11:20 am, Jul 28, 2020

**STUDENT/TRAINEE/OBSERVER**  
**CONFIDENTIALITY, HEALTH STATUS AND LIABILITY WAIVER**

I agree that in the course of my role as a student, trainee or observer (collectively referred to as “Student”) at Ann & Robert H. Lurie Children’s Hospital of Chicago, or any of its affiliates (collectively referred to as “Lurie Children’s”), I will comply with Lurie Children’s policies and requirements for the duration of my experience (the “Student Program”), as described in this Confidentiality, Health Status and Liability Waiver (the “Agreement”). I understand and agree:

1. To maintain the confidentiality of information I may receive, or otherwise have indirect or direct access to, during the Student Program, and to not disclose this information after the conclusion of my Student Program. This information includes, but is not limited to, information related to:
  - Patients and their families, including Protected Health Information (PHI) as defined by Health Insurance Portability & Accountability Act (HIPAA),
  - Employee and physician information, and
  - Lurie Children’s operations, such as financial and statistical records, strategic plans, internal communications, vendor information or any other non-public information.

**I understand that violation of patient privacy/confidentiality will result in my dismissal from the Student Program, and may lead to civil and criminal penalties under HIPAA and potentially other legal action.**

2. To complete any requested orientation process, including reviewing Lurie Children’s Code of Conduct and other policies, and to attend any requested additional training.
3. To uphold the philosophy, standards, and policies of Lurie Children’s and to report for my Student Program fit for duty, which means able to perform Student Program duties in a safe, appropriate, effective manner and conduct myself with decorum towards other Students, and Lurie Children’s employees, staff, patients, and visitors.
4. To notify the supervisor of my Student Program of any conditions or circumstances that could potentially interfere with my ability to participate in or complete the Student Program, and I specifically agree that if I have an active infection or signs or symptoms of a cold or other respiratory infection), fever, rash, nausea, vomiting or diarrhea, or I live with someone who does, I will not participate in my Student Program, and will consult with my supervisor prior to returning.
5. That any services I may provide to Lurie Children’s in the course of this Student Program are for educational, learning or informational purposes only (including to enhance the knowledge of a current health care professional), and with no expectation or contemplation of any compensation, wages or future employment. I am participating in this Student Program for my own personal/educational benefit.
6. To never to give medical assistance and/or advice to any patient or his/her family. I fully understand that this is the responsibility of the professional medical and nursing staff.
7. To provide required health information and submit to appropriate health tests and immunizations that may be necessary to fulfill the minimum health requirements to be a Student. This documentation may include, but is not limited to, proof of immunity to Measles/Mumps/Rubella/Varicella and Tuberculosis screening, and documentation of seasonal influenza vaccination.

8. To make my best effort to fulfill my commitment to Lurie Children's by completing all assignments and following all instructions provided by Student Program supervisor, following the dress code guidelines of the department where I am placed and grooming myself appropriately, being punctual and conscientious, and endeavoring to deliver my Student Program services in a professional manner.
9. That I will wear the identification badge issued to me by Lurie Children's at all times I am involved in the Student Program. I understand that this identification badge is the property of Lurie Children's which must be returned when the Student Program is concluded or terminated.
10. That I may come into contact with certain contagious illnesses while at Lurie Children's. I, for myself and for my heirs, executors, administrators and assigns, agree to hold Lurie Children's, and any of its employees, volunteers, agents or officers harmless in the event of an incident, injury or illness, or any other claim or cause of action of whatever nature that I or my heirs, executors, administrators or assigns ever may have against any of them arising out of my Student Program, and waive any and all such claims and causes of action.
11. That if I need to have emergency medical care, Lurie Children's is not responsible for costs involved, follow-up care, or hospitalization. I understand that I am not entitled to worker's compensation benefits in the event of an incident, injury, or illness that may arise during or as a result of my participation in this Student Program.
12. That Lurie Children's may take immediate corrective action if I violate the requirements of this Agreement or if my behavior and/or performance adversely affect the best interests of the facility, its patients or employees. This may include, but not limited to, my removal from the facility and the termination of my Student Program.

\*\*\*\*\*

I hereby confirm:

- a. I am at least 16 years of age or older; or
- b. If under 18 years of age, I have obtained parental consent set forth in a separate consent document.

**Please select one of the choices below:**

- 1) I am a student affiliated with an academic institution that has a formal academic program relationship with Lurie Children's - or - I am a student obtaining educational credit or experience that is a component of the curriculum for my academic program:**

-----  
Last Name, First Name (Student)

-----  
Academic Institution

-----  
Academic Program Name

-----  
Name & Title of Academic Institution's Representative

-----  
Name of Lurie Children's Administrative Liaison / Department Contact

- 2) I am a trainee, observer or student voluntarily donating my services at Lurie Children's for my own personal and educational benefit:**

-----  
Last Name, First Name (Trainee/Observer)

I have read the foregoing agreement before signing below. I fully understand the contents of this Agreement and voluntarily sign it, and I attest to the information I have provided.

-----  
*Signature of Student*

-----  
*Date*

**Ann & Robert H. Lurie Children's Hospital of Chicago is an equal opportunity educator.**



**Certificate Of Completion**

Envelope Id: D89019DC69EC417CB446ECFE93A63B08  
 Subject: Please DocuSign: Triton - Surgical Tech-Sterile Processing Affiliation Agreement 7-28-20.pdf  
 Source Envelope:  
 Document Pages: 12 Signatures: 1  
 Certificate Pages: 4 Initials: 0  
 AutoNav: Enabled  
 EnvelopeId Stamping: Enabled  
 Time Zone: (UTC-06:00) Central Time (US & Canada)

Status: Delivered

Envelope Originator:  
 Suzanne Dudzinski  
 SDudzinski@luriechildrens.org  
 IP Address: 199.247.42.64

**Record Tracking**

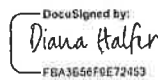
Status: Original  
 7/28/2020 11:21:57 AM  
 Holder: Suzanne Dudzinski  
 SDudzinski@luriechildrens.org

Location: DocuSign

**Signer Events**

Diana Halfer  
 DHalfer@luriechildrens.org  
 Senior Director  
 ANN & ROBERT H. LURIE CHILDREN'S HOSPITAL  
 OF CHICAGO  
 Security Level: Email, Account Authentication  
 (None)  
**Electronic Record and Signature Disclosure:**  
 Accepted: 10/1/2019 2:07:05 PM  
 ID: 94620e64-5547-4b41-9f5a-71f5a837a4dd

**Signature**



Signature Adoption: Pre-selected Style  
 Using IP Address: 73.8.11.68

**Timestamp**

Sent: 7/28/2020 11:25:41 AM  
 Viewed: 7/28/2020 4:03:52 PM  
 Signed: 7/28/2020 4:04:26 PM

Pamela Harm  
 pamelaharmon@triton.edu  
 Security Level: Email, Account Authentication  
 (None)  
**Electronic Record and Signature Disclosure:**  
 Accepted: 8/2/2020 7:28:03 AM  
 ID: 900fd622-a7b3-467c-9628-a38079af5f76

Sent: 7/28/2020 4:04:28 PM  
 Viewed: 8/2/2020 7:28:03 AM

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	7/28/2020 4:04:28 PM
Certified Delivered	Security Checked	8/2/2020 7:28:04 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

## **ELECTRONIC RECORD AND SIGNATURE DISCLOSURE**

From time to time, Ann & Robert H. Lurie Children's Hospital of Chicago (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

### **Getting paper copies**

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

### **Withdrawing your consent**

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

### **All notices and disclosures will be sent to you electronically**

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

### **How to contact Ann & Robert H. Lurie Children's Hospital of Chicago:**

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [edonnelly@luriechildrens.org](mailto:edonnelly@luriechildrens.org)

### **To advise Ann & Robert H. Lurie Children's Hospital of Chicago of your new email address**

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at [edonnelly@luriechildrens.org](mailto:edonnelly@luriechildrens.org) and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

### **To request paper copies from Ann & Robert H. Lurie Children's Hospital of Chicago**

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to [edonnelly@luriechildrens.org](mailto:edonnelly@luriechildrens.org) and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

### **To withdraw your consent with Ann & Robert H. Lurie Children's Hospital of Chicago**

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to [edonnelly@luriechildrens.org](mailto:edonnelly@luriechildrens.org) and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

### **Required hardware and software**

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

### **Acknowledging your access and consent to receive and sign documents electronically**

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Ann & Robert H. Lurie Children's Hospital of Chicago as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Ann & Robert H. Lurie Children's Hospital of Chicago during the course of your relationship with Ann & Robert H. Lurie Children's Hospital of Chicago.

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16489

**SUBJECT: COOPERATIVE AGREEMENT WITH DR. SUNIL RAICHAND**

**RECOMMENDATION:** That the Board of Trustees approve the Clinical Affiliation Agreement between Dr. Sunil Raichand MD and Triton College. This Agreement will be effective on September 1, 2020 and shall have an initial term of one (1) year. At the end of the Initial Term, this Agreement shall automatically renew for three successive one year periods unless terminated. Either party may terminate this Agreement at any time, with or without cause, upon (90) days prior written notice to the other party. In the event that the Agreement is not renewed, students who are participating at the time of termination shall be allowed to complete such assignment under the terms and conditions herein set forth. There is no cost to the College for this Agreement.

**RATIONALE:** This Clinical Agreement will enable students in Triton College's Ophthalmology program to participate in clinical education experiences at the office of Dr. Sunil Raichand, MD. This is a Triton College contract.

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**Submitted to Board by:** \_\_\_\_\_



Dr. Susan Campos, Vice President of Academic Affairs

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

**Diane Viverito**  
Secretary

**Date**

Related forms requiring Board signature: Yes  No

**COOPERATIVE AGREEMENT  
BETWEEN  
SUNIL RAICHAND, MD,  
AND  
TRITON COLLEGE, DISTRICT #504, RIVER GROVE, ILLINOIS**

Agreement made by and between Hospital hereinafter referred to as "Hospital" and Triton College, hereinafter referred to as "Triton".

In consideration of the mutual promises and agreements hereinafter set forth, Hospital and Triton agree as follows:

**I. GENERAL PROVISIONS:**

- A. This affiliation is for the sole and limited purpose of providing clinical training in Program to students enrolled at Triton under the auspices of Hospital.
- B. Nothing herein shall be deemed to create any association, partnership, or joint venture between Hospital and Triton.
- C. Students or trainees enrolled at Triton who participate in this program at Hospital shall be referred to herein as "students". Employees of Triton who are involved in the instruction or supervision of the training of the students shall be referred to herein as "faculty". Nothing herein shall be deemed to create an employee-employer relationship between the students and Hospital or faculty and Hospital, and such students and faculty are not to be considered as employees of Hospital for any purpose, and are not entitled to any of the benefits that accrue to or are provided by Hospital to its employees. Further, none of the benefits of employment at Triton shall accrue to any employee of Hospital, including the accrual of tenure.
- D. No student, faculty or staff will be discriminated against by either party hereto on the basis of sex, race, creed, religion, national origin, age, or disability or any other factor as protected by law, rule or regulation in any aspect of this affiliation.
- E. Triton shall maintain in force for the duration of this Agreement comprehensive malpractice or professional liability insurance providing coverage against all claims, demands, loss of judgments arising out of any act or omission of students or faculty, with respect to the rendering or failure to render medical or nursing treatment or any other health-related care, and the administration of drugs or use of medical supplies, apparatus, appliances and equipment. This policy shall provide coverage against the aforementioned risks in the amount of not less than two million dollars

(\$2,000,000) per occurrence, and five million dollars (\$5,000,000) aggregate. Triton will provide proof of insurance to Hospital upon request.

Hospital shall maintain in force for the duration of this Agreement comprehensive malpractice or professional liability insurance providing coverage against all claims, demands, loss of judgments arising out of any act or omission of students or faculty, with respect to the rendering or failure to render medical or nursing treatment or any other health-related care, and the administration of drugs or use of medical supplies, apparatus, appliances and equipment. This policy shall provide coverage against the aforementioned risks in the amount of not less than two million dollars (\$2,000,000) per occurrence, and five million dollars (\$5,000,000) aggregate. Hospital will provide proof of insurance to Triton upon request.

- F. Hospital agrees to hold harmless and indemnify Triton, its officers, trustees, faculty, employees, agents and students against any losses, damages, judgments, claims, expenses, costs and liabilities imposed upon or incurred by or asserted against Triton, its officers, trustees, faculty, employees, agents and students, including reasonable attorney's fees and expenses, arising out of the acts or omissions of Hospital, its officers, agents, faculty or employees, under this Agreement.

Triton agrees to hold harmless and indemnify Hospital against any losses, damages, judgments, claims, expenses, costs and liabilities imposed upon or incurred by or asserted against Hospital, including reasonable attorney's fees and expenses, arising out of the acts or omissions of Triton, its trustees, officers, agents, students, faculty or employees, under this Agreement.

## II. HOSPITAL SHALL:

- A. Maintain the standards required for approval and/or accreditation for the educational program(s).
- B. Make available, and permit the use of, the following by Triton faculty and students:
1. Patient care and patient service facilities, clinical areas;
  2. Rooms, or areas, in which groups of students may hold discussions and receive clinical instruction;
  3. Supplies and equipment commonly available for patient care, and sources of information for educational purposes;
  4. Conference room and library.

- C. Provide emergency medical care in cases of accidents occurring on duty; however, all students are solely responsible for their own medical fees.
- D. Designate a member of its staff qualified in Program to serve as coordinator. The coordinator will represent Hospital in matters related to Program.
- E. Provide services of its staff when/where possible on a guest lecturer basis with the mutual agreement of Hospital and Triton.
- F. Assure that students, while performing as such, will not replace members of Hospital staff.

**III. TRITON SHALL:**

- A. Assume responsibility for any necessary approval by the Illinois Community College Board.
- B. Provide qualified faculty members, who are competent practitioners.
- C. Plan all clinical instruction, hours, days, and places of assignment in cooperation with, and with the approval of, the Medical Director of the Department or his/her designated representative.
- D. Be responsible for student grading.
- E. Advise students of the requirement to observe policies, procedures, and other regulations imposed by Hospital in connection with professional conduct and patient welfare. These rules and regulations shall be covered by the immediate supervisor of the students during the first day of clinical study and/or during the orientation. Hospital may resolve any problem situation in favor of the patient's welfare and restrict, limit, or end student involvement until any incident in question can be clarified by Hospital staff and any involved faculty member. Triton shall withdraw, upon recommendation, any student(s) who fail(s) to meet the standards agreed upon.
- F. Make all reasonable efforts to assure that students will be subject to the authority, policies, and regulations of Hospital.
- G. Advise students of the requirement to submit complete physical examination forms, as required by Hospital.
- H. Comply with the removal of a student from Hospital if after a conference it is the reasonable opinion of Hospital that the student's performance or conduct is detrimental to patients or Hospital personnel.



- I. Require students to carry hospitalization insurance.
- J. Require students to maintain current CPR certification

**IV. HOSPITAL AND TRITON SHALL:**

- A. Jointly develop a clinical instruction guide designed to meet the educational aims of the entire Program curriculum. The clinical instruction guide shall describe the proposed clinical areas, patient care, and patient service facilities to be utilized by Triton.
- B. Have the right to request conferences to be scheduled at regular intervals for the purpose of planning, discussing, and enhancing the Program.

**V. IT IS FURTHER AGREED THAT:**

- A. The terms and conditions of the Agreement may be amended, deleted, or new provisions added from time to time upon written agreement of the authorized agents of the parties.
- B. This writing shall constitute the sole agreement between the parties.
- C. This Agreement shall commence upon execution by duly authorized officer of the parties hereto, in their official capacities only, and shall have an initial term of one (1) year.
- D. This Agreement will automatically renew for additional one (1) year terms unless either party provides notice of intent to terminate the Agreement as provided herein.
- E. Either party may terminate the Agreement upon written notice of one (1) semester or five (5) months, whichever is less, to the other party with or without cause. Any students enrolled in a clinical experience at the time of termination shall be permitted to complete the then current clinical rotation under the terms and conditions stated herein.
- F. This Agreement shall be construed under the laws of Illinois. If any provision shall be invalid under such laws, such invalidity shall not invalidate the entire agreement, but it shall be construed as if not containing the particular provisions held to be invalid, and all rights and obligations of the parties shall be construed and enforced accordingly. All disputes shall be resolved in the Circuit Court of Cook County.
- G. Each of the parties hereto, and the individuals executing the Agreement for them, represent to the other party that they have the requisite power and authority to make and enter into this agreement and to perform its

obligations thereunder, and that this agreement does not violate any provisions of the corporate charter or bylaws of any corporate party or any statute, act, or ordinance under which any unincorporated institution party hereto is organized, or violate any agreement or commitment executed or made by any party.

- H. Hospital assumes full responsibility for the payment of all federal, state and local taxes incurred by Hospital as a result of this Agreement.
- I. This Agreement is executed by an authorized representative of Triton College in the representative's official capacity only and the representative shall have no personal liability under this Agreement.
- J. Hospital represents that it possesses all professional or business licenses required by law, if any, and all qualifications and accreditations necessary to fully perform its obligations.
- K. In no event shall either party be liable for any incidental, indirect, special or consequential damages, including, but not limited to, loss of use, revenue, profit or savings.
- L. Hospital certifies that it maintains a written sexual harassment policy in conformance with 775 ILCS 5/2-105.
- M. If Hospital has more than 25 employees, Hospital certifies that it provides a Drug Free Workplace in compliance with the Drug Free Workplace Act. 30 ILCS 580/1 et seq.
- N. Time is of the essence of this Agreement.
- O. Notices required to be sent hereunder shall be sent by prepaid registered mail with return receipt requested, and are effective upon receipt.

**NOTICES TO HOSPITAL SHALL BE SENT TO:**

Sunil Raichand, MD  
3825 Highland Ave. Tower 1, Suite 4J  
Downers Grove, Illinois 60515

**NOTICES TO TRITON COLLEGE SHALL BE SENT TO:**

Triton College  
2000 North Fifth Avenue, RM H-120  
River Grove, Illinois 60171  
Attn: Pamela Harmon  
Interim Dean of Health Careers and Public Service Programs  
Facsimile: (708) 779-4902

With a copy to:

Sarie Winner  
Kusper & Raucci Chartered  
30 North LaSalle Street  
Suite 2121  
Chicago, Illinois 60602

**FOR SUNIL RAICHAND, MD:**



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TITLE MD

TITLE \_\_\_\_\_

DATE 2-20-20

**FOR TRITON COLLEGE:**

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Mark R. Stephens  
Board Chairman

DATE \_\_\_\_\_

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Diane Viverito  
Board Secretary

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16490

**SUBJECT: COOPERATIVE AGREEMENT WITH ELITE AMBULANCE, LLC**

**RECOMMENDATION:** That the Board of Trustees approve the Cooperative Agreement with Elite Ambulance LLC to provide clinical training opportunities. This Agreement is effective when signed by both parties and shall have an initial term through June 30, 2021. It will thereafter automatically renew for successive one year periods unless terminated by either party. Either party may terminate this Agreement, with or without cause, upon written notice of (1) semester or (5) months whichever is less, to the other party. Students currently enrolled at that point will be permitted to complete the current clinical rotation under the terms and conditions stated herein. There is no cost to the college for this Agreement.

**RATIONALE:** The Emergency Medical Services and Fire Science programs both include clinical components to improve the educational experiences for their students and enhance their employability. This is the College's standard Agreement.

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**Submitted to Board by:**



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Dr. Susan Campos, Vice President of Academic Affairs

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

**COOPERATIVE AGREEMENT  
BETWEEN  
Elite Ambulance LLC  
AND  
TRITON COLLEGE, DISTRICT #504, RIVER GROVE, ILLINOIS**

Agreement made by and between **Elite Ambulance LLC** hereinafter referred to as "**Ambulance**" and **Triton College**, hereinafter referred to as "**Triton**".

In consideration of the mutual promises and agreements hereinafter set forth, Ambulance and Triton agree as follows:

**I. GENERAL PROVISIONS:**

- A. This affiliation is for the sole and limited purpose of providing clinical training (internship) in Emergency Medical Services Program and Fire Science Program to students enrolled at Triton under the auspices of Ambulance.
- B. Nothing herein shall be deemed to create any association, partnership, or joint venture between Ambulance and Triton.
- C. Students or trainees enrolled at Triton who participate in this program at Ambulance shall be referred to herein as "students". Employees of Triton who are involved in the instruction or supervision of the training of the students shall be referred to herein as "faculty". Nothing herein shall be deemed to create an employee-employer relationship between the students and Ambulance or faculty and Ambulance, and such students and faculty are not to be considered as employees of Ambulance for any purpose, and are not entitled to any of the benefits that accrue to or are provided by Ambulance to its employees. Further, none of the benefits of employment at Triton shall accrue to any employee of Ambulance, including the accrual of tenure.
- D. No student, faculty or staff will be discriminated against by either party hereto on the basis of sex, race, creed, religion, national origin, age, or disability or any other factor as protected by law, rule or regulation in any aspect of this affiliation.
- E. Triton shall maintain in force for the duration of this Agreement comprehensive malpractice or professional liability insurance providing coverage against all claims, demands, loss of judgments arising out of any act or omission of students or faculty, with respect to the rendering or failure to render medical or nursing treatment or any other health-related care, and the administration of drugs or use of medical supplies, apparatus, appliances and equipment. This policy shall provide coverage against the

aforementioned risks in the amount of not less than two million dollars (\$2,000,000) per occurrence, and five million dollars (\$5,000,000) aggregate. Triton will provide proof of insurance to Ambulance upon request.

Ambulance shall maintain in force for the duration of this Agreement comprehensive malpractice or professional liability insurance providing coverage against all claims, demands, loss of judgments arising out of any act or omission of students or faculty, with respect to the rendering or failure to render medical or nursing treatment or any other health-related care, and the administration of drugs or use of medical supplies, apparatus, appliances and equipment. This policy shall provide coverage against the aforementioned risks in the amount of not less than two million dollars (\$2,000,000) per occurrence, and five million dollars (\$5,000,000) aggregate. Ambulance will provide proof of insurance to Triton upon request.

- F. Ambulance agrees to hold harmless and indemnify Triton, its officers, trustees, faculty, employees, agents and students against any losses, damages, judgments, claims, expenses, costs and liabilities imposed upon or incurred by or asserted against Triton, its officers, trustees, faculty, employees, agents and students, including reasonable attorney's fees and expenses, arising out of the acts or omissions of Ambulance, its officers, agents, faculty or employees, under this Agreement.

Triton agrees to hold harmless and indemnify Ambulance against any losses, damages, judgments, claims, expenses, costs and liabilities imposed upon or incurred by or asserted against Ambulance, including reasonable attorney's fees and expenses, arising out of the acts or omissions of Triton, its trustees, officers, agents, students, faculty or employees, under this Agreement.

## II. AMBULANCE SHALL:

- A. Maintain the standards required for approval and/or accreditation for the educational program(s).
- B. Make available, and permit the use of, the following by Triton faculty and students:
1. Ambulance Facility
  2. Rooms, or areas, in which groups of students may hold discussions and receive clinical instruction;

3. Supplies and equipment commonly available for patient care (emergency medical services), and sources of information for educational purposes;
  4. Conference room.
- C. Provide emergency medical care in cases of accidents occurring on duty; however, all students are solely responsible for their own medical fees.
  - D. Designate a member of its staff qualified in Program to serve as coordinator. The coordinator will represent Ambulance in matters related to Program.
  - E. Provide services of its staff when/where possible on a guest lecturer basis with the mutual agreement of Ambulance and Triton.
  - F. Assure that students, while performing as such, will not replace members of Ambulance staff.

### **III. TRITON SHALL:**

- A. Assume responsibility for any necessary approval by the Illinois Community College Board.
- B. Provide qualified faculty members, who are competent practitioners.
- C. Plan all clinical instruction, hours, days, and places of assignment in cooperation with, and with the approval of, the Medical Director of the Department or his/her designated representative.
- D. Be responsible for student grading.
- E. Advise students of the requirement to observe policies, procedures, and other regulations imposed by Ambulance in connection with professional conduct and patient welfare. These rules and regulations shall be covered by the immediate supervisor of the students during the first day of clinical study and/or during the orientation. Ambulance may resolve any problem situation in favor of the patient's welfare and restrict, limit, or end student involvement until any incident in question can be clarified by Ambulance staff and any involved faculty member. Triton shall withdraw, upon recommendation, any student(s) who fail(s) to meet the standards agreed upon.
- F. Make all reasonable efforts to assure that students will be subject to the authority, policies, and regulations of Ambulance.

- G. Advise students of the requirement to submit complete physical examination forms, as required by Ambulance.
- H. Comply with the removal of a student from Ambulance if after a conference it is the reasonable opinion of Ambulance that the student's performance or conduct is detrimental to patients or Ambulance personnel.
- I. Require students to carry hospitalization insurance.
- J. Require students to maintain current CPR certification

**IV. AMBULANCE AND TRITON SHALL:**

- A. Jointly develop a clinical instruction guide designed to meet the educational aims of the entire Program curriculum. The clinical instruction guide shall describe the proposed clinical areas, patient care, and patient service facilities to be utilized by Triton.
- B. Have the right to request conferences to be scheduled at regular intervals for the purpose of planning, discussing, and enhancing the Program.

**V. IT IS FURTHER AGREED THAT:**

- A. The terms and conditions of the Agreement may be amended, deleted, or new provisions added from time to time upon written agreement of the authorized agents of the parties.
- B. This writing shall constitute the sole agreement between the parties.
- C. This Agreement shall commence upon execution by duly authorized officer of the parties hereto, in their official capacities only, and shall have an initial term through June 30, 2021.
- D. This Agreement will automatically renew for additional one (1) year terms unless either party provides notice of intent to terminate the Agreement as provided herein.
- E. Either party may terminate the Agreement upon written notice of one (1) semester or five (5) months, whichever is less, to the other party with or without cause. Any students enrolled in a clinical experience at the time of termination shall be permitted to complete the then current clinical rotation under the terms and conditions stated herein.
- F. This Agreement shall be construed under the laws of Illinois. If any provision shall be invalid under such laws, such invalidity shall not invalidate the entire agreement, but it shall be construed as if not



containing the particular provisions held to be invalid, and all rights and obligations of the parties shall be construed and enforced accordingly. All disputes shall be resolved in the Circuit Court of Cook County.

- G. Each of the parties hereto, and the individuals executing the Agreement for them, represent to the other party that they have the requisite power and authority to make and enter into this agreement and to perform its obligations thereunder, and that this agreement does not violate any provisions of the corporate charter or bylaws of any corporate party or any statute, act, or ordinance under which any unincorporated institution party hereto is organized, or violate any agreement or commitment executed or made by any party.
- H. Ambulance assumes full responsibility for the payment of all federal, state and local taxes incurred by Ambulance as a result of this Agreement.
- I. This Agreement is executed by an authorized representative of Triton College in the representative's official capacity only and the representative shall have no personal liability under this Agreement.
- J. Ambulance represents that it possesses all professional or business licenses required by law, if any, and all qualifications and accreditations necessary to fully perform its obligations.
- K. In no event shall either party be liable for any incidental, indirect, special or consequential damages, including, but not limited to, loss of use, revenue, profit or savings.
- L. Ambulance certifies that it maintains a written sexual harassment policy in conformance with 775 ILCS 5/2-105.
- M. If Ambulance has more than 25 employees, Ambulance certifies that it provides a Drug Free Workplace in compliance with the Drug Free Workplace Act. 30 ILCS 580/1 et seq.
- N. Time is of the essence of this Agreement.
- O. Notices required to be sent hereunder shall be sent by prepaid registered mail with return receipt requested, and are effective upon receipt.

**NOTICES TO AMBULANCE SHALL BE SENT TO:**

Elite Medical Transportation, LLC (Dennis Dooley)  
11551 W. 184<sup>th</sup> PL  
Orland Park, IL 60467

**NOTICES TO TRITON COLLEGE SHALL BE SENT TO:**

Pamela Harmon, Dean, Health Careers and Public Service Programs  
Triton College H-120  
2000 North Fifth Avenue  
River Grove, Illinois 60171

With a copy to:

Sarie Winner  
Kusper & Raucci Chartered  
30 North LaSalle Street  
Suite 3400  
Chicago, Illinois 60602

**FOR AMBULANCE:**

\_\_\_\_\_

TITLE Dennis Dooley / V.P. Business Development

DATE \_\_\_\_\_

**FOR TRITON COLLEGE:**

\_\_\_\_\_

TITLE Mark R. Stephens, Board Chairman

DATE \_\_\_\_\_

\_\_\_\_\_

TITLE Diane Viverito, Board Secretary

DATE \_\_\_\_\_

TRITON COLLEGE

\_\_\_\_\_ (course number)

WAIVER AND INDEMNIFICATION

I, \_\_\_\_\_, desire to accompany Elite Ambulance on emergency calls as a part of my education in the \_\_\_\_\_ Program as a part of \_\_\_\_\_ (course number) at Community College District 504, commonly known as Triton College (the "College").

I acknowledge that riding with Elite Ambulance and responding to emergency situations may be dangerous and may result in bodily injury and/or exposure to airborne or blood borne pathogens. Exposure to airborne or blood borne pathogens may result in the transmission of AIDS, hepatitis, tuberculosis, Covid-19, and other infectious diseases. I assume all risks inherent in being with and riding with Elite Ambulance and all other risks found at the scene of an emergency. Even if I follow all instructions, I understand that riding with Elite Ambulance includes risks, and I am willing to accept those risks.

I shall indemnify and hold the College, its officers, agents, employees, and staff harmless from all bodily injury, illness, or property damage I may sustain as a result of my experience riding with Elite Ambulance. This indemnity extends to all times during which I am situated in an Elite Ambulance vehicle or otherwise participating in any activity related to my experience riding with Elite Ambulance. I further waive any and all claims I may have against the College which may arise as a result of my participation in riding with Elite Ambulance.

The Undersigned acknowledges that he/she has read the foregoing two paragraphs and is fully aware of the legal consequences of signing this document. This waiver and release shall be binding on me and my heirs, personal representatives, and any assigns.

SIGNATURE OF PARTICIPANT:

\_\_\_\_\_

WITNESS:

\_\_\_\_\_

DATE:

\_\_\_\_\_



**ELITE AMBULANCE RIDE ALONG WAIVER**

**WAIVER AND RELEASE OF LIABILITY**

This Agreement is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_, by and between \_\_\_\_\_ (Print Individual Name) hereinafter referred to as the "Individual".

**WITNESSETH:**

WHEREAS, the Individual desires to accompany ELITE AMBULANCE LLC on emergency calls; and

WHEREAS, ELITE AMBULANCE LLC is a private ambulance provider in the business of responding to emergency situations; and the individual is conducting a vehicular ride-a-long.

NOW, THEREFORE, in consideration of the promises herein set forth, the parties agree as follows:

The individual hereby releases and shall indemnify and hold ELITE AMBULANCE LLC, its officers, agents, employees, and assigns harmless for any and all bodily injury or property damage sustained by the Individual hereafter occurring during times while in the company of ELITE AMBULANCE LLC employees, on or off ELITE AMBULANCE LLC property, while seated in or situated on any vehicle owned or operated by ELITE AMBULANCE LLC, or while at the scene of any incident to which ELITE AMBULANCE LLC has responded.

The Individual acknowledges that riding on an ELITE AMBULANCE LLC vehicle and responding to emergency situations may be dangerous and may result in bodily injury and/or exposure to airborne or blood borne pathogens. Exposure to airborne or blood borne pathogens may result in the transmission of AIDS, hepatitis, tuberculosis, or other infectious diseases. The individual assumes all risks inherent in being with, riding with and responding to emergency situations. This assumption of risk includes routine activities as well as responding to emergencies with lights and sirens and also the risks found at the scene of an emergency. The individual agrees that they will follow all precautionary measures and instructions given by ELITE AMBULANCE LLC employees.

The Individual further agrees to indemnify ELITE AMBULANCE LLC for any and all loss, damage or liability, contingent or direct, which ELITE AMBULANCE LLC may sustain as a consequence of the acts or conduct of the Individual.

In consideration of said promises, ELITE AMBULANCE LLC agrees to permit the Individual to ride its vehicles while in the company of ELITE AMBULANCE LLC employees to the scene of emergencies, so long as it is reasonably feasible to do so and so long as it does not endanger the health, safety or welfare of the Individual or any third party. These determinations shall be entirely within the discretion of ELITE AMBULANCE LLC. The permission granted by the corporation in this agreement may be revoked at any time by any agent of ELITE AMBULANCE LLC.

**THIS WAIVER AND RELEASE SHALL BE BINDING ON THE INDIVIDUAL, HIS OR HER HEIRS, PERSONAL REPRESENTATIVES AND ASSIGNS.**

I have read and understand this Waiver and Release of Liability.  
DATED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

**INDIVIDUAL:**

**ELITE AMBULANCE LLC:  
(Must be a Manager)**

\_\_\_\_\_  
**INDIVIDUAL:(Print Name)**

\_\_\_\_\_  
**ELITE AMBULANCE LLC:(Print Name)**

## Elite Ambulance Ride Along Rules and Guidelines:

If you have any questions please Cati Morrin (708) 478-8880 ext. 170 or email- [Cmorrin@eliteamb.net](mailto:Cmorrin@eliteamb.net)

1. Please arrive 15 min before your scheduled shift.
2. You must have your Student identification card.
3. You must follow HIPPA guidelines.
4. Students must bring a Government issued identification card and current CPR Card.
5. You are expected to wear school required uniform. No excessive jewelry.
6. A dark colored jacket may be worn, free of logos.
7. Make sure you are wearing a watch and bring with you any other personal equipment such as stethoscopes etc.
8. The men must be clean shaven.
9. Women with long hair must be put in ponytail.
10. Bring lunch/snack or money to buy your lunch.
11. Bring your evaluation form and waiver to be signed.
12. Expect to work the entire shift.
13. Cell phones are not to be used in the presence of patients/family members of inside hospital or nursing homes.
14. Students are strongly encouraged to ask questions and interact with crew members.
15. You will be asked to leave for any inappropriate behaviors.
16. If you need to cancel please call or text Cati Morrin (708) 712-3016 at least 3 days in advance.
17. If you have an emergency and cannot make it, you must email your lead instructor.

### Garage locations:

Chicago- 4309 S. Morgan St. Chicago, IL 60609  
Elgin- 850 Toll Gate Rd. Elgin, IL 60123  
Gurnee- 4001 Grove St. Ste. B. Gurnee, IL 60031  
Hickory Hills- 7715 W. 99<sup>th</sup> St. Hickory Hills, IL 60457  
Mokena- 9850 W. 190<sup>th</sup> St. Ste. I. Mokena, IL 60448  
Naperville- 1707 Quincy Ave Ste. 141 Naperville, IL 60540  
Schiller Park- 9405 River St. Schiller Park, IL 60176  
Shorewood- 400 Earl Rd. Shorewood, IL 60404

### Locations

CHICAGO ELGIN GURNEE MOKENA NAPERVILLE ORLAND PARK SCHILLER PARK SHOREWOOD

Corporate Headquarters: 11551 184<sup>th</sup> Place, Suite A • Orland Park, Illinois 60467

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16491

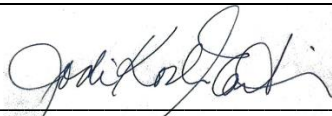
**SUBJECT: AGREEMENT WITH PROQUEST LLC FOR LIBRARY DIGITAL RESOURCES**

**RECOMMENDATION:** That the Board of Trustees approve an updated Agreement with ProQuest LLC, used for digital resources provided through the Triton College library. The previous Terms and Conditions Agreement was signed in October 2016 and ProQuest is requiring a signed updated Agreement. This Agreement has completed attorney review, and we are requesting approval as a business decision. The cost of e-resources will not exceed \$55,000.

**RATIONALE:** ProQuest is an established company whose products have successfully met the needs of students and faculty. This Agreement will provide students, faculty, staff, and community members with continued access to digital resources and access to ProQuest's ebook collections.

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**Submitted to Board by:**



Dr. Jodi Koslow Martin, VP of Enrollment Mgt & Student Affairs

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

**License Agreement** consists of:  
 ProQuest Customer Order Form  
 CUSTOM Terms and Conditions 07/17/2017  
 Addenda (if applicable)

By signing this License Agreement (“Agreement”) with your signature below, you agree to license the Service under these terms and conditions below and you certify that you are authorized to enter into this Agreement on behalf of the Customer.

<p>Customer: Triton College</p> <p><b>Authorization by Customer:</b></p> <p>Signature: _____  <span style="color: red; display: block; text-align: center;">Duly Authorized Signature</span></p> <p>Name: <u>Mark R. Stephens</u>          Title: <u>Board Chairman</u></p> <p>Date Signed: _____</p>	<p><b>Authorization by ProQuest LLC:</b></p> <p>Signature: _____  <span style="color: red; display: block; text-align: center;">Duly Authorized Signature</span></p> <p>Name: _____          Title: _____</p> <p>Date Signed: _____</p>
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## Terms and Conditions

1. License Grant. Subject to the terms of this Agreement, ProQuest LLC and its affiliates (“ProQuest”) hereby grant to Customer a non-exclusive, non-transferable license (the “License”) for Customer and its Authorized Users to access and use the products and services listed on Customer’s approved Order Form (the “Service”) solely at Customer’s principal location and those locations identified on the Order Form or a separate schedule (“Additional Sites”). Additional locations may be added as Additional Sites upon written notice to ProQuest and payment of additional fees, if applicable. Access and use of the Service is only for the internal, research purposes of Customer and/or its Authorized Users as further described in Exhibit A (Permitted Uses). Customer does not acquire any intellectual property ownership in the Service or any associated software, systems, documentation, content, other materials and/or improvements made thereto, including improvements based upon customer feedback. All such rights and interests remain in ProQuest and its licensors.
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**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16492

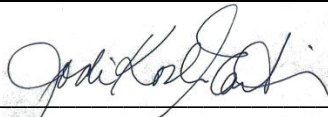
**SUBJECT: DIA HIGHER EDUCATION COLLABORATORS AGREEMENT FOR  
ISSAQ ASSESSMENT SYSTEM**

**RECOMMENDATION:** That the Board of Trustees approve the Agreement with DIA Higher Education Collaborators for use of the ISSAQ assessment system as described in the Agreement. The actual term of service is September 1, 2020 through June 30, 2021. The Agreement pertains to the provision of assessment, training, and information services under the "ISSAQ Platform."  
DIA shall be paid \$15,000 for 10 months under this Agreement.

**RATIONALE:** The Triton College Testing Center's current non-cognitive assessment vendor (Success Navigator) is discontinuing their platform/services effective September 2020. ISSAQ is designed to assess students' non-cognitive skills as they relate to student success. Acquiring this platform will support Triton's data-driven retention efforts, specifically advising, coaching and early intervention. This system also supports the College's Title V grant objective for non-cognitive assessments.

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**Submitted to Board by:**



Dr. Jodi Koslow Martin, VP of Enrollment Mgt & Student Affairs

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**Board Officers' Signatures Required:**

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**Mark R. Stephens  
Chairman**

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**Diane Viverito  
Secretary**

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**Date**

Related forms requiring Board signature: Yes  No



# ISSAQ: Improving Student Success by Connecting Assessment Data to Action

## Abstract

This proposal outlines the *ISSAQ* System, which supports student retention, persistence, and success in higher education. *ISSAQ* contains three main components. First is the *Assessment* component, whereby a survey of noncognitive skills (including factors such as engagement, persistence, stress and coping, and sense of belonging) gathers data on student strengths and challenges. Multiple reporting capabilities provide feedback to students, those working with them (coaches, advisors, etc.), and the institution as a whole. An online “Resource Hub” also provides additional information and interventions to both students and institutional users.

The *Training* component provides access to institutional best practices (including modules on coaching, process mapping, and co-curricular alignment) to enhance culture and strategy around student success. Finally, the *Information Services* component provides supplemental research reports to enhance the institution’s understanding of student success. Example reports include a predictive analytics report, identifying key drivers of student success outcomes, or subgroup analyses, comparing student groups of interest to the institution.

*ISSAQ* provides value by not only gathering data on key noncognitive skills, but guiding and supporting institutions in the development of their student success efforts.

## Included in this Proposal:

- [A Brief Overview of Noncognitive Skills](#)
- [Who is DIA Higher Education Collaborators](#)
- [ISSAQ: Overview](#)
- [ISSAQ: Assessment](#)
  - o [ISSAQ Success Factors](#)
- [ISSAQ: Training](#)
- [ISSAQ: Information Services](#)
- [Cost and Deliverables](#)

## A Brief Overview of Noncognitive Skills

Improving retention, persistence, and graduation is a challenge for nearly every college and university. For several decades, institutions have focused on retaining students after their first year. Typically cited as the highest attrition point, four-year institutions see one in five students leave after the first year, while two-year schools see nearly double that rate of attrition, according to the [most recent data from the National Center for Education Statistics](#). These figures, of course, vary significantly depending on several institutional characteristics, such as a school's status as private or public, for-profit or not-for-profit, as well as its selectivity (in the case of four-year institutions).

With such high attrition rates, low graduation rates logically follow. Despite some gains in recent years, the National Student Clearinghouse's [most recent report](#) shows that only 59.7% of students receive a degree within six years of starting college. This statistic, however, varies widely depending upon the type of institution at which the student began their studies, ranging from 40.8% for those starting at public, two-year colleges to 76.5% for those starting at private, not-for-profit four-year schools. Regardless of institutional type, it is startling that, even in the best case, roughly one quarter of students are failing to achieve their educational goals.

The last several decades have brought seemingly innumerable efforts to improve student success outcomes. Yet there are still three questions with which colleges and universities struggle:

1. How do we understand the meaningful strengths and challenges our students bring to college?
2. How do we relate that understanding to student success outcomes?
3. How do we support students to actually improve their likelihood for success?

Research into the role of noncognitive skills in student success speaks to each of these questions.

### ***Noncognitive Skills Articulate Student Strengths and Challenges***

As Eaton and Bean (1995) once stated, most of our research into student success has taken a sociological, rather than psychological, perspective. They noted, "we know that some groups of students, such as educationally disadvantaged students and certain minority groups, often adapt poorly to their college environments. We know less about the characteristics of individuals within such a group that increase the likelihood of their remaining in school until graduation" (p. 617). In other words, we are very good at identifying who succeeds and who doesn't, but less able to identify why some students succeed and others don't.

The term "noncognitive" is intended to include a wide array of student skills, behaviors, mindsets, and strategies. However, the most important aspect of noncognitive factors is that they are not part of our traditional measures or correlates of intelligence (e.g., test scores, high school grades, class rank). Instead, they refer to the behavioral, motivational,

emotional, and social variables that relate to – or in some cases are the outcomes of – student learning and success.

Traditionally, interventions to address noncognitive factors have focused on those behavioral aspects most closely related to academic success, such as study skills, attendance, or engagement. While motivation is often discussed as a key factor related to student success, it is often attributed to failure rather than used as a paradigm for intervention. Social and emotional aspects of student success have become more prevalent in recent conversations around student success as research into areas such as “grit” and “growth mindset” has become more popular and issues of student mental health have become more salient.

While a broad awareness of noncognitive issues has certainly risen, most institutions lack a unifying language around these factors. Indeed, being able to articulate the meaningful strengths and challenges that students bring to college is one of the primary advantages of infusing noncognitive skills into student success strategies.

### ***Noncognitive Skills Significantly Predict Key Student Success Outcomes***

There is ample evidence to show that noncognitive skills significantly predict important student success outcomes. Over two decades, repeated large-scale studies (e.g., Markle et al., 2013; Poropat, 2009; Richardson, Abraham, & Bond, 2012; Robbins et al., 2004) have shown three important findings in this area:

1. Noncognitive skills show statistically and practically significant relationships with outcomes such as grade point average, retention, and grades in entry-level math and English courses.
2. These relationships are significant even when controlling for factors such as standardized admissions and placement tests (e.g., ACT, SAT) and high school GPA.
3. When predicting retention outcomes, noncognitive factors equal – and, in many cases, exceed – measures of academic preparation in their predictive strength.

Evidence of the predictive efficacy of noncognitive factors is certainly promising, though there are several important things to note. Notably, there is not a clear answer to which noncognitive factors are the most significant, given variance in findings across institutions, sub-populations, and outcomes (e.g., Markle, 2016; Markle et al., 2013; Robbins et al., 2004). This emphasizes the need to consider a wide array of noncognitive factors when attempting to support the success of a wide range of students.

### ***Noncognitive Skills Help Identify Meaningful Student Success Interventions***

As a result of the “sociological” approach to student success to which Eaton and Bean referred, most of higher education has adopted a paradigm of student success that leads to understanding without action. For example, identifying someone as a first-generation college student may help us *identify* that they have a lower probability for success, but it doesn’t suggest what steps can be taken to actually *improve* that student’s success.

In addition to providing a framework of language to articulate student strengths and challenges, one of the advantages of viewing student success through a noncognitive paradigm is the relationship to interventions. These actions to actually improve a student’s

probability for success can come in many forms. Some are what we might think of as a direct intervention, such as providing students tools and strategies to improve their organizational skills (e.g., planners, calendars, checklists) to better manage their time. In other cases, existing institutional resources may serve as the intervention, such as connecting students who lack a sense of belonging to clubs, organizations, study groups, other social networks. Perhaps most importantly, some interventions may help educators understand how to better work with students, such as indicating to an advisor when a student lacks confidence and may require a different type of conversation or task structure.

## **Who is DIA Higher Education Collaborators**

ISSAQ is offered by DIA Higher Education Collaborators - an organization that works with colleges, universities, and other organizations to effectively create and use assessments, surveys, and their resulting data to drive change and improvement. In fact, "DIA" stands for the organization's commitment to translating **d**ata into **i**nformation, and information into **a**ction.

DIA's founder, Dr. Ross Markle, has more than a decade of experience working with and within institutions of higher education, focusing on ways to understand student strengths and challenges, connect them with resources, and improve their success. For more information, visit DIA's website at [diahighered.com](http://diahighered.com).

## **ISSAQ: Overview**

More than just a measure of noncognitive skills, ISSAQ is a system designed to help integrate noncognitive skills into an institutional student success strategy. The following three sections of this proposal outline the major components of the ISSAQ system: Assessment, Training, and Information Services.

Assessment is at the core of the ISSAQ model. Gathering data on noncognitive skills provides a unique understanding of students' strengths and challenges. However, ISSAQ provides more than just a measure of skills. Reporting information gives feedback to students, those working with them, and the institution as a whole. Perhaps most importantly, each institution is also provided with a dedicated "Resource Hub" to connect students with interventions that can develop noncognitive skills.

Simply measuring noncognitive skills is insufficient. Faculty and staff must also understand how to interpret and integrate noncognitive information into their work with students. Additionally, administrators can benefit from reflecting on how various structures and practices impact student success. Thus, whereas the Assessment component of ISSAQ addresses students' strengths and challenges, the Training component addresses organizational strengths and challenges.

Finally, Information Services provide additional support in interpreting data, helping institutions that often lack the institutional research resources to effectively examine their student success phenomena. Work in this area can examine an array of topics, depending on institutional needs, but begins by focusing on key predictors of student success and examining student populations of interest.



## ISSAQ: Assessment

ISSAQ is based on the name of the survey that is at its core: the Incoming Student Skills and Attitudes Questionnaire. Yet the measurement tool is only a small part of the overall impact of this work. Survey results lead to valuable data and feedback at multiple levels. The impact of the Assessment phase is enacted through three key steps:

- **The survey:** A broad-based measure of noncognitive skills provides unique data often inaccessible to institutions. The next section of this proposal outlines the factors measured by ISSAQ. Additionally, visit the [survey FAQ](#) page for more specifics about the survey experience.
- **Reporting:** Indeed, individual students can learn more about their strengths and challenges ([see an example report here](#)), as well as potential resources. Additionally, individual and aggregate reporting helps advisors, coaches, faculty, or other individuals working with students learn how to better work with and support those students based on their unique profile. Lastly, aggregate data can be used to gain institutional understanding, research targeted populations, and guide institutional action. For more information on reporting, [click here](#).
- **Interventions:** Perhaps the most innovative feature of ISSAQ is the Resource Hub. This is a web-based portal tailored for each institution, housing feedback and resources for students (through links in their score report), as well as training and guidance for coaches or others working with students. For more information on the Resource Hub, [click here](#).

## ISSAQ Success Factors

As mentioned, one of the values of integrating noncognitive factors into a student success approach is the system of language it provides to articulate student strengths and challenges. For ISSAQ, that language is framed as the behavioral, motivational, emotional, and social aspects of student success.

The **Behavioral** domain generally deals with observable tools and strategies students use to succeed academically. This includes general *Organizational* skills to help manage time and work, emphasis on the quality of one's work (*Quality Focus*), and *Engagement* in academic settings, such as attendance, timeliness, and faculty interaction.

The **Motivational** domain refers to students' attitudes toward success, such as their prioritization and emphasis on success in college ("*Goal Commitment*") and their willingness to persist in the face of a challenge. Whereas *Persistence* is a key element of recent research into "grit," *Effort Focus* deals with a student's perception that success is a product of effort rather than innate ability. This is a key lesson from research into "growth mindset."

## ISSAQ Success Factors



The **Emotional** domain refers to students' self-management, including how likely they are to become stressed (*Calmness*), what they do in response to stress (*Coping Strategies*), and how confident they are in their ability to learn and be successful in college (*Self-Efficacy*).

Finally, the **Social** domain deals with students' relationships with others and how they promote or inhibit their success. *Sense of Belonging* is a general perception of connection to others, while *Institutional Commitment* refers to students' views of the institution as a whole. This distinction is a key improvement upon earlier retention research which conflated these attitudes. Additionally, *Help Seeking* is a critical product of these factors, particularly when students face other challenges.

### ISSAQ: Information Services

ISSAQ's Information Services are designed to maximize the understanding and impact of ISSAQ survey data. Many institutions lack the resources to fully engage with their data, creating a phenomena known as "data rich, information poor." ISSAQ is designed to address that need by providing reports that answer key questions about student success at *your* institution.

This most often begins with work in predictive analytics. Many institutions lack a practical understanding of the key drivers of student success and how those relate to their strategy and practice. ISSAQ's predictive analytics work is not only quantitatively meaningful, but also provides practical guidelines on topics such as how to target the most "at risk" students and which areas of interventions should receive the most attention.

Another important area involves subgroup reporting. While many institutions focus on "traditionally underserved populations," this is often based on a broad-based understanding of their success, with little research into how those students fare locally. Consider first-generation college students. With ISSAQ, subgroup reporting can examine the noncognitive strengths and challenges for first-generation students, as well as how factors might relate similarly or differently to their retention.

Using inquiries such as these, as well as the chance for institutions to request custom reports, ISSAQ's Information Services offers the chance for institutions to ask meaningful questions about student success. For more information on Information Services, [click here](#).

## Key ISSAQ Uses

It has been said that assessment is a process, not a thing. To that end, ISSAQ is not just a means of gathering data, but a process of guiding change and improvement within an institution. Some of the notable potential uses of ISSAQ include:

### Advising and Coaching

- Using information on student strengths and challenges, ISSAQ results support holistic advising and coaching functions. Going beyond traditional, "transactional" advising that focuses on major and course selection, ISSAQ integrates into "transformational" student support efforts. Here, institutions acknowledge the full spectrum of issues that students face, engage students in understanding those factors, and connect them with resources to support their development and success.

### Predictive Analytics

- Given that research has shown the immense predictive efficacy of noncognitive factors, one of the biggest advantages of ISSAQ data is its role in predictive analytics. These data not only provide a unique perspective on students - traditionally unavailable in many data models - but also increase the ability to predict tangible outcomes such as retention, course grades, and GPA.

### Tiered Interventions

- If ISSAQ data can be used to predict student success, it makes sense use these results to tier student interventions. Students with a low likelihood for success may require early and intrusive interventions (e.g., coaching, student success courses). Students with a moderate likelihood for success may benefit from a more traditional support approach (e.g., one advising appointment per semester), but could also require a more targeted, skill-based intervention to help them overcome challenges. Finally, students with a high likelihood for success may benefit from engaging with the institution through peer mentorships, career planning, or other high impact practices. Not only does ISSAQ identify a student's likelihood for success (suggesting the tier into which they fall), but the specific noncognitive skill data help identify which particular resources may be beneficial.

### Course Placement

- One of the most notable student success innovations of the last decade has been a reimagining of developmental education. Colleges and universities have learned that traditional remediation - relying on a linear, semester-based system of courses - was a system that led to unacceptable rates of success for many students who were already at a disadvantage. ISSAQ results support holistic placement decisions, identifying those students who can succeed in college-level courses based on their noncognitive skills, even when traditional placement tests suggest remediation.

## Cost and Deliverables

Understanding that Assessment, Training, and Information Services are all critical to improve student success, ISSAQ is designed as an integrated model. The table below outlines each component and its accompanying deliverables.

DESCRIPTION	COST
<p><b>Assessment</b></p> <p>Includes unlimited access to the ISSAQ assessment, score reporting, and Resource Hub.</p>	--
<p><b>Training</b></p> <p>Includes one day of on-site training, one day of virtual training, and unlimited access to online training content (via Resource Hub).</p>	--
<p><b>Information Services</b></p> <p>Includes two predictive modeling reports per year, two subgroup reports per year, and two additional reports determined by the institution.</p>	<p>--</p> <p>\$30,000.00 annually</p>
<b>ADDITIONAL POTENTIAL COSTS AND DISCOUNTS</b>	
<p><b>Data Integration</b></p> <p>For institutions seeking to directly integrate ISSAQ data into their student information system (e.g., PeopleSoft, Colleague) via API. (NOTE: File transfer via SFTP is available free of charge.)</p>	\$5,000 annually
<p><b>Early Adopter Discount</b></p> <p>For institutions adopting prior to July 1<sup>st</sup>, 2020, an early adopter discount of \$10,000 will be applied to the first year's licensing fee. Triton may also elect to extend this agreement for an additional year (2021-2022) at the same rate.</p>	-\$15,000 for first year

### For more information, contact:

Ross Markle

Founder, Managing Director – DIA Higher Education Collaborators

ross@diahighered.com

## References

- Eaton, S. B., & Bean, J. P. (1995). An approach/avoidance behavioral model of college student attrition. *Research in higher education, 36*(6), 617-645.
- Markle, R.E., Olivera-Aguilar, M., Jackson, T., Noeth, R., & Robbins, S. (2013). *Examining evidence of reliability, validity, and fairness for SuccessNavigator*. (ETS RR-13-12). Princeton, NJ: Educational Testing Service.
- Markle, R.E. (2016, June). *Noncognitive skills and predictive modeling: Integration and implementation*. Presentation to the Association for Institutional Research Annual Forum: New Orleans, LA.
- Poropat, A. E. (2009). A meta-analysis of the five-factor model of personality and academic performance. *Psychological Bulletin, 135* (2), 322-338.
- Richardson, M., Abraham, C., & Bond, R. (2012). Psychological correlates of university students' academic performance: A systematic review and meta-analysis. *Psychological Bulletin, 138*(2), 353-387.
- Robbins, S. B., Lauver, K., Le, H., Davis, D., Langley, R., & Carlstrom, A. (2004). Do psychosocial and study skill factors predict college outcomes? A meta-analysis. *Psychological Bulletin, 130*, 261-288.



## **DIA Higher Education Collaborators ISSAQ User Agreement**

This agreement (“Contract”) by and between Illinois Community College District 504, commonly known as Triton College, (“Institution”) and DIA Higher Education Collaborators, LLC, a Tennessee Limited Liability Corporation, (“DIA”) is for the provision of the ISSAQ assessment system and other services as further described in the Scope of Work.

1. **Scope of Service.** This Contract pertains to the provision of assessment, training, and information services under the “ISSAQ Platform.” Appendix A (“Scope of Work”) contains detailed information about these services.
2. **Representations of Contractor.** DIA represents and warrants that it has all licenses, permissions, certifications and other qualifications to perform under this Contract.
3. **Term.** The term of this Contract will begin September 1st, 2020 and end August 31st, 2021. DIA will contact the Institution at least sixty (60) days prior to the conclusion of this Contract, at which point the Contract can be terminated, extended or modified by either party.
4. **Compensation.**
  - a. *Rates.* DIA shall be paid \$15,000 for the full term of the Contract. The rates under this Contract are firm for the duration of the Contract and are not subject to escalation for any reason unless this Contract is amended.
  - b. *Invoices.* The payment of an invoice by the Institution shall not prejudice the Institution's right to object to or question any invoice or matter in relation thereto. Such payment by the Institution shall neither be construed as acceptance of any part of the work or service provided nor as an approval of any of the amounts invoiced therein.
5. **Taxes.** Institution is a tax exempt entity and shall not be subject to any taxes or other government charges relating to the Services, transfer, use, ownership, service, or possession of any equipment relating to this Agreement. Institution shall provide verification of tax exempt status upon request.
6. **Termination.**
  - a. *Breach.* In the event that either party fails to fulfill its obligations under this Contract in a timely and proper manner or violates any of the terms of this

Contract, the non-breaching party may terminate this Contract upon thirty (30) days of written notification of the breach.

- b. *Funding.* In the event that the Institution does not or cannot obtain or continue funding for this Contract sufficient to allow for payment of the Work, Institution may terminate this Contract upon written notice to DIA or renegotiate a payment rate for this Contract.
- c. *Convenience.* The Institution may terminate this Contract without cause for any reason. Termination under this Section 6(c) shall not be deemed a Breach of Contract by the Institution. The Institution shall give DIA at least sixty (60) days written notice before the effective termination date. DIA shall be entitled to receive compensation for satisfactory, authorized service completed as of the termination date, but in no event shall the Institution be liable to DIA for compensation for any service which has not been rendered. Upon such termination, DIA shall have no right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
7. **Compliance with Laws.** DIA agrees to comply with any applicable federal, state, and local laws and regulations, including non-discrimination, sexual harassment prevention, and maintaining a Drug Free Workplace.
8. **Audit and Documentation.** Pursuant to T.C.A. Code 12-3-602, DIA shall maintain documentation for all charges against the Institution under this Contract. The books, records, and documents of DIA, insofar as they relate to work performed or money received under this Contract, shall be maintained for a period of three (3) full years from the date of the final payment and shall be subject to audit at any reasonable time and upon reasonable notice by the Institution, the Comptroller of the Treasury, or their duly appointed representatives. Any financial statements required by this Contract shall be prepared in accordance with generally accepted accounting principles.
9. **Conflicts of Interest.** DIA warrants that no part of the total Contract amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to DIA in connection with any work contemplated or performed relative to this Contract.
10. **Progress Reporting.** DIA's activities conducted and records maintained pursuant to this Contract shall be subject to monitoring and evaluation by the Institution, the Comptroller of the Treasury, or their duly appointed representatives.
11. **Assignment.** DIA shall not assign or transfer any obligation or responsibility of this Contract in whole or in part without the prior written consent of the Institution. Provided, however, DIA may assign or transfer all obligations or responsibilities of this Contract in the event of a sale of all or substantially all of DIAs assets.



12. **Notice.** Any notice, request, instruction, or other document to be given hereunder to any party will be in writing and delivered personally, by commercially reasonable courier, or sent by certified, United States Mail, postage prepaid, return receipt requested, to the other at their respective residence, or, during the term of the Contract, at the principal office of DIA or Institution. Any party may change its address for purposes of this paragraph by giving notice of such change of address to the other parties in the manner herein provided for giving notice. At the time of Closing, the following addresses to which notice may be sent are:

Institution: Triton College  
c/o Denise Jones  
Triton College 2000 Fifth Avenue, B- 120D  
River Grove, IL 60171

DIA: DIA Higher Education Collaborators  
c/o Ross Markle  
116 31<sup>st</sup> Ave N, #202  
Nashville, TN 37203

13. **Confidentiality and Student Records.**

- a. The parties acknowledge that students' education records are protected by the Family Educational Rights and Privacy Act (FERPA), and that DIA will be considered a "School Official" (as that term is used in FERPA and its implementing regulations) and will comply with FERPA. Student education records will only be used for the purposes of carrying out this agreement. Student permission must be obtained before releasing specific data to anyone other than the Institution or DIA employees who have a legitimate educational purpose.
- b. With regard to any reports, studies, or other works developed in the course of this Contract, or as a result thereof, DIA shall not publish Confidential Information or any other information which identifies students, employees, or officers of the Institution by full name without first obtaining written consent from such individuals, or in the case of a student under 18, his or her parent or legal guardian. DIA shall provide to Institution for its review any proposed publication, brochure, or advertisement in which Institution is named not less than thirty (30) calendar days prior to submission for publication and DIA shall remove the Institution's name or information identifying the Institution from the publication if the Institution requests removal. DIA shall not issue, publish, or divulge any Materials developed or used in the performance of this Contract or make any statement to the media relating to this Contract without the prior consent of Institution.

14. **Data Sharing**

- a. In the event that the Institution elects to share any data with DIA (e.g., sharing student outcomes data for predictive validity studies), data will be held on a secure drive with password and biometric protection. These data will not be shared with any party outside of DIA without express written consent of the Institution.

**15. Data Use**

- a. The Institution agrees that any data gathered or exchanged as part of this Contract will be available to DIA for future quality control, research, and development efforts. Accordingly, DIA agrees that, in such efforts, data will be used in accordance with the “Confidentiality and Student Records” section of this Contract.
- b. Any data gathered by DIA as part of this Contract are not to be used for high stakes decisions that could negatively impact a student, such as admission to the Institution or any academic program therein. Use of the data in this way is grounds for termination of this Contract by DIA.

**16. Indemnification**. DIA shall indemnify and hold harmless the Institution, its officers, agents and employees from:

- a. Any claim, damages, costs, and attorney fees for injuries or damages arising, in part or in whole, from the negligent or intentional act of omission of DIA, its officers, agents, or employees, in connection with this Contract.
- b. Any claims, damages, penalties, costs, and attorney fees arising from any failure of DIA, its officers, employees and/or agents, including its sub or independent contractors, to observe applicable laws, including, but not limited to, trademark and patent laws, labor laws and minimum wage laws.

**17. Attorney Fees**. In the event that either party determines that legal action to enforce any provision of this Contract is necessary, the prevailing party shall be entitled to all costs incurred in connection with such action, including all reasonable attorney’s fees.

**18. Force Majeure**. Neither party shall have any liability to the other hereunder by reason of any delay or failure to perform any obligation or covenant if the delay or failure to perform is occasioned by any act of God, storm, fire, casualty unanticipated work stoppage, strike, lockout, civil disturbance, riot, war, national emergency, acts of government, acts of public enemy, or other case of a similar nature beyond its control.

**19. Governing Law**. The validity, construction and effect of this Contract and any and all extensions and/or modifications thereof shall be governed by the laws of the State of Illinois. Illinois law shall govern regardless of any language in any attachment or other document that DIA may provide. Any action between the parties arising from this Contract shall be maintained in the Circuit Court of Cook County, Illinois.

20. **Severability**. Should any provision of this Contract be declared to be invalid by any court of competent jurisdiction, such provision shall be severed and shall not affect the validity of the remaining provisions of this Contract.
21. **Entire Contract**. This Contract sets forth the entire agreement between the parties with respect to the subject matter hereof and shall govern the respective duties and obligations of the parties
22. **Modification of Contract**. This Contract may be modified only by written amendment executed by the authorized agents of all parties and their signatories hereto. The signatories to this Contract sign in their official capacities only and this Contract shall not create any personal liability to the signatories.
23. **Debarment and Suspension**. DIA certifies, to the best of its knowledge and belief, that it, its current and future principals, its current and future subcontractors and their principals:
- a. are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal or state department or agency;
  - b. have not within a three (3) year period preceding this Contract been convicted of, or had a civil judgment rendered against them from commission of fraud, or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or grant under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property;
  - c. are not presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in section b. of this certification; and
  - d. has not within a three (3) year period preceding this Contract had one or more public transactions (federal, state, or local) terminated for cause or default.
  - e. DIA shall provide immediate written notice to Institution if at any time it learns that there was an earlier failure to disclose information or that due to changed circumstances, its principals or the principals of its subcontractors are excluded or disqualified.
24. **Effective Date**. This Contract shall not be binding upon the parties until it has been signed first by DIA and then by the authorized representatives of Institution and all appropriate government officials. When it has been so signed and filed, this Contract shall be effective as of the date first written above.

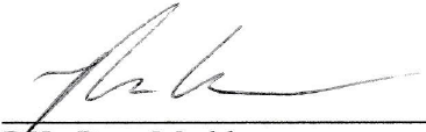
Signed this 14<sup>th</sup> day of August, 2020.

Triton College:

DIA Higher Education Collaborators

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BY: Mark R. Stephens  
Title: Board Chairman



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BY: Ross Markle

## Appendix A: Scope of Work

DIA's collaboration with Triton College (Triton) consists of three categories of services to be delivered on a schedule mutually agreed upon by DIA and Triton. These categories are: (A) assessment, (B) training, and (C) information services.

- A. Assessment refers to the collection of student survey data and related services in the ISSAQ platform:
  - i. Access to the online ISSAQ survey, administered by Resonant Education, for the period of this contract;
  - ii. Available score reporting at the student and aggregate levels, including access to data files provided through the Resonant platform;
  - iii. Access to a centralized online Resource Hub, which contains additional information and resources related to the constructs assessed by the ISSAQ survey.
  
- B. Training refers to workshops, webinars, and other mechanisms to enhance the skills of faculty, staff, and administrators at Triton. This includes:
  - i. One day of virtual training to address the use of the ISSAQ system, student support skills, and other student success strategies, which is included in the stated \$15,000 fee;
  - ii. Access to training resources for no additional cost via the online Resource Hub.
  
- C. Information services refer to data support, consultation, and analysis that informs Triton's student success efforts, including:
  - i. Two predictive validity reports to examine the relationship between ISSAQ data and student outcomes;
  - ii. Subgroup analyses to explore the performance of students in underserved populations (e.g., first-generation students).

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16493

**SUBJECT: APPROVAL AND RELEASE OF CLOSED SESSION MINUTES OF THE BOARD OF TRUSTEES**

**RECOMMENDATION:** That the Board of Trustees approve the following Closed Session Minutes: 1/28/20, 2/28/20, 3/24/20, 4/21/20, and 5/19/20, and authorize release of the Closed Session Minutes of the same dates. The Board did not hold a Closed Session on June 16, 2020.

**RATIONALE:** In keeping with the Illinois Community College Act, the Board of Trustees reviews Closed Session minutes as scheduled at least every 6 months to determine release and availability through Freedom of Information Act requests.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16494

**SUBJECT: DESTRUCTION OF CLOSED SESSION VERBATIM RECORDINGS**

**RECOMMENDATION:** That the Board of Trustees approve the destruction of eight (6) verbatim recordings of the Closed Sessions of the Board of Trustees made on 8/28/18, 9/25/18, 10/16/18, 11/20/18, 12/18/18, 1/22/19.

**RATIONALE:** Illinois Law, 5 ILCS 120/2.06(a) et.seq. (Open Meetings Act) requires the verbatim recording of all Closed Sessions of the Board of Trustees. This law became effective January 1, 2005, and Triton has been compliant since October of 2003. Verbatim records may be destroyed after 18 months if: (1) the public body approves destruction of a particular recording; and (2) the public body approves minutes of the closed meeting session, 5 ILCS 120/2.06(c). Triton has complied with all obligations of the law.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16495

**SUBJECT: FIRST AMENDMENT TO SHARED DATA AGREEMENT WITH ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY (IDES)**

**RECOMMENDATION:** That the Board of Trustees approve the “First Amendment to Shared Data Agreement” with the Illinois Department of Employment Security (IDES) for the purpose of obtaining access to employment data of Triton College graduates provided through the Career Outcomes Tool of the Illinois Community College Board (ICCB). This amendment will extend the termination date of the Agreement from June 30, 2020 to June 30, 2022.

**RATIONALE:** The Illinois Community College Board (ICCB) has informed the College that this amendment to the agreement is required for Triton College to have continued access to micro level data on graduates through the Career Outcome Tool.

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No



**FIRST AMENDMENT TO SHARED DATA AGREEMENT**  
**(WITH SUBCONTRACTORS) (19-SDA-73)**  
**ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY**

THIS FIRST AMENDMENT TO THE SHARED DATA AGREEMENT (WITH SUBCONTRACTORS (19-SDA-73) ("First Amendment") is entered into by and among the ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY ("IDES"), the ILLINOIS COMMUNITY COLLEGE BOARD ("RECIPIENT") and each entity listed in Attachment A of Shared Data Agreement No. 19-SDA-73 ("SUBCONTRACTOR"). IDES, RECIPIENT and each SUBCONTRACTOR are collectively referred to as the "Parties" and individually as a "Party". This First Amendment shall become effective upon execution and delivery by the Parties of counterparts of this First Amendment.

**RECITALS**

A. The Parties entered into Shared Data Agreement No. 19-SDA-73 (the "Agreement") to establish and implement the conditions and procedures governing the sharing of data between IDES, RECIPIENT and SUBCONTRACTOR.

B. The Parties hereby desire to amend the Agreement on the terms and conditions hereinafter set forth.

NOW THEREFORE, in consideration of the mutual covenants set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree to amend the Agreement as follows:

1. **Section 24.** Section 24 of the Agreement is hereby modified to extend the termination date of the Agreement from June 30, 2020 to June 30, 2022.
2. **SUBCONTRACTOR'S APPROVAL:**
  - a. The RECIPIENT shall obtain an email confirmation from each SUBCONTRACTOR affirming that the SUBCONTRACTOR "*acknowledges receipt of the First Amendment to Shared Data Agreement No. 19-SDA-73 (Agreement) and shall continue to be fully bound by, and subject to, the terms and conditions of the Agreement, as amended.*" This email confirmation shall be sent by an authorized signatory of the SUBCONTRACTOR.
  - b. Within 30 days after the of execution of this First Amendment, the RECIPIENT shall provide IDES with a copy of each SUBCONTRACTOR'S confirmation.
  - c. If a SUBCONTRACTOR does not provide an email confirmation pursuant to Subsection 2(a) of this First Amendment, the data received by the SUBCONTRACTOR under the Agreement shall be disposed of in the manner directed by IDES in accordance with Section 13 of the Agreement.
3. **Counterparts.** This First Amendment may be executed in one or more counterparts, each of which shall be considered to be one and the same agreement, binding on all Parties hereto, notwithstanding that all Parties are not signatories to the same counterpart. Duplicated signatures, signatures transmitted via facsimile, or signatures contained in a Portable Document Format (.pdf) document shall be deemed original for all purposes.
4. **Governing Law.** This First Amendment shall be governed by, and construed in accordance with the laws of the State of Illinois.
5. **Miscellaneous.** Except as specifically amended herein, the Agreement and all of the terms and provisions thereof shall remain in full force and effect as originally written. In the event of any

conflict or inconsistency between the provisions of the Agreement and the provisions of this First Amendment, the provisions of this First Amendment shall control. All terms used herein but not defined herein which are defined in the Agreement shall have the same meaning for purposes hereof as they do for purposes of the Agreement. The Recitals set forth above in this First Amendment are hereby incorporated by this reference. This First Amendment shall be binding upon and shall inure to the benefit of the Parties hereto and their respective beneficiaries, successors and assigns.

IN WITNESS WHEREOF, the Parties have executed this First Amendment and have made it effective as and binding with respect to each Party on the date of the Party's signature below.

**APPROVALS:**

<b>Illinois Department of Employment Security (IDES)</b>	<b>Illinois Community College Board (RECIPIENT)</b>
Acting Director: Thomas D. Chan	Authorized Official: <i>Brian Durham</i> 6-16-20
Signature/Date: <i>Thomas D. Chan</i> 6/29/2020	Signature/Date: <i>[Signature]</i>

**TRITON COLLEGE, District 504  
Board of Trustees**

Meeting of August 25, 2020

ACTION EXHIBIT NO. 16496

**SUBJECT: HOUSING AGREEMENT WITH DOMINICAN UNIVERSITY -  
CONFIRMATION OF BOARD POLL**

**RECOMMENDATION:** That the Board of Trustees approve an Agreement for housing accommodations with Dominican University for up to 10 “NJCAA Division I” student athletes for the 2020-2021 academic year. The cost to Triton College for the academic year is estimated to be \$141,400 (\$14, 140 per student athlete).

**RATIONALE:** In alignment with NCJAA policies, Triton College may provide student scholarships for tuition, meals, and housing for select “NJCAA Division I” student athletes. By entering a partnership with a local university, Triton is able to provide housing in a safe college housing and learning environment. The Agreement between Triton and Dominican has been negotiated and drafted by counsel for both parties. The attached Agreement will be amended based on the final number of students in residence at Dominican. (A Board Poll was conducted on August 10-11, 2020 with a unanimous vote of 6-0; the Student Trustee voted "yes".)

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*Sean Sullivan*

**Submitted to Board by:** \_\_\_\_\_  
Sean O'Brien Sullivan, Vice President of Business Services

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**Board Officers' Signatures Required:**

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**Mark R. Stephens**  
Chairman

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**Diane Viverito**  
Secretary

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**Date**

Related forms requiring Board signature: Yes  No

## Shared Housing Agreement

This SHARED HOUSING AGREEMENT (“Agreement”) and all exhibits and attachments, which are incorporated by reference, are entered into by Dominican University, an Illinois not-for-profit corporation (“Dominican” or “Dominican University”) and Community College District 504, an Illinois public community college (“Triton” or “Triton College”) is effective as of this \_\_\_\_ day of \_\_\_\_\_, 2020. This is a legally binding agreement between Dominican University and Community College District 504, commonly known as Triton College, to provide certain housing, dining, campus support and amenities to certain Triton College students (sometimes referred to herein as “Students”). The intent is to promote a successful shared living arrangement at Dominican University for specified Triton College students who are receiving athletic scholarship funding, which is processed through the Triton College financial aid office, said scholarship including monies for housing and dining expenses through Triton College. Dominican University has agreed to provide room and board to the Triton College students set forth below for the 2020/2021 academic year.

### AGREEMENT

Dominican University hereby agrees to provide housing, dining, and campus amenities for specified Triton College students from its available housing inventory for the Occupancy Period during the Academic Year specified on Exhibit A attached hereto. At the time of the execution of this Agreement, Triton College, shall pay to Dominican University the Reimbursement Amount to compensate Dominican for the housing, dining, and campus amenities plan expenses of the Triton College Students who will reside at Dominican for the Occupancy Period indicated on Exhibit A attached hereto.

**Termination:** Should a Triton student be removed from their housing assignment at the discretion of either Dominican University or Triton College, Triton is obligated to pay Dominican University only for the prorated amount equivalent to the duration of the student’s stay in Dominican University housing and use of dining and campus amenities up to and through the date of student’s actual removal. In the event that any Triton College student withdraws from Triton College or is otherwise deemed ineligible for housing, in Triton’s sole discretion, Triton College shall inform the student of the requirement to vacate Dominican University’s campus and all monies due to Dominican shall be prorated based upon the date the student vacates the premises. In any event, Triton must immediately notify Dominican in writing of a Student’s withdrawal, ineligibility, pending or expected disciplinary proceedings (including suspensions of any type), or expulsion/dismissal. Triton may, in its sole discretion, place a new student at Dominican upon the removal of another Triton student.

**Disputes:** In the event of a dispute between Triton College and Dominican University, the parties shall attempt to resolve the matter without litigation, including at the mutual agreement of the parties, by mediation or arbitration. In the event informal discussions are unable to resolve such matters, all disputes shall be resolved in the Circuit Court of Cook County. In such event, the prevailing party in any final, non-appealable judgment shall be entitled to recover its attorneys’ fees and costs from the non-prevailing party.

**Authority:** Triton College officers and employees are executing this Agreement represent and warrant that they have authority to execute this Agreement, and that they are executing this Agreement in their official capacities only and shall not be personally liable for any of the obligations arising from or relating to the housing, dining, or campus services provided to any Triton College students.

**Indemnity:** Triton shall defend, indemnify and hold harmless Dominican, its trustees, directors, officers, employees, students, representatives, and agents (collectively, the “Dominican Parties”) from and against any and all costs, loss, liabilities, damages, demands, orders, obligations, claims, actions or causes of action, forfeitures, fines, penalties, reasonable attorneys’ fees, accountants’ and other professional fees, court costs or other losses sustained or suffered by Dominican or the Dominican Parties, including consequential and punitive damages, in any way related to or arising from the conduct of Triton students placed at Dominican pursuant to this Agreement or such students’ invitees.

Dominican shall defend, indemnify and hold harmless Triton, its trustees, directors, officers, employees, students, representatives, and agents (collectively, the “Triton Parties”) from and against any and all costs, loss, liabilities, damages, demands, orders, obligations, claims, actions or causes of action, forfeitures, fines, penalties, reasonable attorneys’ fees, accountants’ and other professional fees, court costs or other losses sustained or suffered by Triton or the Triton Parties, including consequential and punitive damages, in any way related to or arising from the negligent or willful acts or omissions of Dominican or the Dominican Parties in connection with this Agreement or the services provided by Dominican hereunder.

**Miscellaneous Provisions:**

1. **Assignment.** This Agreement may not be assigned or transferred by Triton at any time without Dominican’s express written consent provided that the assignee agrees to be specifically bound by the terms of this Agreement.

2. **Captions, Gender.** The captions and section numbers appearing in this Agreement are inserted only as a matter of convenience and in no way define, limit, construe or describe the scope or intent of such section or otherwise affect this Agreement. Words of any gender used in this Agreement shall be held and construed to include any other gender and words in the singular number shall be held to include the plural, and vice versa, unless this Agreement requires otherwise.

3. **Applicable Law.** This Agreement shall be governed by and construed and enforced in accordance with the laws of the State of Illinois without regard to conflict of laws principles.

4. **Entire Agreement.** This Agreement contains the entire agreement between the parties relating to the transactions contemplated hereby and all prior or contemporaneous agreements, whether oral or written, are superseded hereby.

5. **Binding Effect.** Dominican and Triton hereby acknowledge and agree that they intend this Agreement to be a binding and enforceable agreement, subject to the terms and conditions set forth herein, and each party hereby waives any right to hereafter challenge the enforceability of this Agreement. All of the terms, covenants and conditions of this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective successors and assigns.

6. **Notices.** Any notice hereunder must be in writing, and shall be effective (i) when deposited in the United States Mail, Certified Return Receipt Requested, (ii) when deposited with a reputable overnight carrier service that provides delivery confirmation, (iii) in the case of facsimile notice (which shall be effective for all purposes hereunder), upon receipt of a facsimile confirmation page by the facsimile sender; (iv) in the case of an email notice (which shall be effective for all purposes hereunder), when sent to the e-mail address(es) provided below; provided that any e-mail notice must be followed by another form of notice under this Section within one (1) business day; or (v) if by hand delivery, when received by the party to be notified. For purposes of notice, the addresses and facsimile numbers of the parties shall be as set forth below or as may be designated from time to time.

If to Dominican: [notice information to be provided]

Attn.:

Facsimile:   N/A  

Email:   mtitzer@dom.edu  

If to Triton: [notice information to be provided]

Attn.:

Facsimile: \_\_\_\_\_

Email: \_\_\_\_\_

The refusal to accept delivery by any party or the inability to deliver any communication because of a changed address of which no notice has been given in accordance with this Section shall constitute delivery.

7. **Waiver.** The failure of either party to exercise any right given hereunder or to insist upon strict compliance with any term, condition or covenant specified herein, shall not constitute a waiver of such party's right to exercise such right or to demand strict compliance with such term, condition, or covenant.

8. **Severability.** The invalidity or unenforceability of a particular provision of this Agreement shall not affect the other provisions, and this Agreement shall be construed in all respects as if such invalid or unenforceable provision were omitted.

9. **Amendment.** Neither this Agreement nor any provision hereof may be changed, amended, modified, waived, or discharged either orally or by any course of dealing, but only by an instrument in writing signed by the authorized agent of the party against whom enforcement of the change, amendment, modification, waiver or discharge is sought.

10. **Waiver of Jury Trial.** Dominican and Triton hereby waive trial by jury in any action, proceeding, or counterclaim brought by either of the parties to this Agreement against the other on any matters whatsoever arising out of or in any way connected with this Agreement, the relationship of the parties, or any other claims.

11. **No Third-Party Beneficiaries.** Dominican and Triton agree and acknowledge that, except as expressly set forth herein, there are no intended third-party beneficiaries of this Agreement nor any of the rights and privileges conferred herein.

12. **No Strict Construction.** The parties acknowledge that the parties and their counsel have reviewed and revised this Agreement and that the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party shall not be employed in the interpretation of this Agreement.

13. **Counterparts, Separate Signature Pages, Facsimile Signatures.** This Agreement may be executed in several counterparts, by separate signature pages, and/or by facsimile or electronic mail signatures, each of which may be deemed an original, and all such counterparts, separate signature pages, and facsimile and electronic mail signatures together shall constitute one and the same Agreement.

*[Remainder of page left blank]*

*[Signature pages follow]*

**{TRITON COLLEGE}**

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

Name: \_\_\_\_\_

Its: \_\_\_\_\_

**{DOMINICAN UNIVERSITY}**

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

Name: Mark Titzer

Its: Vice President of Finance

**Mark C.  
Titzer**

Digitally signed by Mark C. Titzer  
DN: cn=Mark C. Titzer,  
o=Dominican University, ou=Vice  
President for Finance,  
email=mtitzer@dom.edu, c=US  
Date: 2020.07.16 09:57:22 -05'00'



**EXHIBIT A**  
**SUMMARY OF KEY TERMS**

The following terms as used in the Agreement shall mean the following:

Academic Season:	Begins: <u>8/17/2020</u> Ends: <u>5/13/2021</u>			
Occupancy Period:	Move In Date: <u>8/15/2020</u> Move Out Date: <u>5/14/2021</u>			
Reimbursement Amount:	<b>Fees</b>			
	Room and Board		\$11,725	
	Two Weeks of Housing		\$900	
	Early Arrival Meal Plan		\$200	
	Housing Damage Deposit		\$500	
	Tech Fee		\$300	
	Resident Student Fee		\$40	
	Wellness Center Fee		\$250	
	STAR Card		\$25	
	<b>PER STUDENT ATHLETE</b>			\$13,940
	<b>SUB TOTAL</b>			\$139,400
	<b>Additional Fees</b>			
	Staffing for Early Arrival and Late Check Out and two weeks of RA Coverage		\$2,000	
	<b>SUBTOTAL Additional Fees</b>			\$2,000
	<b>SUBTOTAL</b>			\$141,400
Students:	Student 1:	Student 2:		
	Student 3:	Student 4:		
	Student 5:	Student 6:		
	Student 7:	Student 8:		
	Student 9:	Student 10:		
	(defined collectively, the "Students" or individually "Student")			
	Student names may be changed upon written notice from Triton College.			

**Dominican University and Triton College Student Support Partnership Overview**

Dominican shall house up to ten (10) Triton Men's Basketball Players for the 2020-21 academic year in accordance with this Agreement. The student athletes eligible for housing shall be determined by Triton in its sole reasonable discretion based upon the terms and conditions of the athletic scholarships offered.

### **Student Requirements**

Triton men's basketball scholarship students shall be eligible for housing pursuant to this Agreement. Triton will require the Students uphold all Dominican University policies included in Dominican's Student Handbook and Code of Conduct, including Title IX. Alleged violations by Students will be adjudicated through the Dominican conduct process with consult from Triton College. Any alleged infractions of policy at Dominican will be communicated to Triton College Vice President of Enrollment Management and Student Affairs within forty-eight (48) hours of the report. Any sanctions imposed by such process could include removal from Dominican housing, for which Triton College will hold Dominican harmless. Students may be temporarily suspended from the residence halls based on an allegation and pending an outcome of an investigation/hearing. Any alleged infractions of policy at Triton will be communicated to Dominican University Dean of Students within forty-eight (48) hours of the report.

Triton will also require Students to comply with all residence hall rules, including but not limited to: (a) Triton students will be required to attend two Orientation sessions on (08/15/2020 & 08/16/2020), and all regular Residence hall floor meetings, unless such meetings conflict with regularly scheduled athletic practice sessions and in such event, Students shall be required to attend makeup Orientation session(s); and (b) Triton students will be required to submit immunization records that are compliant with Dominican's policy by August 7, 2020 (Student fails to timely comply with such requirement, Student will not be able to move in to the residence halls); (c) Students who desire to use the Dominican University Wellness Center must have health insurance on file with the Wellness Center by August 7, 2020. Students without health insurance may not use Wellness Center, but Students may contact the Wellness Center for support in seeking such insurance coverage; (d) Students will be required to have their Dominican Star Card and Triton ID on their person at all times while on the Dominican University campus, and Students need to report lost keys or IDs to Campus Safety immediately and corresponding lockout costs and key/re-core replacement will be billed to Triton for each case due to the varying cost of a rekey based on the time of the day when it needs to be done; and (e) Students will be required to cover the cost of parking at a rate of \$100.00 for the time period of August 15, 2020 through May 14, 2021 if the student maintains a personal vehicle.

### **Campus Amenities**

Triton students will have access, but are under no obligation to use, Dominican University resources and services including:

A. Wellness Center – subject to the health insurance requirements disclosed above, counseling and health services visits; utilization of the same fee structure for Dominican students for additional lab tests. Students may prefer to receive counseling and health services at Triton, and the Wellness Center will cooperate in the transfer of any Student's records upon receipt of appropriate documentation.

B. Laundry facilities in the residence hall with the same fee structure for usage as all Dominican University resident students.

C. Parking on campus would be available on the Dominican University Priory Campus (7200 W Division St., River Forest Il, 60305) if requested by any Student.

D. Use of gym and fitness center during regular gym hours. Students are required to show their Star Card. No guests are permitted and could result in loss of usage for all Students.

E. Access to the library, including the ability to check out books/resources.

F. Access to receive mail/packages through Office Services. Students will need to utilize their Star Cards for pick up.

G. Access to utilize the computers on campus and print. Students will have Dominican usernames created to utilize the campus computers, wi-fi, and printing.

H. Attend all university-sponsored events hosted on campus by showing their Star Card. This privilege does not include discounted tickets through DUPAC or Student Life or off-campus travel for events or immersions.

I. Dining Services will be provided the week of August 24 with an additional preseason meal plan until the meal plan begins on August 28.

Note: Dining services is not available over Dominican's Thanksgiving Break, winter break, or Spring Break. Dining Services and meal plans would begin on January 10, 2021 for Spring Semester. Dominican University meal plan ends on May 7, 2021. Students during University recognized Holidays and breaks will be allowed to remain on campus without food service coverage for no additional costs beyond that stated on page 1 of Exhibit A.