



**Regular Meeting of the
Board of Trustees**

Agenda

Tuesday, August 28, 2018

- I. CALL TO ORDER** August 28, 2018 at 6:30 p.m.
Boardroom – A-300
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. APPROVAL OF BOARD MINUTES – VOLUME LV**
[Minutes of the Budget Hearing of July 17, 2018, No. 1](#)
[Minutes of the Regular Board Meeting of July 17, 2018, 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. [Board Policy – Second Reading \(Waive First Reading\)](#)
[Student Affairs 5902 Athletic Tuition Waiver](#)
 - B. [Action Exhibits](#)
 - [16166 Amendment to the U.S. Bank On-Campus License Agreement](#)
 - [16167 DePue Mechanical, HVAC Services](#)
 - [16168 Hayes Mechanical, HVAC Services](#)
 - [16169 Murphy & Miller, HVAC Services](#)
 - [16170 W.J. O’Neil Chicago, HVAC Services](#)

- [16171 Trane Supply Vendor Limit Increase](#)
- [16172 Certificate of Final Completion and Authorization of Final Payment for the D Building Roof Replacement Project](#)
- [16173 Certificate of Final Completion and Authorization of Final Payment for the M Building Chiller & DX Unit Installation Project](#)
- [16174 FY 2019 – Waiver of Room Rental Fee, Triton Foundation 26th Annual President’s Reception](#)
- [16175 Waiver of Facilities Rental Fee, Cook County Clerk’s Office](#)
- [16176 Equal Opportunity and Affirmative Action Program – Fiscal Year 2018 Summary](#)
- [16177 Contract between Triton College Board of Trustees and Triton College Faculty Association, 2018-2021](#)
- [16178 Microsoft Consolidated Campus Agreement with CDW-G](#)
- [16179 Service Renewal Agreement with Chicago Area Interpreter Referral Services \(CAIRS\)](#)
- [16180 Cooperative Agreement with All Paws Veterinary Clinic](#)
- [16181 Examity Inc. One Year Agreement](#)
- [16182 Associated Health Education Affiliation Agreement with the Department of Veterans Affairs \(VA\)](#)
- [16183 Addendum to Agreement with Albany Care](#)
- [16184 Addendum to Agreement with Bryn Mawr Care](#)
- [16185 Addendum to Agreement with Generations at Oakton](#)
- [16186 Addendum to Agreement with Generations at Regency](#)
- [16187 Addendum to Agreement with Greenwood Care](#)
- [16188 Addendum to Agreement with Wilson Care](#)
- [16189 Approval and Release of Closed Session Minutes of the Board of Trustees](#)
- [16190 Destruction of Closed Session Verbatim Recordings](#)

C. [Purchasing Schedules](#)

D. [Bills and Invoices](#)

E. [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

F. [Human Resources Report](#)

XIV. COMMUNICATIONS – INFORMATION

- A. Human Resources Information Materials
- B. Informational Material

XV. ADJOURNMENT

CALL TO ORDER/ROLL CALL

Chairman Mark Stephens called the Budget Hearing of the Board of Trustees to order in the Boardroom at 6:50 p.m. Following the Pledge of Allegiance, roll call was taken.

Present: Ms. Erendira Garcia, Ms. Donna Peluso, Mrs. Elizabeth Potter, Mr. Jay Reyes, Mr. Mark Stephens, Ms. Diane Viverito.

Absent: Mr. Luke Casson (who arrived during the meeting), Mr. Glover Johnson.

Mr. Stephens indicated that Mr. Casson is on his way and Mr. Johnson is out of town for work.

CITIZEN PARTICIPATION

None.

PUBLIC HEARING ON FY 2019 TENTATIVE BUDGET

Mr. Stephens stated that for the FY 19 Tentative Budget, the total projected operating revenues are \$56,163,930; the total projected operating expenditures are \$63,706,696; and the total projected operating deficit is \$7,542,766.

TRUSTEE ARRIVAL

Mr. Casson arrived in the Boardroom at 6:52 p.m.

PUBLIC HEARING ON FY 2019 TENTATIVE BUDGET (continued)

There were no questions about the budget as presented. Mr. Stephens commented that a recent bandwidth agreement will bring in \$4.5 million in revenue, and with a combination of managing college funds and continuing to focus on enrollment to serve our community, no fiscal problems are anticipated.

ADJOURNMENT

A motion was made by Ms. Peluso to adjourn the meeting, seconded by Ms. Viverito. Voice vote carried the motion unanimously. Chairman Stephens adjourned the meeting at 6:54 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 to order in the Boardroom at 6:54 p.m. The following roll call was taken.

Present: Mr. Luke Casson, Ms. Erendira Garcia, Ms. Donna Peluso, Mrs. Elizabeth Potter, Mr. Jay Reyes, Mr. Mark Stephens, Ms. Diane Viverito.

Absent: Mr. Glover Johnson.

APPROVAL OF BOARD MINUTES

Ms. Viverito made a motion, seconded by Ms. Peluso, to approve the minutes of the Regular Board Meeting of June 19, 2018. Voice vote carried the motion unanimously.

COMMENTS ON THIS AGENDA

None.

CITIZEN PARTICIPATION

None.

REPORTS/ANNOUNCEMENTS – Employee Groups

Classified Association President Renee Swanberg reported that there was a good turnout for the tree dedication ceremony in honor of Missy Cabrera. She thanked Chairman Stephens and President Moore for attending the event.

STUDENT SENATE REPORT

TCSA President Carlos Garcia Sanchez reported that a summer recruitment cookout will be held on July 25. He is hoping for good turnout as the student association looks to replace senators who graduated in the spring.

BOARD COMMITTEE REPORTS

Academic Affairs/Student Affairs

Ms. Viverito noted that this committee does not meet in July.

Finance/Maintenance & Operations

Mrs. Potter reported that the committee met on July 3 and approved the forwarding of nine new business items and three purchasing schedules to the Board of Trustees with a recommendation for approval.

ADMINISTRATIVE REPORT

Quarterly Grants Report: Executive Director of Grants Development Sacella Smith reported on the Awards, Funding Requests Submitted, and Funding Requests Not Funded for the fourth quarter of FY 2018, noting that the college received a new grant from ICCB for adult education transition in the amount of \$187,000, and an extra \$100,000 from ICCB for Perkins. Ms. Smith reported that grant funds received in FY 2018 were \$3 million greater than the previous year. President Moore recognized the grants office and college personnel who worked to obtain this funding.

Academic Programs: Vice President of Academic Affairs Debra Baker provided the following update on academic programming. A recap of 2017-2018 included the Honda automotive program, Sterile Processing certificate, Continuing Education programs in Optician and Medical Scribe, a new suite of fitness courses, the successful iLaunch lab, and Engineering Tech/Welding certificate program. Future programs include Peripheral Vascular technology, Mercedes Benz auto technology apprenticeship program, Renewal Energy, Diesel Maintenance, and Continuing Education programs in Critical Systems for healthcare facilities, hospitality facilities, and mobile maintenance. Under exploration are co-requisite courses for moving Developmental Education students forward, a transfer oriented engineering program, Continuing Education Spanish interpreter for the medical and legal fields, and expanding online course offerings. The overall focus is on expanding programs for the workforce.

PRESIDENT'S REPORT

President Mary-Rita Moore reported that at thirty days away from the new academic year, enrollment is a little bit ahead of last year's pace, and there is a surge in face-to-face orientation. Ms. Moore expressed her appreciation of the work of all employees, from Academic Advising and the Call Center connecting with students, to Business Services working on financial payment plans, to Faculty preparing for their classes.

CHAIRMAN'S REPORT

Chairman Mark Stephens encouraged everyone to continue efforts to build enrollment.

NEW BUSINESS

ACTION EXHIBITS

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

- 16157 Budget Transfers**
- 16158 Renewal of Follett Bookstore Agreement**
- 16159 2018 Federal Transit Administration Certifications and Assurances**
- 16160 Clinical Affiliation Agreement with Northshore University Healthsystem**
- 16161 Clinical Affiliation Agreement with Adventist Midwest Health**
- 16162 Clinical Affiliation Agreement with Advocate Lutheran General Hospital**
- 16163 Addendum to Clinical Affiliation Agreement with Advocate Sherman Hospital**
- 16164 Addendum to Clinical Affiliation Agreement with Smith Perry Eye Center**
- 16165 AT&T HD Video Broadcast Services Five-Year Fiber Agreement**

Mr. Reyes made a motion to approve the Action Exhibits, seconded by Ms Peluso.
Mr. Casson stated his intention to recuse himself from voting on item 16158 Renewal of Follett Bookstore Agreement. Voice vote carried the motion 6-0 with the Student Trustee voting yes, with the exception of Action Exhibit 16158 which passed 5-0 with the Student Trustee voting yes.

PURCHASING SCHEDULES

- B41.01 Welding Lab Renovations – Building T**
- B41.02 Wrestling Mat Replacements – Building \$**

B41.03 Mechanical Upgrades – Buildings J, N & T

Ms. Peluso made a motion to approve the Purchasing Schedules, seconded by Mr. Reyes. Voice vote carried the motion unanimously.

BILLS AND INVOICES

Ms. Peluso made a motion, seconded by Mrs. Potter, to pay the Bills and Invoices in the amount of \$2,044,341.95.

Roll Call Vote:

Affirmative: Mr. Casson, Ms. Garcia, Ms. Peluso, Mrs. Potter, Mr. Reyes,
Ms. Viverito, Mr. Stephens.

Absent: Mr. Johnson.

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

CLOSED SESSION

Ms. Peluso 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. Reyes.

Roll Call Vote:

Affirmative: Mr. Casson, Ms. Garcia, Ms. Peluso, Mrs. Potter, Mr. Reyes,
Ms. Viverito, Mr. Stephens.

Absent: Mr. Johnson.

Motion carried 6-0 with the Student Trustee voting yes. The Board went into Closed Session at 7:26 p.m.

RETURN TO OPEN SESSION

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

Roll Call Vote:

Affirmative: Mr. Casson, Ms. Garcia, Ms. Peluso, Mrs. Potter, Mr. Reyes,
Ms. Viverito, Mr. Stephens.

Absent: Mr. Johnson.

Motion carried 6-0 with the Student Trustee voting yes. The Board returned to Open Session at 8:18 p.m.

HUMAN RESOURCES REPORT

1.0 Faculty

Ms. Peluso made a motion, seconded by Mrs. Potter, to approve pages 1 through 4 of the Human Resources Report, items 1.1.01 and 1.5.01. Voice vote carried the motion unanimously.

2.0 Adjunct Faculty

Ms. Peluso made a motion, seconded by Mr. Reyes, to approve page 5 of the Human Resources Report, items 2.1.01 through 2.2.01 (no action on page 6). Voice vote carried the motion unanimously.

3.0 Administration

Ms. Peluso made a motion, seconded by Mrs. Potter, to approve page 7 of the Human Resources Report, items 3.1.01 and 3.2.01. Voice vote carried the motion unanimously.

4.0 Classified, Police & Engineers

Ms. Peluso made a motion, seconded by Mrs. Potter, to approve pages 8 and 9 of the Human Resources Report, items 4.1.01 through 4.3.01. Voice vote carried the motion unanimously.

5.0 Mid-Management

Mrs. Potter made a motion, seconded by Ms. Peluso, to approve pages 10 and 11 of the Human Resources Report, items 5.1.01 through 5.2.02. Voice vote carried the motion unanimously.

6.0 Hourly Employees

Mrs. Potter made a motion, seconded by Ms. Peluso, to approve pages 12 through 14 of the Human Resources Report, items 6.1.01 through 6.5.02. Voice vote carried the motion unanimously.

7.0 Other

Ms. Peluso made a motion, seconded by Mrs. Potter, to approve pages 15 and 16 of the Human Resources Report, items 7.1.01 through 7.5.01. Voice vote carried the motion unanimously.

ADJOURNMENT

There being no further business before the Board, a motion was made by Ms. Peluso to adjourn the meeting, seconded by Mrs. Potter. Voice vote carried the motion unanimously. Chairman Stephens adjourned the meeting at 8:21 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 28, 2018

Student Affairs

POLICY NO. 5902

First Reading _____

Second Reading X (Waive First Reading)

TITLE: ATHLETIC TUITION WAIVER

PURPOSE: Revision of the Board Policy to comply with NJCAA regulations and to better
identify the policy concerning athletic waivers.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

_____ Mark R. Stephens Chairman	_____ Diane Viverito Secretary	_____ Date
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Related forms requiring signature: Yes _____ No X

TRITON COLLEGE BOARD POLICY

BOARD OF TRUSTEES, DISTRICT 504

STUDENT AFFAIRS

ATHLETIC TUITION WAIVER

POLICY 5902
ADOPTED: 06/15/99
AMENDED: 08/23/05
AMENDED: 12/17/13
AMENDED:

Student-athletes eligible under National Junior College Athletic Association (NJCAA) and Conference standards are considered qualified to receive tuition waivers. Any student who participates in intercollegiate athletics will also be eligible to apply for local, state and national scholarships available to all other Triton College students.

Non-athletic scholarships awarded to student-athletes are not counted toward the total tuition waiver. The order and applicability in which aid and awards are applied is determined solely by procedures established by the Triton College Financial Aid department.

In accordance with NJCAA regulations, waivers are available to any and all sport offerings designated as Division I or Division II. Triton College may offer waivers that are within the guidelines of the NJCAA regulations. These are one year renewable awards and are limited to 15 credit hours per semester for fall and spring and 6 credit hours for summer term.

Each year for the subsequent academic year by September 1st, the college administrator overseeing intercollegiate athletics will determine the following:

- Identify programs eligible to offer tuition waivers.
- Determine number of renewable and vacant (available) waivers.
- Make any recommendations or determinations on new or existing provisions issued by NJCAA or Conference.

Written notice of the terms of the original tuition waiver shall be given to the student-athlete no later than fifteen (15) calendar days after the beginning of classes of the academic term in which they participate. This tuition waiver agreement (with the required student signature) shall be in effect for one full academic year. If a waiver becomes vacant, it may be awarded to a different individual for the remainder of that academic year beginning with the next term. Renewal of the tuition waiver must be given in writing as soon as eligibility is determined. Actions regarding prohibited practices or cancellation of a waiver will follow the established regulations of the NJCAA.

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16166

SUBJECT: AMENDMENT TO THE U.S. BANK N.A. BRANCH
ON-CAMPUS AGREEMENT

RECOMMENDATION: That the Board of Trustees approve the Amendment to the On-campus License Agreement with U.S. Bank N.A. The Agreement will be for a two (2) year term commencing on November 12, 2018 through November 11, 2020 with two (2) options to extend the Agreement for a period of four (4) years each, with the consent of both parties. The Agreement will provide the College annual rent of \$12,000.

RATIONALE: U.S. Bank has performed satisfactorily over the initial six-year term of the Agreement. This Amendment to the On-Campus License Agreement will provide additional revenue to the College, provide employees and students an on-campus banking option, and allow the college to conveniently deposit funds.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<u>Mark R. Stephens</u> Chairman	<u>Diane Viverito</u> Secretary	<u> </u> Date
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Related forms requiring signature: Yes X No

FIRST AMENDMENT TO ON-SITE BRANCH BANK LICENSE AGREEMENT

THIS FIRST AMENDMENT TO ON-SITE BRANCH BANK LICENSE AGREEMENT (the "Amendment") is made as of August 29, 2018, between **Triton College** ("College") and **U.S. Bank National Association**, a national banking association ("Bank").

- A. Pursuant to the On-Site Branch Bank License Agreement dated as of June 29, 2012 (the "License"), College licensed to Bank certain space on the Triton College campus located at 2000 5th Avenue, River Grove, Illinois, as more particularly described in the License (the "Premises").
- B. The parties agree to amend the License to alter certain provisions thereof on the terms and conditions hereinafter set forth. All other terms and conditions set forth in the License not otherwise addressed shall remain in full force and effect.

NOW, THEREFORE, for valuable consideration, the receipt and sufficiency of which are hereby acknowledged, College and Bank agree as follows:

1. **Term.**

- 1.1 Bank and College hereby agree that Term of the License shall be extended for a period of two (2) years commencing on November 12, 2018, and expiring on November 11, 2020 (the "First Amendment Term"). Section 2.3 shall be amended to state as follows:

"Subject to the terms hereof, this Agreement may be renewed upon the good faith written agreement of both parties, prior to the expiration of the initial term or any renewal term, for two (2) successive terms of four (4) years each. The renewal will on the same terms and conditions as set forth in the License and this Amendment."

- 1.2 Section 2.4 shall be added to the License as follows: "Either party shall have the right to terminate the License upon at least one (1) year's written notice to the other party."

- 1.3 Section 2.5 shall be added to the License as follows: "Bank may terminate this License at any time with 180 days' written notice to College without liability, except for prior action that may result in a claim or any existing claims, liabilities accrued prior to the termination, upon the issuance of any order, rule or regulation by any regulatory agency, national association, or administrative body or the decision or order of any court of competent jurisdiction that is controlling or binding on Bank prohibiting any or all of the services contemplated in this License, or if such order, rule or regulation restricts the provision of such services so as to make the continued provision thereof unprofitable or undesirable, or will be unduly restrictive to the business of Bank or will require burdensome capital

contributions or expenditures. Prior to termination pursuant to this Section 2.5, Bank shall provide thirty (30) days' notice to College and the parties shall meet within this time period to discuss the basis for termination.

2. The following language shall be added as section 8.1.4: Bank shall be allowed to install broadband internet and/or a wireless internet system within the Premises for use by Bank employees, customers, and invitees. All costs of installation and service shall be the sole responsibility of the Bank. The equipment installed by the Bank shall not result in any interference to the wireless services provided by the College to staff and students.

3. **Advertising, Promotion and Public Relation Activities by College and Bank.** The Following language shall be added to Section 10 as follows:

10.8 The College shall provide a subpage located on the home page of College's .edu website, which shall include information on bank hours, location, and other information as appropriate. The subpage shall also include a hyperlink to the bank's website.

10.9 The Bank may request placement of material promoting the bank into student "Newsable" email communication or other communication determined by the College, in its sole discretion. Upon approval of submitted copy, the College will place the material for no cost or charge to the Bank.

10.10 The Bank may request placement of advertising in "News to Use" or other College electronic communication as determined by the College, in its sole discretion. Upon approval of submitted copy, the College will place the material for no cost or charge to the Bank.

10.11 The Bank may request advertising space in the Triton College published Summer, Fall, and Spring Class Schedule, which the College will provide, upon approval of the submitted copy, for no cost or charge. All other campus publications will require purchasing advertising space on the same terms and conditions as other outside entities.

10.12 The Bank shall include a flyer about the Bank to the College, which shall be provided in the College's new employee packet.

10.13 The Bank shall be allowed to have tabling events each day for two weeks at the beginning of each semester in the Cafeteria, and up to two times a week during the school year. Tabling events will also be allowed during new student orientation (B Building Second Floor), corn roast, student success fest, fall family fun feast, or other events approved by the Office of the Dean of Student Services. Tabling dates will be approved by the Office of the Dean of Student services and shall not be allowed when it conflicts with other campus events. All tabling fees for the events as set forth above shall be waived.

11 **Authority.** College and Bank each represents and warrants that it has all the necessary
approvals and authority to enter into this Amendment. The College's agent executes this
Amendment in his official capacity only, and no personal liability shall be charged as a
result of such official act.

12 **No Existing Defaults.** College and Bank represent and warrant that there are currently
no defaults by either party under the License.

13 **Notices.** Any notice to Bank under this Amendment or the License must be in writing,
sent by prepaid certified mail or by reputable overnight courier addressed to the
following, all other notice requests shall remain as stated herein:

If to Bank, then to: U.S. Bank National Association
ISOS Banking Administration
602 Madison Avenue, 2nd Flr
Covington, KY 41011

With a copy to: U.S. Bank National Association
Corporate Real Estate
Attn: Lease Administrator
2800 E. Lake Street
Minneapolis, MN 55406

With a copy to: U.S. Bank National Association
Attn: Corporate Real Estate Counsel
800 Nicollet Mall, BC-MN-H21R
Minneapolis, MN 55402

14 **Counterparts.** This Amendment may be executed in any number of counterparts, each of
which shall be an original, but such counterparts shall together constitute one and the
same instrument. Faxed signatures shall be considered originals.

15 **Ratification.** All of the terms of the License, as amended hereby, are hereby ratified and
confirmed. Unless otherwise amended, all terms and conditions stated in the License shall
remain unchanged. In the event of a conflict between this Amendment and the License,
this Amendment shall prevail.

16 **Defined Terms.** Unless otherwise stated, all capitalized words in this Amendment that
are not normally capitalized shall have the meaning ascribed in the License.

WHEREFORE, College and Bank have executed this Amendment as of the date first above written.

Triton College:

By: _____
Print Name: Mark Stephens
Title: Chairman, Board of Trustees

U.S. Bank National Association:

By: _____
Print Name: _____
Title: _____

By: _____
Print Name: _____
Title: _____

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16167

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 FY19 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 FY19 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O’Brien Sullivan

Board Officers’ Signatures Required:

<u>Mark R. Stephens</u> Chairman	<u>Diane Viverito</u> Secretary	<u> </u> Date
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Related forms requiring signature: Yes No X

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16168

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 FY19 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 FY19 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
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Related forms requiring signature: Yes 16/351 No X

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16169

SUBJECT: MURPHY & MILLER, INC. 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 FY19 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 FY18 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Mark R. Stephens Chairman	<hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Diane Viverito Secretary	<hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Date
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Related forms requiring signature: Yes 17/351 No X

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16170

SUBJECT: W. J. O'NEIL CHICAGO LLC, HVAC SERVICES

RECOMMENDATION: That the Board of Trustees approve an open purchase order with W. J. O'Neil Chicago LLC, 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 FY19 vendor limit of \$25,000.

RATIONALE: W. J. O'Neil LLC 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 FY19 is expected not to exceed \$100,000.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<u>Mark R. Stephens</u> Chairman	<u>Diane Viverito</u> Secretary	<u> </u> Date
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Related forms requiring signature: Yes No X

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16171

SUBJECT: TRANE SUPPLY VENDOR LIMIT INCREASE

RECOMMENDATION: That the Board of Trustees approve a vendor limit increase to \$40,000 for FY19 for Trane Supply to provide Triton College with Trane manufactured chiller parts.

RATIONALE: Triton College has Trane centrifugal chillers that are near 25 years in age in four (4) Campus Buildings. This mechanical equipment requires on-going service and parts to maintain operation until the College can budget for complete replacement. Presently, in FY19, \$7,500 has been spent on Trane manufactured parts to support these chillers. The College needs to purchase an additional \$22,500 of Trane parts in a pro-active effort to support and maintain the equipment to avoid a breakdown. An additional \$10,000 is requested herein to prepare for the event that additional parts are required throughout the balance of the fiscal year. These chiller parts are only available through the local branch of "Trane Supply", as a manufacturer supplier, owned and operated by Trane. These purchases are an exception to the Community College Act Public Bidding Statute 110 ILCS 805/3-27.1(e) "contracts for the maintenance or servicing of, or provision of repair parts for, equipment which are made with the manufacturer or authorized service agent of that equipment where the provision of parts, maintenance, or servicing can best be performed by the manufacturer or authorized service agent."

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<hr/> <p style="text-align: center;">Mark R. Stephens Chairman</p>	<hr/> <p style="text-align: center;">Diane Viverito Secretary</p>	<hr/> <p style="text-align: center;">Date</p>
<p>Related forms requiring signature: Yes _____ No <u> X </u></p>		

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16172

SUBJECT: CERTIFICATE OF FINAL COMPLETION AND AUTHORIZATION OF FINAL PAYMENT FOR THE “D BUILDING” ROOF REPLACEMENT PROJECT

RECOMMENDATION: That the Board of Trustees approve the Certificate of Final Completion and Final Pay Application of \$2,000 for the D Roof Replacement Project. Total project cost was \$417,800.

RATIONALE: Operations & Maintenance has reviewed the Certificate of Final Completion, Final Waivers of Lien, and Final Payment Application. Original contract amount was \$427,400; total project cost was \$417,800. This project came in under budget by \$9,600.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<u>Mark R. Stephens</u> Chairman	<u>Diane Viverito</u> Secretary	<u> </u> Date
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Related forms requiring signature: Yes X No

Triton College

CERTIFICATE OF FINAL ACCEPTANCE

Contractor:	Elens & Maichin Roofing	
Project:	D Roof Replacement	Address: 1621 Manhattan Road
Location:	2000 Fifth Ave.	Joliet, IL 60434
	River Grove, IL 60171	
		Contr. Work:
Date of Final Acceptance:	6/25/18	Contract No.:

Signing of the Final Acceptance form shall certify that the work contained in the subject contract has been inspected by the parties listed below, that all punch list items on the Substantial Completion form have been completed, that the contractor has fulfilled all his contractual obligations, that the warranties have been accepted and the contractor may be authorized to receive final payment in full, including all retainage.

SIGNATURES

ARCON Associates, Inc.	<i>Anthony Tremonte</i>	<i>7.23.18</i>
Architect-Engineer (Firm Name)	Representative	Date
N / A -----		
APM (Asbestos Projects Only)	Representative	Date
Triton College	<i>[Signature]</i>	
Using Agency	Representative	Date
Triton College		8-28-18
Using Agency	Mark Stephens - Board Chairman	Date
Elens & Maichin Roofing	<i>[Signature]</i>	7/23/18
Contractor	Representative	Date

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16173

SUBJECT: CERTIFICATE OF FINAL COMPLETION AND AUTHORIZATION OF FINAL PAYMENT FOR THE “M BUILDING” CHILLER & DX UNIT INSTALLATION PROJECT

RECOMMENDATION: That the Board of Trustees approve the Certificate of Final Completion and Final Pay Application of \$2,000 for the “M Building” Chiller & DX Unit Installation Project. Total project cost was \$276,053.

RATIONALE: Operations & Maintenance has reviewed the Certificate of Final Completion, Final Waivers of Lien, and Final Payment Application. Original contract amount was \$277,553; total project cost was \$276,053. This project came in under budget by \$1,500.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O’Brien Sullivan

Board Officers’ Signatures Required:

<u>Mark R. Stephens</u> Chairman	<u>Diane Viverito</u> Secretary	<u> </u> Date
-------------------------------------	------------------------------------	-------------------------------------

Related forms requiring signature: Yes X No

Triton College

CERTIFICATE OF FINAL ACCEPTANCE

Contractor: F.E. Moran

Project: M Chiller / DX Unit Replacement Address: 2265 Carlson Drive

Location: 2000 Fifth Ave. Northbrook, IL 60062

River Grove, IL 60171

Contr. Work: _____

Date of Final Acceptance: 6/25/18 Contract No.: _____

Signing of the Final Acceptance form shall certify that the work contained in the subject contract has been inspected by the parties listed below, that all punch list items on the Substantial Completion form have been completed, that the contractor has fulfilled all his contractual obligations, that the warranties have been accepted and the contractor may be authorized to receive final payment in full, including all retainage.

SIGNATURES

ARCON Associates, Inc. Anthony Tremonte July 23, 2018
Architect-Engineer (Firm Name) Representative Date

N / A

APM (Asbestos Projects Only) Representative Date

Triton College [Signature] 7/23/18

Using Agency Representative Date

Triton College 8-27-18

Using Agency Mark Stephens - Board Chairman Date

F.E. Moran [Signature] 7/20/18

Contractor Representative Date

APPLICATION AND CERTIFICATE FOR PAYMENT

Page 1 of 2 Pages

TO OWNER: TRITON COLLEGE 2000 N. FIFTH AVENUE RIVER GROVE, IL 60171		PROJECT: TRITON COLLEGE BLDG M CHILLER 2000 N. FIFTH AVENUE RIVER GROVE, IL 60171	APPLICATION NO: 7 PERIOD TO: 6/30/2018 PROJECT NOS:	Distribution to: <input type="checkbox"/> OWNER <input type="checkbox"/> ARCHITECT <input type="checkbox"/> CONTRACTOR
FROM CONTRACTOR: FEM IPS Install 1323 Butterfield Road - Suite 122 Downers Grove, IL 60515		VIA ARCHITECT: ARCON ASSOCIATES, INC. 2050 S. FINLEY SUITE 40 LOMBARD, IL 60148	CONTRACT DATE: INVOICE NUMBER: 007-185232000 JOB ID: 185232000	
CONTRACT FOR: HVAC				

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract.
Continuation sheet is attached.

1 ORIGINAL CONTRACT SUM	\$	277,553.00
2 Net change by Change Orders	\$	(1,500.00)
3 CONTRACT SUM TO DATE (Line 1 + 2)	\$	276,053.00
4 TOTAL COMPLETED & STORED TO DATE	\$	276,053.00
(Column G on Detail Sheets)		
5 RETAINAGE		
a. 0.00 % of Completed Work	\$	0.00
(Columns D + E on Detail Page)		
b. 0.00 % of Stored Material	\$	0.00
(Column F on Detail Page)		
Total Retainage (Line 5a + 5b or	\$	0.00
(Total in Column I of Detail Page)		
6 TOTAL EARNED LESS RETAINAGE	\$	276,053.00
(Line 4 less Line 5 Total)		
7 LESS PREVIOUS CERTIFICATES FOR PAYMENT		
(Line 6 from prior Certificate)	\$	274,053.00
8 CURRENT PAYMENT DUE		
		\$ 2,000.00
9 BALANCE TO FINISH, INCLUDING RETAINAGE	\$	0.00
(Line 3 less Line 6)		

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	0.00	0.00
Total approved this Month	0.00	(1,500.00)
TOTALS	0.00	(1,500.00)
NET CHANGES by Change Order		1,500.00

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed

in accordance with the Contract Documents, that all amounts have been paid by the

Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR: F.E. MORAN, INC.

By: Marilyn Bon Assistant Treasurer Date: 6/28/18

State of: IL
County of: Cook
Subscribed and sworn to before

me this 28th day of June 2018

Notary Public:

My Commission expires: 7-21-20



ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the

Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED \$ 2,000.00

(Attach explanation if the amount certified differs from the amount applied for. Initial all figures on this Application and on the Continuation Sheet that are changed to conform to the amount certified.)

ARCHITECT:

By: Angela RTH Date: 06.29.18

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without

prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

Page 2 of 2 Pages

APPLICATION AND CERTIFICATE FOR PAYMENT
containing Contractor's signed Certification, is attached.
Use Column 1 on Contracts where variable retainage for line items may apply.

APPLICATION NO: 7
APPLICATION DATE: 6/28/2018
PERIOD TO: 6/30/2018

(Version 11.3.1)

JOB ID: 185232000

ARCHITECT'S PROJECT NO:
INVOICE NUMBER: 007-185232000

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	%	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
10	Bond	5,551.00	5,551.00	0.00	0.00	5,551.00	100.00	0.00	0.00
20	Insurance	5,551.00	5,551.00	0.00	0.00	5,551.00	100.00	0.00	0.00
30	Shop Drawings / Submittals	4,500.00	4,500.00	0.00	0.00	4,500.00	100.00	0.00	0.00
40	Allowance	10,000.00	10,000.00	0.00	0.00	10,000.00	100.00	0.00	0.00
50	Mobilization	8,000.00	8,000.00	0.00	0.00	8,000.00	100.00	0.00	0.00
60	Demobilization - FBM	15,000.00	15,000.00	0.00	0.00	15,000.00	100.00	0.00	0.00
70	Reclaim - FBM	1,500.00	1,500.00	0.00	0.00	1,500.00	100.00	0.00	0.00
80	Piping Labor FEM	38,000.00	38,000.00	0.00	0.00	38,000.00	100.00	0.00	0.00
90	Piping Material FEM	18,000.00	18,000.00	0.00	0.00	18,000.00	100.00	0.00	0.00
100	Vent Labor - FEM	5,000.00	5,000.00	0.00	0.00	5,000.00	100.00	0.00	0.00
110	Vent Material - FBM	656.00	656.00	0.00	0.00	656.00	100.00	0.00	0.00
120	Furnish Chiller - JCI	66,000.00	66,000.00	0.00	0.00	66,000.00	100.00	0.00	0.00
130	Furnish AC Units - JCI	6,000.00	6,000.00	0.00	0.00	6,000.00	100.00	0.00	0.00
140	Furnish Fans - Brucker	1,275.00	1,275.00	0.00	0.00	1,275.00	100.00	0.00	0.00
150	Furnish Buffer Tank - Bonquist	7,000.00	7,000.00	0.00	0.00	7,000.00	100.00	0.00	0.00
160	Chemical Treatment - HOH	2,000.00	2,000.00	0.00	0.00	2,000.00	100.00	0.00	0.00
170	General Trades - Bagra Varva	6,500.00	6,500.00	0.00	0.00	6,500.00	100.00	0.00	0.00
180	Roofing - Adler Roofing	2,870.00	2,870.00	0.00	0.00	2,870.00	100.00	0.00	0.00
190	Pipe / Duct Insulation - Five Star	6,450.00	6,450.00	0.00	0.00	6,450.00	100.00	0.00	0.00
200	Temp Controls - Applied Control	34,000.00	34,000.00	0.00	0.00	34,000.00	100.00	0.00	0.00
210	Test & Balance - Mechanical T&B	1,200.00	1,200.00	0.00	0.00	1,200.00	100.00	0.00	0.00
220	Electrical - Austin Electric	26,000.00	26,000.00	0.00	0.00	26,000.00	100.00	0.00	0.00
230	Rentals	5,000.00	5,000.00	0.00	0.00	5,000.00	100.00	0.00	0.00
240	Close Out Documents	1,500.00	1,500.00	0.00	0.00	1,500.00	100.00	0.00	0.00
250	Final Change Order	(1,500.00)	(1,500.00)	0.00	0.00	(1,500.00)	100.00	0.00	0.00
	Page Total	276,053.00	276,053.00	0.00	0.00	276,053.00	100.00	0.00	0.00
	Grand Total	276,053.00	276,053.00	0.00	0.00	276,053.00	100.00	0.00	0.00

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16174

**SUBJECT: FY 2019 – WAIVER OF ROOM RENTAL FEE
TRITON FOUNDATION 26th ANNUAL PRESIDENT’S RECEPTION**

RECOMMENDATION: That the Board of Trustees approve the use of Triton facilities for the President’s Reception for FY 2019, scheduled for November 14, 2018; waive room rental fees and set up charges of approximately \$2,000 as per the Triton College Facilities Rental Policy.

RATIONALE: The Triton College Foundation, requesting the space and facility rental fee waiver, is a not-for-profit group working directly for the educational mission of the College. The funds raised from this event will directly benefit the students of Triton College. Furthermore, the event will enhance Triton’s image and showcase its resources.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O’Brien Sullivan

Board Officers’ Signatures Required:

<u>Mark R. Stephens</u> Chairman	<u>Diane Viverito</u> Secretary	<u> </u> Date
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Related forms requiring signature: Yes No X

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16175

SUBJECT: FEE WAIVER FOR THE COOK COUNTY CLERK'S OFFICE

RECOMMENDATION: That the Board of Trustees approve an agreement with the Cook County Clerk's office to utilize Triton College facilities on February 26, 2019, April 2, 2019, March 17, 2020 and November 3, 2020 between 4:00 a.m. and 12:00 midnight for judges of the election to submit returns. The County will pay the College \$400 per date for the use of facilities to cover maintenance, setup and cleanup. The total value of the facility fee waiver is estimated at \$2,550 per date.

RATIONALE: Triton College has developed intergovernmental relationships with Cook County and this usage maintains intergovernmental relations and provides services to the local communities.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<u>Mark R. Stephens</u> Chairman	<u>Diane Viverito</u> Secretary	<u> </u> Date
-------------------------------------	------------------------------------	-------------------------------------

Related forms requiring signature: Yes No X

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16176

**SUBJECT: EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAM
FISCAL YEAR 2018 SUMMARY**

RECOMMENDATION: That the Board of Trustees approve the Equal 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.

Submitted to Board by: Sean Sullivan
(Vice President) Sean Sullivan

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
--------------------------------------------------	-------------------------------------------------	-------------------

Related forms requiring signature: Yes _____ No X



**EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION PROGRAM**

July 1, 2017 - June 30, 2018

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

**TRITON COLLEGE
BOARD OF TRUSTEES**

2018

Mark R. Stephens, Chairman

Donna L. Peluso, Vice Chairwoman

Diane Viverito, Secretary

Luke Casson, Member

Glover Johnson, Member

Elizabeth Potter, Member

Jay Reyes, Member

Erendira Garcia, 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 28, 2018

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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, adopted in 2011, is as follows:

“Triton College is committed to student success through institutional and academic excellence, and providing a student-centered, lifelong learning environment for our diverse community.”

The College Vision Statement, adopted in 2011, is as follows:

“Triton College is a model of teaching excellence and student success. We are a community college that embraces the educational, training, and personal development needs of the diverse communities we serve through innovation in our programs and approach to learning.”

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 Opportunity Employer statement on all application forms.
3. The Equal Opportunity Employer 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 Officers 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 and the Associate Vice President of Human Resources and the administration 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. Publish an annual report, which includes a workforce analysis, availability and utilization data, goals and timetables, and any update to the EEO/AA Program.
8. Recommend needed policies to the President and the Associate Vice President of Human Resources.
9. 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 Presidents 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, he 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 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, Enrollment Services, Arts and Sciences, Student Services, 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 provided by the Equal Employment Opportunity Commission. 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 the Adjunct, Classified, Police, Engineers, Mid-Management, Administration, or Faculty Policy Manuals, 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, 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 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 within each job group has been developed. The survey strongly endorses employee self-identification of race and ethnic categories whenever possible.

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. Provide training and professional development opportunities so that all employees realize their greater potential and acquire new skills.
- 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 on job boards as appropriate, including resources specifically for Protected Groups. In all cases, the best-qualified applicant will be hired.
- D. Searches may be extended if the sample of Protected Group members amongst the applicant pool is not sufficient.
- E. Screening committees are utilized to assist in the selection process and a member of Protected Groups serves 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, applicants 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 screening committee will make notes regarding the candidate; all interview notes, and related records will be retained in Human Resources 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 opportunities of members of Protected Groups.
- C. To review 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.

EG	Employee ID	Position ID	Person Gender	Person Ethnic Desc	Person Full Name	Position Title
A	0040851	AZZVPAVPACADAF	F	White	Baker, Debra	Vice President Acad Affairs
A	0853707	ABZAVPDIRPLANG	F	White	Perry, Pamela	Director of Planning and Accre
A	0931836	ABZAEDDNADLTED	F		Lynch-Curneen, Jacqueline	Dean Adult Education
A	0040860	ABZDHCDNHLTHCR	F	White	Campos, Susan	Dean Health Careers
A	0040762	AAZINFAVPINFOS	M	White	Garrity, Michael	AVP Information Systems
A	0040781	AAZGRMAVPFACIL	M	White	Lambrecht, John	AVP Facilities
A	0917911	ABZDASDNARTSCI	M		Li, Kevin	Dean Arts & Sciences
A	0920177	ADZDIRPUBLICAF	F		Jonas, Audrey	Dir of Public Affairs/Communit
A	0064686	ACZDAADIRFACDV	F	Asian	Tiwari, Shelley	Dir, Faculty Dev & Student
A	0912844	ABZRESDNRESRCH	M		Tharakunnel, Kurian	Exec Dir, Res & Inst. Eff.
A	0040912	ADZCOEASTDNCED	F	White	Rockafellow, Colleen	Assistant Dean CE
A	0040831	ACZFIAADNENRLS	F	White	Zinga, Patricia	Assoc Dean Enroll Serv-Fin
A	0901125	ABZEXEDIRGRTPD	F		Smith, Sacella	Executive Director Grant Dev
A	0040802	ACZFINEXCDIRFI	M	White	Reynolds, James	Executive Director Finance
A	0000009	ABZASCDNACADSC	F	White	Baness King, Deborah	Dean Academic Success
A	0040789	AZZPREPRESNDNT	F	White	Moore, Mary-Rita	President
A	0040757	ABZAVPAVPTCHIN	M	Hispanic Or Latino	Espino, Humberto	Assistant VP T and I
A	0043156	ABZPUBDIRMKTG	M	White	Tolia, Sam	Director of Marketing
A	0040818	AZZVPBVPBUSSRV	M	White	Sullivan, Sean	VP Business Services
A	0040780	AAZHURAVPHRES	M	White	Klinger, Joseph	AVP Human Resources
A	0000004	AAZFINAVPFINBS	M	White	Abezetian, Garrick	AVP Finance & Business Svc
A	0040800	ADZINFSRDBSYST	F	White	Rapala, Elise	Sr Database & Systems Admin.
A	0040877	ADZVPADIRPASA	F	White	Rubalcaba, Jessica	Dir for the VP Student Aff
A	0040821	ABZDESDNENRLSV	F	Black Or African Am	Turner, Amanda	Dean Enrollment Service
A	0040808	ACZDCRASDNCOLL	M	Hispanic Or Latino	Segovia, Ricardo	Assoc Dean of College Readin
A	0897125	ABZDBTDNBUSTCH	M	White	Bohleke, Henry	Dean Business & Technology
A	0897337	ADZCBDDIRCORPO	F	White	Shields, Patricia	Director Corporate Outreach
A	0040775	ABZDCEDNCONTEDE	M	White	Jensen, Paul	Dean Continuing Education
A	0040825	ADZPRESPECASST	F	Black Or African Am	Watkins, Brenda	Special Asst to the Presid
A	0891152	ACZGIPDIRGRTCP	F	Hispanic Or Latino	Monge, Raquel	Director of Grants Compliance
C	0925150	C6ZCUSCUSTDN	F	Hispanic Or Latino	Hernandez Rios, Maria	Custodian
C	0066330	C9ZCUSLEADPER	F	Hispanic Or Latino	Yanes, Tracy	Lead Person, Custodial/Grounds

C	0886784	C8ZGRMSECRET2	F	Hispanic Or Latino	Hernandez-Chavez, Rebecca	Secretary II
C	0040824	C9ZADMCLKPER2	F	White	Walenga, Shelley	Clerk, Student Personnel II
C	0040945	C6ZCRSSECRET1	F	Black Or African Am	Spiller-Iverson, Freida	Secretary I
C	0064302	C6ZLIBLIBTECA	M	Black Or African Am	Doyle-Marzette, Aaron	Library Tech & Cir Asst
C	0066701	C11CDFCCASOC	F	Hispanic Or Latino	Gattone, Jane	Child Care Ctr Assoc Flex
C	0920840	C11EQMMAINSKT	M		Morris, Steven	Maintenance, Skilled Trades (c
C	0066696	C9ZFIASRFASPC	F	White	LaCognata, Nicole	Sr. Financial Aid Specialist
C	0066626	C6ZCUSCUSTDN	F	Hispanic Or Latino	Rodriguez, Adelina	Custodian
C	0158021	C6ZCUSCUSTDN	F	Hispanic Or Latino	Bravo Flores, Gloria	Custodian
C	0917556	C8ZFIASPECIAL	M	Hispanic Or Latino	Rodriguez, David	Financial Aid Specialist
C	0812681	C8ZCOESECRET2	F	Black Or African Am	Walters, Katrina	Secretary II
C	0040845	C10DSSOFFCOR	F	White	Abbruscato, Dora	Office Coordinator
C	0040930	C8ZDBTSECRET2	F	White	Poremba, Sandra	Secretary II
C	0064384	C8ZSKTMAINSEM	M	Hispanic Or Latino	Herrejon Villalobos, Said	Maint. Semi-Skilled Trades
C	0919840	C9ZFIACORINTK	F	Black Or African Am	Malone, Brittany	Coordinator, Intake Services
C	0064416	C10FIACORFAID	F	White	Edmonds, Kathy	Coordinator, Financial Aid
C	0043193	C7ZSFSLEADAST	F	Black Or African Am	Evans, Rosalyn	Lead Staff Assistant
C	0064445	C9ZADMPRINSPC	F	White	Velasco, Mary	Prospective Student Informatio
C	0064467	C12CDTASOCDIR	F	White	Lorenzo, Valerie	Child Care Associate Director
C	0064468	C9ZPOLCOMMOFF	M	White	Riddle, Scott	Police Communications/Support
C	0064471	C6ZCUSCUSTDN	F	Hispanic Or Latino	Ortiz, Maria	Custodian
C	0065756	C6ZCUSCUSTDN	F	Hispanic Or Latino	Gutierrez, Cindy	Custodian
C	0064487	C6ZWELCLKPER1	F	Black Or African Am	Smith, Julietta	Clerk, Student Personnel I
C	0043176	C11LIBCORCIRC	F	Hispanic Or Latino	Lee-Mc Collum, Annette	Coordinator, Circulation Servi
C	0064491	C11CDECCASOC	F	White	Skorus, Angela	Child Care Ctr Associate
C	0040833	C11FINACCTNT	F	White	Zydron, Elizabeth	Accountant
C	0066191	C6ZGRMGARDEN	M	Hispanic Or Latino	Pereznegron, Angel	Gardener
C	0066194	C6ZCUSCUSTDN	M	Hispanic Or Latino	Flores, Cesar	Custodian
C	0040908	C8ZDHCSECRET2	F	Hispanic Or Latino	Martinez, Hermelinda	Secretary II
C	0040916	C10RVPCORRSVP	F	Hispanic Or Latino	McLaren, Minerva	Coordinator, Rsvp Volunteers
C	0234821	C6ZCUSCUSTDN	M	White	Fitzpatrick, Carl	Custodian
C	0065675	C6ZCUSCUSTDN	M	Hispanic Or Latino	Arellanes, Rosalio	Custodian
C	0043166	C8ZAEDSECR2	F	Hispanic Or Latino	Hernandez, Sandra	Secretary II
C	0040872	C6ZSTLSECRET1	F	White	Flanagan, Anna Jean	Secretary I
C	0940925	C6ZCUSCUSTDN	M		Renelli, Anthony	Custodian

C	0040952	C6ZAEDSECRET1A	F	Hispanic Or Latino	Villasenor, Norma	Secretary I
C	0064706	C6ZWELCLKPER1	F	White	Buchak, Nadiya	Clerk, Student Personnel I
C	0064721	C7ZCUSMAINSUP	M	White	Williams, Karl	Maintenance Supply and Set Up
C	0064723	C11DCSCSYSSPC	M	White	Kowalski, Kenneth	Computer Systems Specialist
C	0066340	C11SKTMAINSKT	M	White	McNeill, Daniel	Maintenance, Skilled Trades (g
C	0064733	C11CDCCCCASOC	F	Hispanic Or Latino	Corral, Azucena	Child Care Ctr Associate
C	0040751	C12PUBSRGRSPC	F	White	De Maine, Anna	Senior Graphic Design Speciali
C	0454570	C6ZAEDDATACLK	F	White	Aller, Kelly	ABE Data Entry Clerk
C	0040790	C11FINACCTNT	M	White	Mungerson, Robert	Accountant
C	0000019	C7ZPURASST	F	White	Schafer, Nancy	Purchasing Assistant
C	0065659	C11SKTMAINSKT	M	Hispanic Or Latino	Basile, Christopher	Maintenance, Skilled Trades (g
C	0064807	C11TFECSYSSPC	F	White	Lustro, Barbara	Computer Systems Specialist
C	0065732	C10AUDCORAUDV	M	White	Kushino, Patrick	Coordinator, Audio Visual Serv
C	0856424	C9ZADMCLKPER2	F	Black Or African Am	Campbell, Lorraine	Clerk, Student Personnel II
C	0040773	C11DCSCSYSSPC	F	Black Or African Am	Jamison, Elaine	Computer Systems Specialist
C	0935171	C12ADMRECEVAL	F		Clemment, Julie	Records Evaluator
C	0915593	C10SCICORSCIL	F		Kanan, Martha	Coordinator, Science Lab
C	0065900	C9ZLIBCATALOG	F	White	Pongener, Sylvia	Cataloger
C	0064946	C13CUSSRLDPER	M	White	Spulak, Terrence	Sr. Lead Person, Custodial/G
C	0064954	C9ZCUSLEADPER	M	Hispanic Or Latino	Hernandez, Francisco	Lead Person, Custodial/Grounds
C	0043163	C13LACCORASC	F	White	Dujua, Daisy	Coordinator, A.S.C
C	0064963	C8ZFIASPECIAL	F	Hispanic Or Latino	Garcia, Rina	Financial Aid Specialist
C	0064964	C6ZADMCLKPER1	F	Black Or African Am	Netisingha, Constance	Clerk, Student Personnel I
C	0040758	C9ZADMCLKPER2	F	White	Ferris, Brenda	Clerk, Student Personnel II
C	0064992	C6ZCUSCUSTDN	M	Hispanic Or Latino	Lozano, J	Custodian
C	0040797	C10FIACORSTEM	F	White	Potamitis, Annette	Coordinator Housing, Student E
C	0065011	C9ZPOLCOMMOFF	F	White	Borg-Poggi, Marybeth	Police Communications/Support
C	0040846	C8ZCOESECRET2	F	White	Airhart, Catherine	Secretary II
C	0040874	C7ZFINCLKACCT	F	White	Gajc, Theresa	Clerk, Account
C	0879358	C13PUBDMMKSPC	F		Schmidt, Samantha	Digital Media Mkting Spec.
C	0951701	C10NETTELESPC	M		Vinseck, David	Telecommunications Specialist
C	0000007	C6ZCUSCUSTDN	F	Black Or African Am	Barnes, Margaret	Custodian
C	0065037	C11DCSCSYSSPC	M	White	Kerwin, Paul	Computer Systems Specialist
C	0040868	C7ZFINCLKACCT	F	White	Di Giacomo, Amelia	Clerk, Account
C	0065058	C10FIAAWRDSPC	M	White	Smith, Michael	Financial Aid Awarding Special

C	0844941	C6ZCUSCUSTDN	M	Hispanic Or Latino	Ortiz, David	Custodian
C	0047622	C10PUBGRPHSPC	F	White	Holubek, Dorothy	Graphic Design Specialist
C	0065068	C6ZCUSCUSTDN	F	Hispanic Or Latino	Rivas, Ana	Custodian
C	0630903	C11CDCCCCASOC	F	White	Libreri, Lucy	Child Care Ctr Associate
C	0065086	C6ZCUSCUSTDN	F	White	Stoyonoff, Laura	Custodian
C	0066494	C6ZWELCLKPER1	M	White	Perkins, Adrian	Clerk, Student Personnel I
C	0733125	C9ZCUSLEADPER	M	White	Kusak, John	Lead Person, Custodial/Grounds
C	0065112	C6ZCUSCUSTDN	F	Hispanic Or Latino	Rivas, Marta	Custodian
C	0065114	C9ZPOLCOMMOFF	M	White	Caron, Andrew	Police Communications/Support
C	0488664	C6ZCUSCUSTDN	F	Hispanic Or Latino	De la Cruz, Aracely	Custodian
C	0065134	C11CSCTECHAST	M	White	Schultz, Joseph	Technical & Production Assista
C	0065143	C6ZGRMGARDEN	M	Hispanic Or Latino	Vazquez, Tito	Gardener
C	0066605	C9ZDHCINFOSPC	F	White	Green, Linda	Health Careers Information Spe
C	0047469	C6ZAEDSECRET1	F	Hispanic Or Latino	Guzman, Angeles	Secretary I
C	0040740	C12IPOCORSCHD	F	White	Braglia, Frances	Coordinator, Scheduling
C	0040853	C8ZLIBSECRET2	F	Black Or African Am	Basile, Claire	Secretary II
C	0040911	C13SKTLEADPER	M	White	Mazurek, Steven	Lead Person, Maintenance
C	0040948	C7ZFINCLKACCT	F	White	Tkoletz, Courtney	Clerk, Account
C	0065169	C8ZEQMMAINSEM	M	Hispanic Or Latino	Martinez, Fernando	Maint. Semi-Skilled (car)
C	0065177	C6ZCUSCUSTDN	F	Hispanic Or Latino	Fernandez, Juanita	Custodian
C	0065178	C6ZCUSCUSTDN	M	Hispanic Or Latino	Blair, Lajuan	Custodian
C	0846501	C12ASMCRDTEST	F		Caro, Lizeet	Coordinator, Testing Ctr
C	0066279	C7ZCUSMAINPER	M	White	May, Kenneth	Maintenance Personnel
C	0043165	C10CAADISAST	F	Black Or African Am	Carpenter, Debra	Disability Services Assistant
C	0040920	C6ZBESSECRET1	F	White	Mick, Linda	Secretary I
C	0040768	C7ZFINCLKACCT	F	Black Or African Am	Harvey-Lemons, Lynette	Clerk, Account
C	0065227	C6ZAUDEQPAST	M	Black Or African Am	White, Deon	Audio Visual Equipment Assista
C	0040788	C11CURCURRAST	F	White	Maratto, Susan	Curriculum & Assessment Assist
C	0593424	C9ZADMPRINSPC	F	Black Or African Am	Coble, Rhonda	Prospective Student Informatio
C	0040817	C10AVBBUSNSPC	F	Black Or African Am	Stephens, Danielle	Business Specialist
C	0627041	C6ZCUSCUSTDN	M	White	Grandsart, Doug	Custodian
C	0043152	C8ZPOLSECRET2	F	White	Foley, Katrina	Secretary II
C	0066190	C6ZCUSCUSTDN	M	Hispanic Or Latino	King, James	Custodian
C	0878571	C6ZADMCLKPER1	M	Hispanic Or Latino	Vega, Felix	Clerk, Student Personnel I
C	0065277	C6ZCUSCUSTDN	M	Hispanic Or Latino	Raddi, Alfonso	Custodian

C	0043155	C12PUBCRASOC	F	White	Swanberg, Renee	Creative Services Associate
C	0065289	C10POLLDPEROFF	F	White	Kemph, Carolyn	Lead Person Police Communicati
C	0040953	C8ZSRMMAILAST	F	White	Viti, Stacy	Mail Automation Assistant
C	0065729	C9ZFIASRFASPC	F	White	Hilker, Ruby	Sr. Financial Aid Specialist
C	0040814	C6ZWELCLKPER1	F	Black Or African Am	Solid, Annette	Clerk, Student Personnel I
C	0065343	C6ZCUSCUSTDN	M	Hispanic Or Latino	Avelar, Miguel	Custodian
C	0065363	C11CDTCCCASOC	F	Black Or African Am	Wiley, Charlotte	Child Care Ctr Assoc Tdlr
C	0040887	C12ASMCRDTEST	F	Black Or African Am	Harp, Angela	Coordinator, Testing Ctr
C	0614947	C11COETRNGCORD	F	White	Olsen, JoAnne	Training Coordinator
C	0065632	C6ZCUSCUSTDN	M	Hispanic Or Latino	Orellana, Byron	Custodian
C	0911936	C11EQMMAINSKT	M		Kiriazis, Cary	Maintenance, Skilled Trades (c
C	0065390	C11CDCCCCASOC	F	White	Dicosola, Elena	Child Care Ctr Associate
C	0065392	C7ZFINCLKACCT	F	White	Grabinski, Antoinette	Clerk, Account
C	0040940	C6ZLACSECRET1	F	Hispanic Or Latino	Silva, Calixta	Secretary I
C	0043253	C9ZSRMLEADPER	M	White	Bagby, Timothy	Lead Person, Shipping & Receiv
C	0065398	C10NETSYSSPC	M	White	Camaioni, James	System Support Specialist
C	0065421	C6ZCUSCUSTDN	M	Hispanic Or Latino	Garcia, Pedro	Custodian
C	0918138	C8ZFIALOANSPC	M		Sieczka, Szymon	Student Loan Specialist
C	0043175	C12IPOCORSCHD	F	White	Clair, Carleen	Coordinator, Scheduling
C	0047119	C6ZCUSCUSTDN	M	Black Or African Am	Young, Richard	Custodian
C	0040905	C6ZCSLSECRET1	F	White	Luster, Cora	Secretary I
C	0065492	C6ZCUSCUSTDN	M	Hispanic Or Latino	Cortez, Joel	Custodian
C	0894926	C9ZCUSLEADPER	M		Godinez Garcia, Alfonso	Lead Person, Custodial/Grounds
C	0908751	C8ZDASSECRET2	F		Manzanero, LaDawn	Secretary II
C	0040849	C10DESOFFCOR	F	White	Artola, Sonia	Office Coordinator
C	0065524	C6ZCUSCUSTDN	M	Hispanic Or Latino	Salvador, Jose	Custodian
C	0040909	C6ZDBTSECRET1	F	Hispanic Or Latino	Martinez, Martha	Secretary I
C	0040890	C8ZAEDSECRT2	F	Hispanic Or Latino	Hernandez, Rosa	Secretary II
C	0936422	C7ZCUSMAINPER	M		Cruz-Rivera, Rafael	Maintenance Personnel
C	0065559	C6ZGRMGARDEN	M	Hispanic Or Latino	Sanchez, Antonio	Gardener
C	0040936	C8ZNURSECR2	F	Black Or African Am	Ross-King, Tatiana	Secretary II
C	0066533	C6ZCUSCUSTDN	M	Hispanic Or Latino	Sanchez, Juan	Custodian
C	0859415	C6ZLIBLIBTECA	F	Hispanic Or Latino	Figueroa, Dayanne	Library Tech & Cir Asst
C	0065655	C6ZCUSCUSTDN	M	Hispanic Or Latino	Drouaillet Robledo, Mario	Custodian
C	0940834	C6ZAUDEQPAST	M	White	Vaisvila, Ignas	Audio Visual Equipment Assista

C	0065571	C6ZCUSCUSTDN	M	Hispanic Or Latino	Montero, Fabian	Custodian
D	0925895	D11AVALASTADMIN	F		McDonald, Qeaura	Assistant, Administrative
D	0913281	D11PUBLADMASST	F		Holmes, Kahina	Administrative Assistant
D	0303480	D10HUREMPINFPR	F	Hispanic Or Latino	Aguirre, Susana	Employment & Information
D	0040750	D11HURASTADMIN	F	White	Daciolas, Jennifer	Assistant, Administrative
D	0040928	D11VPBASTADMIN	F	White	Palmer, Carolyn	Assistant, Administrative
D	0913810	D11VPAASTADMIN	F	Hispanic Or Latino	Madrigal, Jenelle	Assistant, Administrative
E	0895700	EZZPLMSTATENG	M	White	Mc Eathron, Glen	Engineer, Stationary
E	0064351	EZZPLMCHIEFENG	M	White	Larsen, Kirk	Engineer, Chief
E	0064969	EZZPLMSTATENG	M	White	Kelleher, Michael	Engineer, Stationary
E	0065725	EZZPLMSTATENG	M	White	Fioccola, Sebastiano	Engineer, Stationary
E	0066326	EZZPLMSTATENG	M	White	Quinlan, Patrick	Engineer, Stationary
F	0066168	FZZCSL40FACULTY	F	White	Wester, Leslie	Counselor (12/40) Fac
F	0040848	FZZSPAFACULTY	M	Hispanic Or Latino	Armas, Maxi	Spanish Faculty
F	0040923	FZZVICFACULTY	F	White	Navilio, Kathleen	Visual Communications Faculty
F	0903580	FZZDVRWRTFACLT	F		Gorham, Aja	Dev. Writing Faculty
F	0064153	FZZBISFACULTY	F	White	Rohde, Susan	Biological Science Faculty
F	0046970	FZZMATFACULTY	F	White	Dunn, Beth	Math Faculty
F	0040767	FZZFACRETIREE	F	White	Harris, Cynthia	FT Faculty Retiree
F	0066534	FZZENTFACULTY	F	White	Blaylock, Andrea	Engineering Faculty
F	0064174	FZZCISFACULTY	M	White	Anderson, David	Computer Info. Syst Faculty
F	0888513	FZZBIOFACULTY	M	Asian	Chan, Richard	Biology Faculty
F	0882164	FZZDVMFACULTY	F	White	Mote, Tina	Developmental Math Faculty
F	0047172	FZZRHTFACULTY	F	Black Or African Am	Wright, Renee	English Faculty
F	0047343	FZZLIB12/40FAC	M	White	Connor, Robert	Librarian (12/40) Faculty
F	0064220	FZZCJAFACULTY	F	White	Mullany, Jacqueline	Criminal Justice Adm. Faculty
F	0064221	FZZBISFACULTY	F	Asian	Jiang, Bian	Biological Science Faculty
F	0040866	FZZSOCFACULTY	M	White	Decker, Bill	Social Sciences Faculty
F	0064258	FZZMATFACULTY	M	White	Hayes, Brian	Math Faculty
F	0064266	FZZRHTFACULTY	F	White	Musker, Maureen	English Faculty
F	0160853	FZZNURFACULTY	F	White	Brewer, Geri	Nursing Faculty
F	0064273	FZZRHTFACULTY	M	White	Greenwald, Robert	English Faculty
F	0046955	FZZCSL40FACULTY	F	White	Wright, Tracy	Counselor (12/40) Fac
F	0064287	FZZCHMFACULTY	M	White	Baker, J	Chemistry Faculty
F	0064288	FZZBISFACULTY	M	White	Wilson, Robert	Biological Science Faculty

F	0064298	FZZBISFACULTY	F	White	Smith, Jennifer	Biological Science Faculty
F	0047203	FZZPSYFACULTY	F	Hispanic Or Latino	Dyer, Maria-Tereza	Psychology Faculty
F	0066690	FZZPHLFACULTY	M	White	Manni, Daniele	Philosophy Faculty
F	0040901	FZZDMSFACULTY	F	White	Krukowski, Debra	DMS Faculty
F	0047342	FZZCHMFACULTY	M	White	Manno, Larry	Chemistry Faculty
F	0066034	FZZCSL40FACULTY	F	White	Sztark, Sylvia	Counselor (12/40) Fac
F	0903584	FZZCHMFACULTY	M		Gostowski, Rudy	Chemistry Faculty
F	0066732	FZZCJAFACULTY	M	White	Catena, Gregory	Criminal Justice Adm. Faculty
F	0066224	FZZAUTFACULTY	M	White	Davis, Kenneth	Automotive Tech Faculty
F	0064389	FZZFACRETIREE	M	White	Heitzman, Frank	FT Faculty Retiree
F	0064392	FZZFACRETIREE	M	White	Porebski, Thomas	FT Faculty Retiree
F	0047121	FZZPHLFACULTY	M	Black Or African Am	Muhammad, Eugene	Philosophy Faculty
F	0040892	FZZNURFACULTY	F	White	Hughes, Sandra	Nursing Faculty
F	0064417	FZZFACRETIREE	F	White	Hussey, Patricia	FT Faculty Retiree
F	0065757	FZZDVMFACULTY	F	Am. Indian Native A	Caputlu, Serpil	Developmental Math Faculty
F	0906647	FZZLIB12/40FAC	F		Kosrow, Lauren	Librarian (12/40) Faculty
F	0040850	FZZFACRETIREE	M	White	Augustine, John	FT Faculty Retiree
F	0047447	FZZNURFACULTY	F	White	Enich, Magdelin	Nursing Faculty
F	0040747	FZZCSL40FACULTY	F	White	Casey-Incardone, Mary	Counselor (12/40) Fac
F	0064636	FZZFACRETIREE	F	White	Fencel, Terry	FT Faculty Retiree
F	0367500	FZZCSL40FACULTY	M	Hispanic Or Latino	Zavala, Hector	Counselor (12/40) Fac
F	0047091	FZZHISFACULTY	F	White	Knol, Patricia	History Faculty
F	0064672	FZZDVMFACULTY	M	Black Or African Am	Dean, Tuan	Developmental Math Faculty
F	0064679	FZZMATFACULTY	M	White	Jablonski, Glenn	Math Faculty
F	0047299	FZZHISFACULTY	F	White	Brophy, Christina	History Faculty
F	0064779	FZZRHTFACULTY	F	White	Fournier, Rebecca	English Faculty
F	0040810	FZZENTFACULTY	F	White	Sharris, Antigone	Engineering Faculty
F	0065620	FZZSPCFACULTY	F	Am. Indian Native A	Dhamavasi, Archawee	Speech Faculty
F	0066728	FZZAUTFACULTY	M	White	Jaimes, Robert	Automotive Tech Faculty
F	0000014	FZZCSL40FACULTY	F	Black Or African Am	Berryhill, Sandra	Counselor (12/40) Fac
F	0064829	FZZMATFACULTY	F	White	Prentiss, Patrice	Math Faculty
F	0047685	FZZRHTFACULTY	F	White	Dragin, Alexandra	English Faculty
F	0066047	FZZACCFACULTY	M	White	Hiller, Geoff	Accounting Faculty
F	0047446	FZZNURFACULTY	F	Black Or African Am	Davis, Cheryl	Nursing Faculty
F	0064882	FZZAUTFACULTY	M	White	Digangi, Michael	Automotive Tech Faculty

F	0064889	FZZAUTFACULTY	M	White	Sikora, Stewart	Automotive Tech Faculty
F	0040885	FZZRADFACULTY	F	White	Harmon, Pamela	Radiology Faculty
F	0046953	FZZFACRETIREE	M	White	Oconnell, William	FT Faculty Retiree
F	0040856	FZZNASFACULTY	F	White	Bowling, Sandra	Nursing Assistant Faculty
F	0047539	FZZDVRREDFACLT	F	White	Krahenbuhl, Gail	Dev. Reading Faculty
F	0066632	FZZDVMFACULTY	F	White	Feltman, Roseanne	Developmental Math Faculty
F	0064980	FZZFACRETIREE	M	Black Or African Am	Murphy, Gabriel	FT Faculty Retiree
F	0040792	FZZEDUFACULTY	F	White	Olson, Mary	Education Faculty
F	0065017	FZZMCMFACULTY	M	White	McClellan, Seth	Mass Communications Faculty
F	0066729	FZZDVRWRTFACLT	F	White	Giangrego, Jennifer	Dev. Writing Faculty
F	0040942	FZZFACRETIREE	F	White	Smith, Lucy	FT Faculty Retiree
F	0040753	FZZVICFACULTY	F	White	Dodt, Lorette	Visual Communications Faculty
F	0040943	FZZHIAFACULTY	F	White	Smith-Gaborit, Denise	Hosp. Ind. Adm. Faculty
F	0946849	FZZRADFACULTY	F		Rizo, Nancy	Radiology Faculty
F	0918033	FZZEVSFACULTY	M		Turner, Sheldon	Environmental Science Faculty
F	0213659	FZZDMSFACULTY	F	White	Reece, Krysti	DMS Faculty
F	0065072	FZZAHLFACULTY	M	White	Jaswilko, Peter	Allied Health
F	0043255	FZZOPHFACULTY	F	White	Maas, Lisa	Opthalmic Technology Faculty
F	0047416	FZZNURFACULTY	F	White	Zak, Barbara	Nursing Faculty
F	0065187	FZZASTFACULTY	M	White	Nicholson, Cullen	Astronomy Faculty
F	0065190	FZZRHTFACULTY	M	Hispanic Or Latino	Martinez, Paul	English Faculty
F	0040857	FZZBISFACULTY	F	White	Brindise, Elizabeth	Biological Science Faculty
F	0065214	FZZRHTFACULTY	M	White	Nedrow, William	English Faculty
F	0903583	FZZMATFACULTY	M		Bowen, David	Math Faculty
F	0040922	FZZPEDFACULTY	F	White	Murphy, Julianne	Physical Education Faculty
F	0065276	FZZBUSFACULTY	F	White	Jajko, Annette	Business Faculty
F	0047200	FZZBESFACULTY	M	Black Or African Am	McCullum, Victor	Behaviorial Science Faculty
F	0046966	FZZHIAFACULTY	M	White	Clem, Christopher	Hosp. Ind. Adm. Faculty
F	0040809	FZZMATFACULTY	F	White	Senese, Christyn	Math Faculty
F	0047448	FZZNURFACULTY	F	White	Fritz, Joyce	Nursing Faculty
F	0065366	FZZSPCFACULTY	M	White	Randall, Kent	Speech Faculty
F	0065368	FZZMATFACULTY	M	White	Dusek, Joseph	Math Faculty
F	0040880	FZZBUSFACULTY	M	White	Griffin, William	Business Faculty
F	0043159	FZZPEDFACULTY	F	White	Deresinski, Katherine	Physical Education Faculty
F	0065411	FZZARTFACULTY	M	White	Erzen, Michael	Art Faculty

F	0065412	FZZSPCFACULTY	F	White	Samra, Lisa	Speech Faculty
F	0918029	FZZRHTFACULTY	M		Klein, Joseph	English Faculty
F	0953806	FZZNUCFACULTY	F		Maloy, Tory	Nuclear Medicine Faculty
F	0047202	FZZPSYFACULTY	F	White	Hallongren, Ruth	Psychology Faculty
F	0906652	FZZSURFACULTY	F		Junge, Teri	Surgical Technology Faculty
F	0043205	FZZBIOFACULTY	M	White	Beuchel, Joseph	Biology Faculty
F	0065462	FZZHISFACULTY	F	White	Collins, Elizabeth	History Faculty
F	0040917	FZZARTFACULTY	M	White	McNamara, Dennis	Art Faculty
F	0040871	FZZRHTFACULTY	M	White	Flaherty, Michael	English Faculty
F	0915022	FZZMASFACULTY	M	White	Cody, John	Medical Assistant Faculty
F	0065497	FZZMATFACULTY	F	Hispanic Or Latino	La Rosa, Myrna	Math Faculty
F	0043180	FZZBISFACULTY	F	White	Cliffel, Beth	Biological Science Faculty
F	0047204	FZZPHLFACULTY	M	Black Or African Am	Adeofe, Leke	Philosophy Faculty
F	0066730	FZZECOFACULTY	M	Asian	Lam, George	Economics Faculty
F	0040825	FZZFACRETIREE	F	Black Or African Am	Watkins, Brenda	FT Faculty Retiree
F	0065532	FZZLIB12/40FAC	F	White	Juraga, Dubravka	Librarian (12/40) Faculty
F	0893517	FZZMUSFACULTY	F	Asian	Cho, Joann	Music Faculty
F	0888341	FZZRHTFACULTY	F	Black Or African Am	Haferkamp, Keturah	English Faculty
F	0084580	FZZHIAFACULTY	M	Hispanic Or Latino	Uribe Espin, Manuel	Hosp. Ind. Adm. Faculty
F	0065570	FZZBISFACULTY	M	Hispanic Or Latino	Guzman, Gabriel	Biological Science Faculty
H	0196798	HHFADGTUTOR2	F	White	Ogievetskaya, Irene	Tutor - Level II
H	0948588	HHFLACTUTOR1	M		Tapia, Edward	Tutor - Level I
H	0064122	HHFCSLCOUNSEL	F	White	Pascarella, Diana	Counselor PT
H	0928057	HHATHEVENTWORK	M	White	O'Reilly, Ryan	Athletic Event Worker
H	0189779	HHFCOEPROGCOOR	F	White	Ackley, Jeanne	Program Coordinator-Ceo
H	0065893	HHFADGTUTOR2	M	White	Christenson, Wayne	Tutor - Level II
H	0935109	HHATHEVENTWORK	F	White	Johansen, Hailey	Athletic Event Worker
H	0066714	HH3ASMTECHAST	F	White	Wente, Susan	Technical Assistant, Assessmen
H	0955558	HHFDCSCOMPTECH	M		Boonprasarn, Timothy	Computer Tech, Desktop Comp
H	0911417	HHFLACMTHLBCOR	F		Glisovic, Natalija	Math Lab Coordinator
H	0065827	HHFLACTUTOR3	M	White	Alder, Brady	Tutor - Level II
H	0064276	HHFLACTUTOR3	M	White	Barrera, Luis	Tutor - Level II
H	0214868	HHFPOLOFFICER	M	Hispanic Or Latino	Morales, Andrew	Police Officer
H	0076879	HHFFAJEDITOR	F	White	Di Stefano, Marie	Editor
H	0925776	HHATHEVENTWORK	M	White	Chaffee, Ben	Athletic Event Worker

H	0081797	HH2CDCINSTAID2	F	Hispanic Or Latino	Ocon, Maria	Instructional Aide II, CDC
H	0137287	HH1HRTCLERCL1	F	White	Michael, Ramona	Clerical I, Horticulture
H	0066512	HHABEESLASSTAP	F	White	Miramontes, Maria	Esl Grant Compliance & Assessm
H	0912290	HH1HRTCLERCL1	F	White	Karabetsos, Michelle	Clerical I, Horticulture
H	0947083	HHFSPETUTOR2	F	White	Moser, Hadassah	Tutor-Level I
H	0937816	HHFSPETUTOR2	M	Hispanic Or Latino	Lopez, Jesus	Tutor-Level I
H	0064361	HHFCSLCOUNSEL	F	White	Geary, Jennifer	Counselor PT
H	0210910	HHFNETCOMPTECH	M	White	Taylor, James	Computer Tech Network Serv
H	0785320	HHFCRGADVISOR	F	Hispanic Or Latino	Olvera, Karen	Sss Pt Advisor,
H	0040844	HH2CCPINSTAID2	F	White	Abate, Nannette	Instructional Aide II, Pool
H	0275563	HHFFIASPECIAL	F	White	Anderson, Angelica	Specialist, Financial Aid
H	0933503	HH2CCPINSTAID2	F	White	Neil, Madeleine	Instructional Aide II, Pool
H	0327985	HH3FIATECHAST	F	Hispanic Or Latino	Rosas, Tania	Technical Assistant, Fin Aid
H	0928457	HHFFAJEDITOR	F		Hindery, Rachel	Editor
H	0064406	HHFLACTUTOR1	M	Hispanic Or Latino	Menendez, Roland	Tutor - Level I
H	0332746	HHFNETCOMPTECH	M	White	Loochtan, Joseph	Computer Tech Network Serv
H	0901644	HHFSPETUTOR1	F	Hispanic Or Latino	Nieto, Crystal	Tutor - Level I
H	0934631	HHFSPETUTOR2	F	Hispanic Or Latino	Nieves, Alyana	Tutor-Level I
H	0064414	HH1CUSLABOR1	M	Hispanic Or Latino	Avelar, Hector	Laborer I
H	0066514	HHFLACTUTOR4	M	White	Rosenberg, Murray	Tutor - Level III
H	0907893	HHATHEVENTWORK	M		Fejt, George	Athletic Event Worker
H	0064429	HH1CUSLABOR1	M	Hispanic Or Latino	Pereznegron, Jose	Laborer I
H	0935657	HHFLACTUTOR1	M		Benedict, Thomas	Tutor - Level I
H	0928479	HHFSPETUTOR1	F	White	Ferguson, Ashley	Tutor - Level I
H	0811849	HH1LIBCLERCL1	F	Black Or African Am	Graves, Shanequa	Clerical I, Library
H	0064472	HH1SKTLABOR1	F	Hispanic Or Latino	Avelar, Leticia	Laborer I
H	0064484	HH2CUSLABOR2	F	Hispanic Or Latino	Rodriguez-Lopez, Adelaida	Laborer II
H	0891972	HHFCSLCOUNSEL	M		Smith, Tarvies	Counselor PT
H	0835165	HHAPOLSERVCERT	M	Hispanic Or Latino	Rodriguez, Otoniel	Certified Pub Svc Officer
H	0818713	HHFPOLDISPCERT	F	Hispanic Or Latino	Betancourt, Melody	Police Dispatcher-Cert
H	0908631	HHFFNAACCOMP	F		Choi, Soo-Yon	Accompanist
H	0043160	HHBVICASTCORSP	M	White	Loranz, Daniel	Assistant Coordinator, Special
H	0064516	HH2CUSLABOR2	F	Black Or African Am	Davis, Dale	Laborer II
H	0064517	HHAPUBWEBGRPH	M	Black Or African Am	McKinney, Timothy	Website/Graphic Designer
H	0064520	HHFFIASPECIAL	F	White	Cortez, Cathalene	Specialist, Financial Aid

H	0945273	HHAADMINFOSPC	F		Irby, Tiffany	Information Specialist
H	0859291	HHFSPETUTOR1	F	Asian	Luna, Kristine	Tutor - Level I
H	0908652	HHFBUSPROGAST	F	White	Bredicean, Danessa	Program Assistant
H	0402738	HHFCRGADVISOR	M	White	Buttacavoli, Albert	Sss Pt Advisor,
H	0064567	HH2CUSLABOR2	M	Black Or African Am	Booker, Thomas	Laborer II
H	0066646	HH1CUSLABOR1	M	Hispanic Or Latino	Guevara, Edgar	Laborer I
H	0902702	HH1HRTINSTAID1	F		Glowinski, Jenny	Instructional Aide I, Horticul
H	0000013	HHBDCRASTCORSP	F	Black Or African Am	Miller, Joyce	Asst Coord., Special Project
H	0230372	HHASTLBUSDRIVE	F	Black Or African Am	Coleman, Angela	Bus Driver Success Express Shu
H	0895805	HHFNETCOMPTECH	F		Conterez, Alyssa	Computer Tech Network Serv
H	0863075	HHFPUBLSAFEOFF	M	White	Glowinski, Michael	Public Service Officer
H	0887300	HHFSPETUTOR2	F	Unknown	Husein, Amani	Tutor-Level I
H	0937063	HHFBUSPROGAST	F	White	Oleksiak, Joanna	Program Assistant
H	0064606	HHACSCPROGAST	M	White	Troiani, Daniel	Program Assistant, CSC
H	0064612	HH3VIDTECHAST	F	White	Lynch, Kelli	Technical Assistant
H	0064617	HH3CSCTECHAST	M	White	Drake, Darren	Technical Assistant, CSC
H	0064623	HH2ETCINSTAID2	F	White	Olvera, Jennifer	Instructional Aide II, ETRC
H	0909069	HHAFIAPROGAST	F	Hispanic Or Latino	Vazquez, Axia	Program Asst, Financial Aid
H	0900039	HH3ASMTECHAST	M	Hispanic Or Latino	Guadarrama, Eduardo	Technical Assistant, Assessmen
H	0338518	HH1AEGINSTAID1	F	White	Paredes, Ivette	Instructional Aide
H	0348537	HH2CSCCLERCL2	F	White	Casale, Mary Lu	Clerical II
H	0767455	HHPDCASTCOORD	F	Black Or African Am	Love, Lakedra	Assistant Coordinator
H	0365569	HHFLACTUTOR3	M	Asian	Dorado, Aric	Tutor - Level II
H	0927603	HHACSCPROGAST	M		Wickman, Neil	Program Assistant, CSC
H	0066798	HHFFAJEDITOR	M	White	Pickens, Chester	Editor
H	0405111	HHDVRPROMASST	M	Hispanic Or Latino	Nunez, Jose	Program Assistant
H	0406002	HHZHOGDUALCRSP	F	White	Kapusciaz, Alicja	Dual Credit Specialist
H	0066449	HH2SFSCLERCL2	F	Hispanic Or Latino	Fajardo, Tina	Clerical II, Staff Services
H	0947490	HH1CUSLABOR1	M	Hispanic Or Latino	Rodriguez, Daniel	Laborer I
H	0835845	HH3STLTECHAST	F	White	Colella, Gianna	Tech Assist, Student Life
H	0910642	HH3FINTECHAST	F	Hispanic Or Latino	Diazdeleon, Amor	Technical Assistant, Finance
H	0931662	HH2CCPINSTAID2	M	Hispanic Or Latino	Alvarez, Gustavo	Instructional Aide II, Pool
H	0928373	HH3ASMTECHAST	F	Hispanic Or Latino	Macias, Erica	Technical Assistant, Assessmen
H	0902743	HH1AEDINSTAID1	M	Hispanic Or Latino	Portalatin, Eric	Instructional Aide I, Adult Ed
H	0855420	HH3ASMTECHAST	M	Black Or African Am	Ojisua, Maki	Technical Assistant, Assessmen

H	0064708	HHFLACTUTOR1	F	Black Or African Am	Robertson, Marylyn	Tutor - Level I
H	0066489	HHDCSCOMTECSUP	F	Hispanic Or Latino	Hernandez, Amaris	Computer Technician Supervisor
H	0907156	HHFFAJEDITOR	F	White	Laskowski, Amanda	Editor
H	0907156	HHFLACTUTOR1	F	White	Laskowski, Amanda	Tutor - Level I
H	0943288	HH1FITINSTAID1	F	Hispanic Or Latino	Mora, Nicole	Instructional Aide I, Fit
H	0434604	HHFFNAACCOMP	M	Black Or African Am	Robinson-Parran, James	Accompanist
H	0064768	HHARVGPROGAST	F	White	Lustro, Geraldine	Program Assistant, RSVP
H	0064768	HHFPACTECHAST	F	White	Lustro, Geraldine	Technical Assistant
H	0936767	HHALIBPROGAST	F		Fairbanks, Heather	Program Assistant, Library
H	0940502	HHFPOLOFFICER	M	Hispanic Or Latino	Troche, Alfredo	Police Officer
H	0780672	HHFSPETUTOR2	M	White	Tomczuk, Krystian	Tutor-Level I
H	0951349	HHFDCSCOMPTECH	M		Braza, Arvin	Computer Tech, Desktop Comp
H	0064798	HH2ETCINSTAID2	F	White	Schrod, Angela	Instructional Aide II, ETRC
H	0955133	HH1CUSLABOR1	M		Jeffers, Michael	Laborer I
H	0066475	HHATHEVENTWORK	M	White	Falsetti, Michael	Athletic Event Worker
H	0890712	HHZBUSINFOSPEC	F	Hispanic Or Latino	Rodriguez, Dolores	Information Specialist
H	0848283	HHFLACTUTOR1	F		Giolas, Nia	Tutor - Level I
H	0047605	HH2CSCCLERCL2	F	White	Van de Carr, Margaret	Clerical II
H	0065728	HHAFIAPROGAST	F	White	Moreth, Barbara	Program Asst, Financial Aid
H	0802671	HH1LIBCLERCL1	F	Black Or African Am	Drummond, Kimberly	Clerical I, Library
H	0293802	HHAADMINFOSPC	F	Black Or African Am	Stackhouse, Valencia	Information Specialist
H	0066141	HH2SCIINSTAID2	M		Zamora, Bobby	Instructional Aide II, Science
H	0047274	HHFHEALPROGAST	F	White	Stenberg, Catherine	Program Assistant-Ahl
H	0064851	HHFLACTUTOR3	F	White	Righeimer, Carolyn	Tutor - Level II
H	0066519	HH1SKTLABOR1	M	White	Pedroza, Israel	Laborer I
H	0066797	HH2CDCINSTAID2	F	Hispanic Or Latino	Hoyos, Gina	Instructional Aide II, CDC
H	0934999	HHFLACTUTOR4	M		Baldwin, Adam	Tutor - Level III
H	0359689	HHAHURINFOSPC	F	Black Or African Am	Fletcher, Delisha	Information Specialist
H	0064891	HH3CSCTECHAST	M	White	Mikolajczyk, Dean	Technical Assistant, CSC
H	0066150	HHFPOLOFFICER	M	White	Gulino, Joseph	Police Officer
H	0042168	HHATHEVENTWORK	F	Black Or African Am	Lymon, Emily	Athletic Event Worker
H	0397944	HHFSPETUTOR2	F	Unknown	Borchek, Jennifer	Tutor-Level I
H	0399794	HH2STLCLERCL2	M	White	Jackson, Nigel	Clerical II, Student Life
H	0047085	HHFLACATUTCOR4	F	Asian	Arshad, Tayyab	Area Tutor Coordinator
H	0422381	HHA STL BUSDRIVE	F	Black Or African Am	Tenard, Sandra	Bus Driver Success Express Shu

H	0492833	HHFSPETUTOR1	F	Black Or African Am	Smith, Loretha	Tutor - Level I
H	0909823	HHFLACACSCCOR	M		Holly, Mark	ASC Coordinator
H	0895369	HHFSPETUTOR1	F	White	Ressa, Natalie	Tutor - Level I
H	0066715	HHAADMINFOSPC	F	White	Baffa, Erica	Information Specialist
H	0876095	HHFSPETUTOR2	M	Black Or African Am	Taylor, Jahi	Tutor-Level I
H	0855426	HH3POLTECHAST	M	Hispanic Or Latino	Villafan, Felipe	Technical Assistant, Police
H	0501685	HHAFITCRDAST	M	White	Klusek, Mateusz	Program Assistant
H	0064926	HHFASGLABSUP	F	White	Palucki, Deborah	Lab Supvr, SSG Fed Perkins
H	0064931	HH3CSCTECHAST	M	White	Joyce, Daniel	Technical Assistant, CSC
H	0064936	HHADESPROGAST	F	White	Samp, Cecelia	Program Asst, Enrollment Srv
H	0519524	HHA STL BUSDRIVE	M		Mattio, Mark	Bus Driver Success Express Shu
H	0064937	HHAFIGPROGAST	F	White	Locascio, Mary	Program Asst Financial Aid
H	0043153	HHZSTCCOORSUSC	F	White	Fisher, Adrian	Coordinator, Sustainability Ct
H	0533837	HHFFAJEDITOR	M	White	Clifton, James	Editor
H	0934180	HH3CUSTECHAST	F		Hernandez, Belen	Technical Assistant, Custodial
H	0040915	HHACRSROGAST	F	Black Or African Am	McKissie, Shivonne	Program Assistant, Career Serv
H	0568288	HH3VIDTECHAST	M	White	Shields, Nigel	Technical Assistant
H	0064955	HH1SKTLABOR1	F	Hispanic Or Latino	Estrella, Adriana	Laborer I
H	0602095	HHFPOLOFFICER	M	White	Muczynski, Christopher	Police Officer
H	0614944	HHFPOLOFFICER	M	Black Or African Am	Sykes, Jamal	Police Officer
H	0066255	HHFLACTUTOR1	M	White	Rogers, Matthew	Tutor - Level I
H	0624000	HHFSPETUTOR2	M	Hispanic Or Latino	Rodriguez, Eric	Tutor-Level I
H	0938278	HHFLACTUTOR1	F		Baker, Melissa	Tutor - Level I
H	0815523	HHFLACATUTCOR3	F	Asian	Santos, Nicole	Area Tutor Coord-Level III
H	0815977	HHFCRGADVISOR	F	Hispanic Or Latino	Patlan, Xitlali	Sss Pt Advisor,
H	0889045	HH2ADMCLERCL2	F	Hispanic Or Latino	Rivera, Mickaela	Clerical II, Admissions
H	0946235	HHFSPETUTOR1	M	Hispanic Or Latino	Negron, Isaiah	Tutor - Level I
H	0066413	HH2CUSLABOR2	M	Hispanic Or Latino	Perez, Rafael	Laborer II
H	0695704	HHAHIAPROGAST	F	Hispanic Or Latino	Montalvo, Vanessa	Program Asst, Hospitality
H	0190100	HHFCRGADVISOR	F	White	Wittman, Christin	Sss Pt Advisor,
H	0700275	HH1CUSLABOR1	F	Hispanic Or Latino	Arevalo, Gabriela	Laborer I
H	0926582	HHFLACTUTOR1	M	White	Stocks, Joshua	Tutor - Level I
H	0764638	HHFCCPLEADLIFE	M	Hispanic Or Latino	Grimpe, Christopher	Lead Lifeguard
H	0117840	HHFSPETUTOR1	F	White	Cakaj, Edena	Tutor - Level I
H	0727845	HH1FITINSTAID1	F		Esserman, Jeanne	Instructional Aide I, Fit

H	0745779	HHFSPETUTOR2	M	White	Traska, Anthony	Tutor-Level I
H	0065799	HH3FINTECHAST	M	White	Zablocki, Steven	Technical Assistant, Finance
H	0945509	HHFSPETUTOR2	F	White	Smarto, Paige	Tutor-Level I
H	0801253	HHFWELREGAST	F	Hispanic Or Latino	Vigil, Maria	Registration Assistant
H	0041529	HH1CUSLABOR1	M	White	Del Beccaro, Edward	Laborer I
H	0040932	HH1FITINSTAID1	F	White	Ricchio, Marlene	Instructional Aide I, Fit
H	0918469	HHAADMINFOSPC	F	White	Yurkiw, Lesia	Information Specialist
H	0539293	HHATHEVENTWORK	M	White	Stevens, Robert	Athletic Event Worker- Athl
H	0916058	HH1FITINSTAID1	M		Jimenez, Alejandro	Instructional Aide I, Fit
H	0040883	HH2FNAINSTAID2	F	White	Gutkowski, Carol	Program Assistant
H	0605107	HHFPOLDISPCERT	M		Fitzgerald, Ogden	Police Dispatcher-Cert
H	0606546	HHATECHPROGAST	M	White	Neri, Christopher	Program Assistant-Aut & Ent
H	0613911	HHFCSCACCTNT	F	Black Or African Am	Edwards-Robertson, Joyce	Accountant
H	0065063	HHFPOLOFFICER	M	White	Reid, Colin	Police Officer
H	0904105	HHFLACTUTOR1	M		Minorczyk, Adam	Tutor - Level I
H	0066528	HH1CUSLABOR1	M	White	Castro, Kristian	Laborer I
H	0928100	HHFDCSCOMPTECH	M		Panos, Nicholas	Computer Tech, Desktop Comp
H	0066545	HHDSOPTTECHSUP	M	White	Nitahara, James	Copier Technician Supervisor
H	0939923	HHBLIBLIBRARN	F		Reed, Kerry	Librarian
H	0956702	HHFCSLCOUNSEL	F		Ortega, Kelly	Counselor PT
H	0939409	HHFSPETUTOR1	F	White	Minor, Veronica	Tutor - Level I
H	0786565	HH1CDCINSTAID1	F		Serrano, Alejandra	Instructional Aide I, Cdc
H	0928678	HH1LIBCLERCL1	F	White	Asani, Nicole	Clerical I, Library
H	0766056	HHCISARCPROAST	F	Black Or African Am	Crawford, Jo	Program Assistant- Cis & Arc
H	0930001	HHATHEVENTWORK	M	White	Owens, Matthew	Athletic Event Worker
H	0514130	HHARTSCIPROCOR	M		Zelenka, Richard	Program Coordinator
H	0065135	HHAADMINFOSPC	F	Black Or African Am	Davis, Belinda	Information Specialist
H	0885541	HHDASPROGASST	F	Hispanic Or Latino	Jorge, Benita	Program Assistant
H	0065140	HH1SFSCLERCL1	M	White	Schiffert, Eric	Clerical I, Staff Services
H	0932000	HH2CCPINSTAID2	F	Unknown	Urban, Eden	Instructional Aide II, Pool
H	0557774	HH2CCPINSTAID2	M	White	Atwood, Aaron	Instructional Aide II, Pool
H	0819213	HHFPOLOFFICER	M	White	Christopher, Nicholas	Police Officer
H	0943952	HHFSPETUTOR1	M	Black Or African Am	Miller Jr, Brian	Tutor - Level I
H	0937750	HHFDCSCOMPTECH	M	White	Narkis, Matthew	Computer Tech, Desktop Comp
H	0886550	HH1AEDINSTAID1	M	Hispanic Or Latino	Salinas, Daniel	Instructional Aide I, Adult Ed

H	0887813	HHFCRGADVISOR	M	White	Runyan-Randruut, Ari	Sss Pt Advisor,
H	0907814	HH3CUSTECHAST	F	Hispanic Or Latino	Alvarez, Isabella	Technical Assistant, Custodial
H	0065183	HH3SCITECHAST	M	White	Yusim, Leonid	Technical Assistant
H	0065184	HHFCAAADTECSPE	M	Hispanic Or Latino	Smetters, Jason	Adaptive Technology Specialist
H	0886067	HH3FINTECHAST	F	Black Or African Am	Hicks, Latasha	Technical Assistant, Finance
H	0891203	HHATHEVENTWORK	F	Hispanic Or Latino	Rosario, Yaniralis	Athletic Event Worker
H	0733001	HHFLACTUTOR4	F	White	Black, Ruth	Tutor - Level III
H	0040925	HHFADMCRASOC	M	White	Olson, Thomas	Communications Relations Assoc
H	0047103	HH1CDCCLERCL1	F	White	Ricchio, Linda	Clerical I
H	0744782	HHFCAAPROJSPE	F	Black Or African Am	Holmes, Linda	Project Achieve Specialist
H	0900343	HHAFIAPROGAST	F	Hispanic Or Latino	Carrera, Isamar	Program Asst, Financial Aid
H	0543557	HHASTLBUSDRIVE	F	Black Or African Am	Smith, Sharnett	Bus Driver Success Express Shu
H	0066217	HH2ETCINSTAID2	M	White	Gutowski, Thomas	Instructional Aide II, ETRC
H	0066312	HH1FITINSTAID1	M	White	Winqvist, Nathan	Instructional Aide I, Fit
H	0925425	HH2FGACLERCL2	F	White	Leonard, Angeline	Clerical II, Fine Arts Gallery
H	0859933	HHFADGTUTOR2	F	Asian	Jacob, Athira	Tutor - Level II
H	0040924	HH3FINTECHAST	F	White	Nitts, Julie	Technical Assistant, Finance
H	0622032	HHFLACTUTOR1	M	Asian	Ebreo, Paul	Tutor - Level I
H	0065263	HH2ETCINSTAID2	F	White	Wica, Cathy	Instructional Aide II, ETRC
H	0947468	HHFFIASPECIAL	M		Lamoureux, Daniel	Specialist, Financial Aid
H	0918489	HHFSPETUTOR1	F	White	Gronset, Jessica	Tutor - Level I
H	0753282	HHFHEALPROGAST	F		Brown, Darlene	Program Assistant-Ahl
H	0065286	HHFCSLCOUNSEL	F	White	Origitano, Nina	Counselor PT
H	0066095	HHZINFPRODASST	F	White	Bodzewski, Sara	Product Assistant
H	0710021	HHFDCSCOMPTECH	M	White	Hernandez, Daniel	Computer Tech, Desktop Comp
H	0065307	HHBVIDPRODAST	M	White	Molinaro, Anthony	Production Assistant
H	0065313	HH2CUSLABOR2	M	White	Podlesak, Stephen	Laborer II
H	0066706	HH1FITINSTAID1	M	White	Campbell, Samuel	Instructional Aide I, Fit
H	0937760	HHFSPETUTOR2	F	Asian	Amaba, Michelle	Tutor-Level I
H	0066281	HHFPOLDISPCERT	M	White	Garza, Anthony	Police Dispatcher-Cert
H	0834476	HH3FINTECHAST	F	Black Or African Am	Allison, Tanisha	Technical Assistant, Finance
H	0853908	HH3FINTECHAST	M	White	Mlynski, Jonathan	Technical Assistant, Finance
H	0937742	HH1CUSLABOR1	M	Hispanic Or Latino	Alvarado, Jose	Laborer I
H	0129298	HHFPUBLSAFEOFF	M	White	Reid, Kyle	Public Service Officer
H	0040864	HH2FINCLERCL2	F	Black Or African Am	Conrad, Yvonne	Clerical II, Finance

H	0934436	HH1CUSLABOR1	M		Dylong, John	Laborer I
H	0528816	HHFCRGADVISOR	M	Black Or African Am	Harvey, Damien	Sss Pt Advisor,
H	0550779	HHAADMINFOSPC	F	Unknown	Dominguez, Diane	Information Specialist
H	0066177	HHAATLPROGAST	M		Ascencio, Ricardo	Program Assist, Student Life
H	0888742	HHFSPETUTOR1	F	White	Huston, Scott	Tutor - Level I
H	0065348	HHBETCSUPVSR	F	Hispanic Or Latino	David, Laura	Supervisor, ETRC
H	0588168	HH2SRMCLERCL2	F	White	McElligott, Joan	Clerical II, Shipping & Receiv
H	0187434	HH1FITINSTAID1	M		Foronda, Kevin	Instructional Aide I, Fit
H	0066287	HHFLACATUTCOR4	M	White	Hurtado, Pedro	Area Tutor Coordinator
H	0619916	HHFADGTUTOR2	F	White	Lasku, Orjola	Tutor - Level II
H	0066337	HHAAMGPROGAST	F	White	Villarreal, Elvia	Program Assistant, Adult Volun
H	0065378	HHFCSLCOUNSEL	F	White	Schrey, Iris	Counselor PT
H	0831527	HHFWELREGAST	M	Hispanic Or Latino	Matusek, James	Registration Assistant
H	0899180	HHFDCSCOMPTECH	M	Black Or African Am	Perkins, Jamari	Computer Tech, Desktop Comp
H	0913345	HH1FITINSTAID1	F	Hispanic Or Latino	Ramirez, Jada	Instructional Aide I, Fit
H	0929181	HH2CSCCLERCL2	F	Hispanic Or Latino	Roman, Jasmine	Clerical II
H	0066296	HHFFAJEDITOR	M	White	McIntosh, Edward	Editor
H	0065414	HHBLIBLIBRARN	M	White	Kowalczyk, Robert	Librarian
H	0941285	HHFCSLCOUNSEL	F		Jones, Danielle	Counselor PT
H	0066282	HHFHHSNURSE	F	White	Wrobel, Katarzyna	Nurse
H	0065423	HHFNURCONSULT	F	White	Schoerger, Lorraine	Consultant, Nursing
H	0949070	HHBLIBLIBRARN	F		Tull, Rebecca	Librarian
H	0948174	HHDASPROGASST	F		Bittan, Jolita	Program Assistant
H	0905444	HHFCSLCOUNSEL	F		Werner, Sandra	Counselor PT
H	0955263	HHABEADLITCOOR	F		Pisto, Britt	Literacy Coordinator
H	0955838	HHBLIBLIBRARN	F		Rice, Sarah	Librarian
H	0903730	HHFSPETUTOR2	F	Black Or African Am	McMillan, Patricia	Tutor-Level I
H	0040944	HH3MTHTECHAST	F	White	Sosa, Nora	Program Assistant
H	0918111	HH3FIATECHAST	F		Walls, LaTanya	Technical Assistant, Fin Aid
H	0930002	HHATHEVENTWORK	M	White	Holets, Alexander	Athletic Event Worker
H	0938238	HHFADGTUTOR2	M	White	Howell, Jeffrey	Tutor - Level II
H	0065523	HHFCSLCOUNSEL	M	White	Degrado, Francis	Counselor PT
H	0931463	HHFSPETUTOR2	F	White	Dunn, Clara	Tutor-Level I
H	0949214	HHBLIBLIBRARN	F		Kaplan, Kamallah	Librarian
H	0934161	HHFCSLCOUNSEL	M		Corbin, Gerald	Counselor PT

H	0928602	HH3ASMTECHAST	F	Hispanic Or Latino	Reyes, Gisselle	Technical Assistant, Assessmen
H	0818055	HH2SFSCLERCL2	F	Hispanic Or Latino	Gonzalez, Alexis	Clerical II, Staff Services
H	0935327	HH3ASMTECHAST	F	Hispanic Or Latino	Urueta Hernandez, Mariana	Technical Assistant, Assessmen
H	0108999	HHFSPETUTOR1	M	Hispanic Or Latino	Mariscal-Lopez, Jorge	Tutor - Level I
H	0882306	HHFWELREGAST	F	Hispanic Or Latino	Monge-Navarro, Melanie	Registration Assistant
H	0932778	HHFSPETUTOR2	F		Kvas, Liliya	Tutor-Level I
H	0852920	HHFAUDCOMPTECH	M	White	Janowicz, Daniel	Computer Tech, Audio Visual
H	0945128	HHFSPETUTOR2	F	White	Kostyuk, Inna	Tutor-Level I
H	0907648	HHFSPETUTOR2	F		Hernandez, Miriam	Tutor-Level I
H	0917890	HHCURASCOMSPEC	F	Hispanic Or Latino	Marizancen, Maria	Compliance Specialist
H	0913569	HHFLACTUTOR1	F		Stasyuk, Nataliya	Tutor - Level I
M	0945601	MNZDSSSTSUCADV	M		Marshall, Robert	Student Success Advisor
M	0040913	MJZATHDIRECTOR	M	White	McGinnis, Harry	Director, Athletics
M	0040796	MJZFINSRACCNT	M	Hispanic Or Latino	Porras-Nava, Gerardo	Senior Accountant
M	0040829	MJZFINSRACCNT	F	White	Zefeldt, Susan	Senior Accountant
M	0064299	MMZNETPROJANA	M	Black Or African Am	Standberry, Antwan	Network/Project Analyst
M	0077649	MJZCEHMGHRHCECH	F	White	Rullo, Katie	Mgr, Cont. Ed. Ctr for Health
M	0040951	MKZSTLDIRECTOR	M	Hispanic Or Latino	Urbina, Juan	Director of Student Services
M	0042943	MLZATHFACCOORD	M	Hispanic Or Latino	Torgerson, Harry	Athletic Facilities Coord
M	0150493	MKZDBTDIRDUAL	M	White	Nystrom, Timothy	Dir, Dual Credit/Dual Enroll
M	0040782	MHZFINASTDIR	M	Asian	Lau, Sum	Assistant Director Finance
M	0040819	MGZNETSRNTWKAN	M	White	Szewculak, Joseph	Senior Network Analyst
M	0040759	MMZAEDMGRADED	F	Hispanic Or Latino	Figueroa, Elsa	Mgr of Adult Ed Testing
M	0954401	MJZAEDDIRADEDU	F		Olson, Tiffany	Dir of Adult Ed Curr & Prog
M	0042306	MMZLLLCORCED	M	Black Or African Am	Morton, Eric	Coordinator, Continuing Educat
M	0826696	MKZCRGDIRSSS	F	Black Or African Am	Jones, Denise	Dir, Student Support Service
M	0945878	MJZAEDIRTRAN	F		Smoukova, Elena	Dir,Ad Ed Transitions
M	0040784	MJZFIAASTDIR	F	White	Linderman, Jennifer	Assist Dir, Financial Aid
M	0954057	MKZWFGSALECSLT	M		Lewis, Curtis	Sales Consult-Bus, Eco, Dev
M	0040919	MKZLACDIRECTOR	F	White	Merheb, Hanan	Director, Academic Success Ctr
M	0912552	MLZADMCRELASOC	F	White	Vitale, Daniela	College Relations Associate
M	0263716	MLZCAACORCAAS	F	White	Gorman, Jean	Coord., Ctr for Access & Accom
M	0040774	MKZINFASOCDIR	M	White	Jason, Mark	Associate Dir, Systems Op
M	0064699	MMZTRGSPCTRAIN	F	Black Or African Am	Holman, Janice	Specialist, Training and Asses
M	0040918	MIZCDCDIRECTOR	F	White	Mentone, Cynthia	Director, CDC

M	0040891	MMZETCMGRETRC	F	Black Or African Am	Hughes, Reginia	Manager ETRC
M	0040941	MHZSRMCPMGR	F	White	Silvestri, Lori Ann	Contract & Physical Prop Mgr
M	0040798	MLZHOGDIRWEST	F	White	Preston, Rosa	Dir, Westlake Foundation
M	0895591	MIZLIBDIRECTOR	F	White	Meyer, Hilary	Dir, Library Systems & Tech
M	0357179	MLZADMCRELASOC	M	White	Olsen, Michael	College Relations Associate
M	0040956	MIZMCMDIRTVRPB	M	White	Werner, Kurt	Dir, TV Radio & Broadcast
M	0882701	MKZASMDIRTEST	M	White	Damsz, Brent	Director, Testing Ctr
M	0695308	MKZCRSASSTDIR	F	Hispanic Or Latino	Gordon, Jacqueline	Asst. Director, Career Service
M	0066779	MNZCRGSTSCADV	F	White	Olivera-Jones, Melanie	Student Success Advisor
M	0948437	MMZCTEINSTRDES	F		Stapleton-Corcoran, Erin	Instructional Designer
M	0945598	MMZAEDCOMPTRAN	F		Guzman, Denise	Completion & Trans Special
M	0917340	MKZADM CORADMR	M		Glowacki, Geoffrey	Coordinator, Adm and Records
M	0040748	MLZATHACACOR	M	Hispanic Or Latino	Christiansen, Steven	Athletic Academic Coord
M	0910828	MMZAEDCOMPTRAN	F		Krzykowska, Dorota	Completion & Trans Special
M	0040873	MMZRVPDIRRSVP	F	White	Frey, Kay	Director, RSVP
M	0040760	MKZSPEDIRCAAS	F	White	Kaczmarek, Deborah	Dir, Center Students W/ Disab
M	0040804	MJZDHCCORHLR	F	White	Satala, Angela	Coord, Health Learn Resource
M	0040805	MKZINFWEBSYSAN	M	White	Savage, Scot	Web Systems Analyst
M	0040910	MIZSPLDIRHLTS	F	White	Marx, Jacqueline	Director, Health Services
M	0860259	MKZADMASTDIR	M		Martinez, Rolando	Asst Dir, Admissions Service
M	0040863	MKZADM CORCALL	F	White	Coleman, Tasha	Coordinator, Call Ctr
M	0946972	MLZFINMGRBURS	M		Ahmed, Mohammed	Manager, Bursar's Office
M	0040746	MIZPURDIRECTOR	F	White	Carpenter, Alida	Dir, Purchasing & Voice Comm
M	0065305	MKZWELCRDWELCT	F	Black Or African Am	Neals, Toni	Welcome Ctr Coordinator
M	0065371	MKZDCSDIRINFO	M	White	Hordorwich, Christopher	Dir, Info Tech Services
M	0040772	MKZINFWEBSYSAN	F	Black Or African Am	Hutchinson, Cassandra	Web Systems Analyst
M	0040862	MNZCRGSTSCADV	F	White	Castro, Claudia	Student Success Advisor
M	0040769	MMZAEDMGRDATA	F	Hispanic Or Latino	Hassan, Veronica	Manager, Data and Information
M	0935527	MMZCSCPLANETED	M		Nelson, Johnathan	Planetarium Educator
M	0955108	MNZWELSTSADV	M		Johnson, James	Student Succ Adv - Wel
M	0950892	MMZAEDCOMPTRAN	F		Young-Stephens, Meaghan	Completion & Trans Special
M	0065556	MJZTFENETANA	F	Black Or African Am	Bester, Barbara	Network Analyst
M	0900616	MJZAEDDIRADFAC	M	White	Goins, Mitchell	Dir Adult Ed Fac & Inst
P	0952414	PZZDCEADJUNCT	F		Kull, Sarah	CE Adjunct, C Courses
P	0047010	PZZAEDADJUNCT	F	White	Rankin, Shyla	Adult Basic Education Adjunct

P	0047010	PZZAEGADJUNCT1	F	White	Rankin, Shyla	AEF Adjunct
P	0938813	PZZMUSADJUNCT	M		Sherman, Robert	Music Adjunct
P	0881357	PZZCISADJUNCT	F		Ramakrishnan, Rathi	CIS Adjunct
P	0046991	PZZMUSADJUNCT	M	White	Koehler, Reimund	Music Adjunct
P	0923027	PZZBISADJUNCT	M	Unknown	Mitra, Joydeep	Biological Sciences Adjunct
P	0198847	PZZDCEADJUNCT	F	White	Wilkins, Susan	CE Adjunct, C Courses
P	0064112	PZZAEDADJUNCT	M	White	Gaszcz, Tadeusz	Adult Basic Education Adjunct
P	0064112	PZZAEGADJUNCT1	M	White	Gaszcz, Tadeusz	AEF Adjunct
P	0046978	PZZECEADJUNCT	F	White	Gottlinger, Lesley	Early Childhood Edu Adj
P	0046978	PZZEDUADJUNCT	F	White	Gottlinger, Lesley	Education Adjunct
P	0205763	PZZDCEADJUNCT	M	White	Crowell, Kevin	CE Adjunct, C Courses
P	0949647	PZZBBMASTCOACH	M		Jones, Tyler	Basketball-Men's, Asst Co
P	0938817	PZZMUSADJUNCT	F		Willhoft, Cacie	Music Adjunct
P	0213655	PZZPSYADJUNCT	F	White	Rowley, Margaret	Psychology Adjunct
P	0064123	PZZNURADJUNCT	F	White	Breen, Mary	Nursing Adjunct
P	0952423	PZZAEGADJUNCT1	F		Moss, Sarah	AEF Adjunct
P	0946431	PZZDVRADJUNCT	F		Adenekan, Olabisi	Developmental Rhetoric Adjunct
P	0932797	PZZVICADJUNCT	F		Keihm, Colleen	Visual Communications Adj
P	0066766	PZZARTADJUNCT	F	White	Hasso, Jennifer	Art Adjunct
P	0947404	PZZECEADJUNCT	F		Douglas, Hannah	Early Childhood Edu Adj
P	0066120	PZZBUSADJUNCT	F	White	Cooper, Tracy	Business Adjunct
P	0066120	PZZPSYADJUNCT	F	White	Cooper, Tracy	Psychology Adjunct
P	0066120	PZZSCLADJUNCT	F	White	Cooper, Tracy	Sociology Adjunct
P	0064134	PZZSPCADJUNCT	M	White	Noice, Amundsen	Speech Adjunct
P	0912776	PZZBISADJUNCT	F		Martinez, Jacqueline	Biological Sciences Adjunct
P	0066057	PZZRHTADJUNCT	M	White	Ditusa, Michael	Non Developmental Rhetoric
P	0947120	PZZMUSADJUNCT	M		Graham, Joshua	Music Adjunct
P	0093112	PZZARCADJUNCT	M	White	Becker, Daniel	Architecture Adjunct
P	0094685	PZZCISADJUNCT	M	Asian	Lee, Jih-Chiun	CIS Adjunct
P	0885307	PZZPHLADJUNCT	M		Lawrence, Johnson	Philosophy Adjunct
P	0064149	PZZCBPDL399ADJ	M	White	Arvans, David	Local 399 Adjunct
P	0946837	PZZARCADJUNCT	M		Gilbert, Douglas	Architecture Adjunct
P	0064161	PZZMUSADJUNCT	M	Black Or African Am	Smith, Jonathan	Music Adjunct
P	0064163	PZZENTADJUNCT	M	White	Durstun, Jonathan	Engineering Technology Adj
P	0861952	PZZCOEADJUNCT	M		Manuele, Terrill	CE Adjunct, E Courses

P	0861952	PZZDCEADJUNCT	M		Manuele, Terrill	CE Adjunct, C Courses
P	0065611	PZZBISADJUNCT	M	Hispanic Or Latino	Michalewicz, Pablo	Biological Sciences Adjunct
P	0066746	PZZMUSADJUNCT	M	White	Flippo, David	Music Adjunct
P	0952427	PZZAEGADJUNCT2	F		Koellner, Krista	AES Adjunct
P	0933478	PZZNURADJUNCT	F		Simon, Jolene	Nursing Adjunct
P	0064169	PZZCHMADJUNCT	M	White	Romberger, John	Chemistry Adjunct
P	0040767	PZZDVMADJUNCT	F	White	Harris, Cynthia	Developmental Math Adjunct
P	0046987	PZZDCEADJUNCT	F	White	Konishi, Akiko	CE Adjunct, C Courses
P	0046987	PZZMUSADJUNCT	F	White	Konishi, Akiko	Music Adjunct
P	0920902	PZZMUSADJUNCT	M		Sies, Christopher	Music Adjunct
P	0138560	PZZAEGADJUNCT2	M	White	Russell, Eric	AES Adjunct
P	0928970	PZZMUSADJUNCT	M		Ward, Jeremy	Music Adjunct
P	0066788	PZZDVMADJUNCT	F	White	Sarkes, Samira	Developmental Math Adjunct
P	0066788	PZZMATADJUNCT	F	White	Sarkes, Samira	Math Adjunct
P	0930996	PZZPSYADJUNCT	F		Rosenberg, Alicia	Psychology Adjunct
P	0064180	PZZCHMADJUNCT	M	Asian	Meegoda, M	Chemistry Adjunct
P	0910176	PZZARTADJUNCT	M		Lang, Gerald	Art Adjunct
P	0925377	PZZEMSADJUNCT	M		Ward, Kevin	Emergency Medical Services Adj
P	0066756	PZZNURADJUNCT	F	White	Ponulak, Beverly	Nursing Adjunct
P	0065717	PZZBUSADJUNCT	M	White	Curry, Michael	Business Adjunct
P	0064183	PZZBISADJUNCT	M		Jenkins, Anthony	Biological Sciences Adjunct
P	0920367	PZZNURADJUNCT	F		Berhane, Connie	Nursing Adjunct
P	0924206	PZZPSCADJUNCT	M		Sun, Yizhong	Political Science Adjunct
P	0064188	PZZDVRADJUNCT	F	White	Cheverette, April	Developmental Rhetoric Adjunct
P	0885380	PZZCBPADJUNCT	M		Robles, Edwin	CBP Adjunct
P	0885380	PZZHTHADJUNCT	M		Robles, Edwin	Health Adjunct
P	0885380	PZZPEDADJUNCT	M		Robles, Edwin	Physical Education Adjunct
P	0905664	PZZDVMADJUNCT	M		Chung, Paul	Developmental Math Adjunct
P	0905664	PZZMATADJUNCT	M		Chung, Paul	Math Adjunct
P	0064190	PZZHIAADJUNCT	M	White	Nielsen, Jens	Hospitality Industry Adm Adj
P	0887352	PZZCHMADJUNCT	M		Young, Paul	Chemistry Adjunct
P	0047034	PZZAEDADJUNCT	F	White	Zabransky, Angela	Adult Basic Education Adjunct
P	0047034	PZZAEGADJUNCT1	F	White	Zabransky, Angela	AEF Adjunct
P	0173518	PZZASTADJUNCT	M	Black Or African Am	Obidi, T	Astronomy Adjunct
P	0173518	PZZPHYADJUNCT	M	Black Or African Am	Obidi, T	Physics Adjunct

P	0900793	PZZMATADJUNCT	M		Rodriguez-Florida, Jorge	Math Adjunct
P	0065633	PZZARTADJUNCT	M	White	Nelson, Mark	Art Adjunct
P	0064194	PZZCOEADJUNCT	M	White	Magnone, Stephen	CE Adjunct, E Courses
P	0064194	PZZDCEADJUNCT	M	White	Magnone, Stephen	CE Adjunct, C Courses
P	0064194	PZZMUSADJUNCT	M	White	Magnone, Stephen	Music Adjunct
P	0882394	PZZSPAADJUNCT	F		Albaladejo, Carmen	Spanish Adjunct
P	0064204	PZZCISADJUNCT	M	Black Or African Am	Saweh, Paul	CIS Adjunct
P	0064205	PZZPSYADJUNCT	F	White	Andress, Cathy	Psychology Adjunct
P	0920707	PZZBBMASTCOACH	M		Parker, Rex	Basketball-Men's, Asst Co
P	0064212	PZZBISADJUNCT	M	White	Rupp, Brent	Biological Sciences Adjunct
P	0066783	PZZHISADJUNCT	M	White	Hunter, Robert	History Adjunct
P	0065716	PZZBUSADJUNCT	M	White	Rufo, Gary	Business Adjunct
P	0064218	PZZDCEADJUNCT	M	White	Patti, Brian	CE Adjunct, C Courses
P	0064218	PZZMUSADJUNCT	M	White	Patti, Brian	Music Adjunct
P	0065751	PZZBISADJUNCT	F	White	Mc Farland, Kelley	Biological Sciences Adjunct
P	0939306	PZZBISADJUNCT	M		Khan, Anwar	Biological Sciences Adjunct
P	0939306	PZZCHMADJUNCT	M		Khan, Anwar	Chemistry Adjunct
P	0904179	PZZHISADJUNCT	F		Shumar, Laura	History Adjunct
P	0881311	PZZCHMADJUNCT	F		Dandashli, Euphemie	Chemistry Adjunct
P	0900892	PZZDCEADJUNCT	F		Breu, Mary Jane	CE Adjunct, C Courses
P	0888075	PZZSCLADJUNCT	M		Caban, Emilio	Sociology Adjunct
P	0047023	PZZDVMADJUNCT	F	Black Or African Am	Stewart, Constance	Developmental Math Adjunct
P	0040913	PZZPEDADJUNCT	M	White	McGinnis, Harry	Physical Education Adjunct
P	0040913	PZZWSLHDcoach	M	White	McGinnis, Harry	Wrestling, Head Coach
P	0066579	PZZHthADJUNCT	F	White	Goines, Melissa	Health Adjunct
P	0066579	PZZPEDADJUNCT	F	White	Goines, Melissa	Physical Education Adjunct
P	0065893	PZZDVMADJUNCT	M	White	Christenson, Wayne	Developmental Math Adjunct
P	0933979	PZZDCEADJUNCT	F		Baker, Sandra	CE Adjunct, C Courses
P	0909568	PZZDCEADJUNCT	F		Schrock, Yukiko	CE Adjunct, C Courses
P	0066725	PZZHRTADJUNCT	M	White	Unni, Koch	Horticulture Adjunct
P	0066725	PZZSATADJUNCT	M	White	Unni, Koch	SAT Adjunct
P	0937262	PZZDCEADJUNCT	M		Martin, Carter	CE Adjunct, C Courses
P	0937262	PZZMCMADJUNCT	M		Martin, Carter	Mass Communications Adjunct
P	0064248	PZZNASADJUNCT	F	Black Or African Am	Love-Johnson, Evelyn	Nursing Assistant Adjunct
P	0916872	PZZAHLADJUNCT	F		Elkins, Mary	Allied Health Adjunct

P	0916872	PZZRADADJUNCT	F		Elkins, Mary	Radiologic Technology Adjunct
P	0064250	PZZAEDADJUNCT	F	White	Disheva, Stanka	Adult Basic Education Adjunct
P	0064250	PZZAEGADJUNCT1	F	White	Disheva, Stanka	AEF Adjunct
P	0065972	PZZCBPDL399ADJ	M	White	Dorton, Darryl	Local 399 Adjunct
P	0885984	PZZRHTADJUNCT	F		Moore, Stacy	Non Developmental Rhetoric
P	0846565	PZZENTADJUNCT	M	White	Deoniziak, Peter	Engineering Technology Adj
P	0888702	PZZBISADJUNCT	M		Sanei, Maxwell	Biological Sciences Adjunct
P	0888702	PZZOPHADJUNCT	M		Sanei, Maxwell	Ophthalmic Technician Adjunct
P	0946718	PZZAEGADJUNCT1	F		Uryga, Bozena	AEF Adjunct
P	0946718	PZZAEGADJUNCT2	F		Uryga, Bozena	AES Adjunct
P	0065613	PZZCHMADJUNCT	M	White	Kimball, Douglas	Chemistry Adjunct
P	0064267	PZZECEADJUNCT	F	White	Shelton, Gail	Early Childhood Edu Adj
P	0878708	PZZBISADJUNCT	M		Slusarczyk, Janusz	Biological Sciences Adjunct
P	0878708	PZZPEDADJUNCT	M		Slusarczyk, Janusz	Physical Education Adjunct
P	0162663	PZZCISADJUNCT	M	White	Mahani, Mohammad	CIS Adjunct
P	0064270	PZZEMSADJUNCT	M	White	Bubis, Timothy	Emergency Medical Services Adj
P	0064271	PZZAEDADJUNCT	M	White	Parker, Neal	Adult Basic Education Adjunct
P	0064271	PZZHISADJUNCT	M	White	Parker, Neal	History Adjunct
P	0167867	PZZNURADJUNCT	F	Hispanic Or Latino	Bernal, Erika	Nursing Adjunct
P	0939313	PZZPHYADJUNCT	M		D'Aquila, Kenneth	Physics Adjunct
P	0047001	PZZAEDADJUNCT	F	White	Minta, Danuta	Adult Basic Education Adjunct
P	0047001	PZZAEGADJUNCT1	F	White	Minta, Danuta	AEF Adjunct
P	0172087	PZZDMSADJUNCT	F	White	Anzaldi, Natalie	Diagnostic Med Sonography Adju
P	0066353	PZZDVMADJUNCT	F	White	Mehmedagic, Selma	Developmental Math Adjunct
P	0066353	PZZMATADJUNCT	F	White	Mehmedagic, Selma	Math Adjunct
P	0064281	PZZDCEADJUNCT	M	White	Ryant, Dale	CE Adjunct, C Courses
P	0945380	PZZNURADJUNCT	F		Smith, Gloria	Nursing Adjunct
P	0193932	PZZAEGADJUNCT1	F	White	Backe, Carol	AEF Adjunct
P	0064283	PZZAEDADJUNCT	M	White	Hadac, James	Adult Basic Education Adjunct
P	0064283	PZZAEGADJUNCT1	M	White	Hadac, James	AEF Adjunct
P	0040860	PZZNUCADJUNCT	F	White	Campos, Susan	Nuclear Medicine Adjunct
P	0046955	PZZPSYADJUNCT	F	White	Wright, Tracy	Psychology Adjunct
P	0047022	PZZHISADJUNCT	M	White	Smith, Scott	History Adjunct
P	0213151	PZZAEGADJUNCT2	M	White	Cushing, Paul	AES Adjunct
P	0934687	PZZICLADJUNCT	F		Muhammad, Dawn	Intro to College Adjunct

P	0934687	PZZPSYADJUNCT	F		Muhammad, Dawn	Psychology Adjunct
P	0934687	PZZSPCADJUNCT	F		Muhammad, Dawn	Speech Adjunct
P	0220877	PZZDMSADJUNCT	F	White	Green, Melanie	Diagnostic Med Sonography Adju
P	0952762	PZZAEGADJUNCT2	F		Adams, Jennifer	AES Adjunct
P	0952762	PZZDCIADJUNCT	F		Adams, Jennifer	Dual Credit Instructor
P	0946797	PZZDCEADJUNCT	M		Ortiz, Armando	CE Adjunct, C Courses
P	0077649	PZZHTHADJUNCT	F	White	Rullo, Katie	Health Adjunct
P	0046990	PZZAEDADJUNCT	M	White	Krzykala, Andrzej	Adult Basic Education Adjunct
P	0046990	PZZAEGADJUNCT1	M	White	Krzykala, Andrzej	AEF Adjunct
P	0755277	PZZNURADJUNCT	F	White	Mehmeti, Enisa	Nursing Adjunct
P	0081792	PZZPSYADJUNCT	F		Jilani, Atika	Psychology Adjunct
P	0065601	PZZHISADJUNCT	F	White	Fridlender, Irena	History Adjunct
P	0065601	PZZHUMADJUNCT	F	White	Fridlender, Irena	Humanities Adjunct
P	0064310	PZZAEDADJUNCT	F	White	Meanza, Carolyn	Adult Basic Education Adjunct
P	0064310	PZZAEGADJUNCT1	F	White	Meanza, Carolyn	AEF Adjunct
P	0065622	PZZSPCADJUNCT	F	White	Craig, Marilyn	Speech Adjunct
P	0064314	PZZDCEADJUNCT	F	White	Olivo-Kier, Louise	CE Adjunct, C Courses
P	0066031	PZZNASADJUNCT	F	White	Jovanovic, Vera	Nursing Assistant Adjunct
P	0064317	PZZHIAADJUNCT	F	White	Gleeson, Claudine	Hospitality Industry Adm Adj
P	0064320	PZZHUMADJUNCT	F	White	Saeli, Marie	Humanities Adjunct
P	0064328	PZZCOEADJUNCT	M	White	Gadomski, Steve	CE Adjunct, E Courses
P	0137750	PZZDCEADJUNCT	M	White	Meineke, Gregory	CE Adjunct, C Courses
P	0144569	PZZDCEADJUNCT	F	Black Or African Am	Polk, Kimberly	CE Adjunct, C Courses
P	0042943	PZZPEDADJUNCT	M	Hispanic Or Latino	Torgerson, Harry	Physical Education Adjunct
P	0938317	PZZNURADJUNCT	F		Sadko, Michelle	Nursing Adjunct
P	0151777	PZZDCEADJUNCT	M	White	Mirabile, Nicholas	CE Adjunct, C Courses
P	0948113	PZZDVRADJUNCT	M		Schmidt, Michael	Developmental Rhetoric Adjunct
P	0953984	PZZSFBASTCOACH	F		Miller, Hannah	Softball, Assistant Coach
P	0064337	PZZAEGADJUNCT2	F	Hispanic Or Latino	Ruano-Corral, Erminda	AES Adjunct
P	0838048	PZZDCEADJUNCT	M	White	Szypura, Donald	CE Adjunct, C Courses
P	0906635	PZZBUSADJUNCT	F		Murphy, Marylou	Business Adjunct
P	0064348	PZZBISADJUNCT	F		Novak, Cheryl	Biological Sciences Adjunct
P	0066307	PZZAEDADJUNCT	F	White	Valerio, Margarita	Adult Basic Education Adjunct
P	0066307	PZZAEGADJUNCT1	F	White	Valerio, Margarita	AEF Adjunct
P	0066694	PZZCBPDL399ADJ	M	White	Lind, George	Local 399 Adjunct

P	0064361	PZZICLADJUNCT	F	White	Geary, Jennifer	Intro to College Adjunct
P	0947402	PZZECEADJUNCT	F		Greathouse, Alexis	Early Childhood Edu Adj
P	0213207	PZZDCEADJUNCT	M	White	Horn, Mitchell	CE Adjunct, C Courses
P	0040832	PZZBUSADJUNCT	F	White	Zurawska, Izabela	Business Adjunct
P	0064373	PZZCJAADJUNCT	F	White	Sanders, Catherine	Criminal Justice Adm Adjunct
P	0040844	PZZAEDADJUNCT	F	White	Abate, Nannette	Adult Basic Education Adjunct
P	0040844	PZZAEGADJUNCT1	F	White	Abate, Nannette	AEF Adjunct
P	0040844	PZZAEGADJUNCT3	F	White	Abate, Nannette	ICCB Adult Ed Adjunct
P	0040844	PZZHTHADJUNCT	F	White	Abate, Nannette	Health Adjunct
P	0040844	PZZPEDADJUNCT	F	White	Abate, Nannette	Physical Education Adjunct
P	0047029	PZZAEDADJUNCT	F	White	Vanderhoof, Ellen	Adult Basic Education Adjunct
P	0047029	PZZAEGADJUNCT1	F	White	Vanderhoof, Ellen	AEF Adjunct
P	0931363	PZZPHLADJUNCT	M		Catenazzo, Anthony	Philosophy Adjunct
P	0064376	PZZBUSADJUNCT	M		Washington, Calvin	Business Adjunct
P	0066724	PZZHISADJUNCT	F	White	Gray, Rhonda	History Adjunct
P	0267325	PZZSCMASTCOACH	M	Hispanic Or Latino	Correa, Trinidad	Soccer-Men's, Asst Coach
P	0064379	PZZPEDADJUNCT	M	White	Anzona, Christopher	Physical Education Adjunct
P	0064380	PZZAEDADJUNCT	F	White	Villalobos, Irene	Adult Basic Education Adjunct
P	0064380	PZZAEGADJUNCT2	F	White	Villalobos, Irene	AES Adjunct
P	0064383	PZZAEDADJUNCT	M	White	Steffanov, Steffan	Adult Basic Education Adjunct
P	0064383	PZZAEGADJUNCT1	M	White	Steffanov, Steffan	AEF Adjunct
P	0903171	PZZPHLADJUNCT	M		Tapia, Robert	Philosophy Adjunct
P	0064389	PZZARCADJUNCT	M	White	Heitzman, Frank	Architecture Adjunct
P	0064390	PZZCEHADJUNCT	F	White	Ottaviano, Roxane	Continuing Education Healthcar
P	0064390	PZZNASADJUNCT	F	White	Ottaviano, Roxane	Nursing Assistant Adjunct
P	0064390	PZZNURADJUNCT	F	White	Ottaviano, Roxane	Nursing Adjunct
P	0064392	PZZECOADJUNCT	M	White	Porebski, Thomas	Economics Adjunct
P	0046967	PZZAEDADJUNCT	F	White	Crotty, Maureen	Adult Basic Education Adjunct
P	0046967	PZZAEGADJUNCT2	F	White	Crotty, Maureen	AES Adjunct
P	0064401	PZZCHMADJUNCT	M	Asian	Tabba, Siddiq	Chemistry Adjunct
P	0899225	PZZCBPDL399ADJ	M		Regnier, Joseph	Local 399 Adjunct
P	0837647	PZZICLADJUNCT	F	Black Or African Am	Humphries, Evelyn	Intro to College Adjunct
P	0334141	PZZHTHADJUNCT	F	White	Eason, Natasha	Health Adjunct
P	0334141	PZZPEDADJUNCT	F	White	Eason, Natasha	Physical Education Adjunct
P	0940801	PZZEMSADJUNCT	F		Hayes, Kathryn	Emergency Medical Services Adj

P	0064408	PZZAEDADJUNCT	F	White	Iordanova, Iordana	Adult Basic Education Adjunct
P	0064408	PZZAEGADJUNCT1	F	White	Iordanova, Iordana	AEF Adjunct
P	0064408	PZZAEGADJUNCT2	F	White	Iordanova, Iordana	AES Adjunct
P	0064409	PZZRHTADJUNCT	F	White	Daniel, Jenifer	Non Developmental Rhetoric
P	0046994	PZZDVMADJUNCT	M	White	Kulik, Henry	Developmental Math Adjunct
P	0040892	PZZNURADJUNCT	F	White	Hughes, Sandra	Nursing Adjunct
P	0046996	PZZBISADJUNCT	M	White	Malek, Dennis	Biological Sciences Adjunct
P	0066382	PZZBUSADJUNCT	F	White	Simantz, Carol	Business Adjunct
P	0064417	PZZMATADJUNCT	F	White	Hussey, Patricia	Math Adjunct
P	0046999	PZZHIAADJUNCT	M	White	Marovitz, Robert	Hospitality Industry Adm Adj
P	0918807	PZZCISADJUNCT	M		Hendry, Robert	CIS Adjunct
P	0450114	PZZSURADJUNCT	F		Martinelli, Sarah	Surgical Technology Adjunct
P	0450267	PZZCBPDL399ADJ	M	White	Winters, Brendan	Local 399 Adjunct
P	0065871	PZZBUSADJUNCT	F	Black Or African Am	Banks, Lasandra	Business Adjunct
P	0452806	PZZAUTADJUNCT	M	White	Haberland, Phillip	Automotive Technology Adjunct
P	0908338	PZZCBPDL399ADJ	M		Putman, Owen	Local 399 Adjunct
P	0915056	PZZAEGADJUNCT1	F		Bonarek, Rebecca	AEF Adjunct
P	0915056	PZZAEGADJUNCT2	F		Bonarek, Rebecca	AES Adjunct
P	0456566	PZZDCEADJUNCT	F	White	Locascio, Amalia	CE Adjunct, C Courses
P	0046960	PZZDVMADJUNCT	F	White	Antony, Ansamma	Developmental Math Adjunct
P	0842498	PZZVLYASTCOACH	F	Hispanic Or Latino	Betancourt, Lynette	Volleyball, Assistant Coach
P	0041806	PZZCOEADJUNCT	M	White	Hagearty, James	CE Adjunct, E Courses
P	0041806	PZZDCEADJUNCT	M	White	Hagearty, James	CE Adjunct, C Courses
P	0046977	PZZRHTADJUNCT	F	White	Golden, Mary	Non Developmental Rhetoric
P	0854411	PZZMUSADJUNCT	F		Koidin, Julie	Music Adjunct
P	0066186	PZZDVMADJUNCT	F	White	Skintges, Jill	Developmental Math Adjunct
P	0066186	PZZMATADJUNCT	F	White	Skintges, Jill	Math Adjunct
P	0066584	PZZACCADJUNCT	M	White	Haworth, Michael	Accounting Adjunct
P	0066584	PZZDCIADJUNCT	M	White	Haworth, Michael	Dual Credit Instructor
P	0470947	PZZCJAADJUNCT	M	Black Or African Am	Reynolds, LaDon	Criminal Justice Adm Adjunct
P	0934509	PZZEMSADJUNCT	M		Matousek, Kyle	Emergency Medical Services Adj
P	0066687	PZZANTADJUNCT	M	White	Lopinto, Andrew	Anthropology Adjunct
P	0066742	PZZRHTADJUNCT	F	White	Stark, Elisabeth	Non Developmental Rhetoric
P	0479359	PZZAHLADJUNCT	F	White	Stopa, Ewa	Allied Health Adjunct
P	0479359	PZZNURADJUNCT	F	White	Stopa, Ewa	Nursing Adjunct

P	0939368	PZZCHMADJUNCT	F		Khan, Saadia	Chemistry Adjunct
P	0485439	PZZAEGADJUNCT2	F	White	Anderson, Rita	AES Adjunct
P	0064459	PZZDVMADJUNCT	M	White	Lysaught, James	Developmental Math Adjunct
P	0939668	PZZCISADJUNCT	M		Pavlik, Dennis	CIS Adjunct
P	0226035	PZZECEADJUNCT	F	White	Williams, Mary	Early Childhood Edu Adj
P	0046958	PZZAEDADJUNCT	F	White	Amore, Joan	Adult Basic Education Adjunct
P	0046958	PZZAEGADJUNCT1	F	White	Amore, Joan	AEF Adjunct
P	0064462	PZZAHLADJUNCT	F	White	Racky, Denise	Allied Health Adjunct
P	0064462	PZZNURADJUNCT	F	White	Racky, Denise	Nursing Adjunct
P	0066726	PZZFIRADJUNCT	M	White	Casale, Joseph	Fire Science Adjunct
P	0040861	PZZPSYADJUNCT	F	White	Carvajal, Lorelei	Psychology Adjunct
P	0938177	PZZAEGADJUNCT1	F		Gautreaux, Michelle	AEF Adjunct
P	0938177	PZZDCEADJUNCT	F		Gautreaux, Michelle	CE Adjunct, C Courses
P	0065654	PZZAHLADJUNCT	M	Hispanic Or Latino	Mejia, Jose	Allied Health Adjunct
P	0065654	PZZDMSADJUNCT	M	Hispanic Or Latino	Mejia, Jose	Diagnostic Med Sonography Adju
P	0046997	PZZDVMADJUNCT	M	White	McKenzie, William	Developmental Math Adjunct
P	0046997	PZZMATADJUNCT	M	White	McKenzie, William	Math Adjunct
P	0064486	PZZNURADJUNCT	F	Asian	Rescober, Teresita	Nursing Adjunct
P	0047006	PZZAEDADJUNCT	F	White	Quinn, Susan	Adult Basic Education Adjunct
P	0047006	PZZAEGADJUNCT1	F	White	Quinn, Susan	AEF Adjunct
P	0064490	PZZCJAADJUNCT	M	Black Or African Arr	Little, Gregory	Criminal Justice Adm Adjunct
P	0891972	PZZPSYADJUNCT	M		Smith, Tarvies	Psychology Adjunct
P	0046976	PZZAEDADJUNCT	F	White	Garcia, Rebeca	Adult Basic Education Adjunct
P	0046976	PZZAEGADJUNCT2	F	White	Garcia, Rebeca	AES Adjunct
P	0323280	PZZAHLADJUNCT	M	Black Or African Arr	Ekpo, Joseph	Allied Health Adjunct
P	0323280	PZZEDUADJUNCT	M	Black Or African Arr	Ekpo, Joseph	Education Adjunct
P	0908631	PZZMUSADJUNCT	F		Choi, Soo-Yon	Music Adjunct
P	0944268	PZZBISADJUNCT	F		Reyes, Cherie	Biological Sciences Adjunct
P	0892204	PZZCOEADJUNCT	F		Belejec, Barbara	CE Adjunct, E Courses
P	0892204	PZZDCEADJUNCT	F		Belejec, Barbara	CE Adjunct, C Courses
P	0956544	PZZAEGADJUNCT1	F		Tan, Thanh	AEF Adjunct
P	0064503	PZZDCEADJUNCT	F	White	Ruffer, Eileen	CE Adjunct, C Courses
P	0064509	PZZCOEADJUNCT	F	White	Pappadopoli, Marion	CE Adjunct, E Courses
P	0046972	PZZPSYADJUNCT	M	White	Ellison, Jim	Psychology Adjunct
P	0064512	PZZMATADJUNCT	M	White	Baliga, John	Math Adjunct

P	0352326	PZZFIRADJUNCT	M	White	Kovalcik, John	Fire Science Adjunct
P	0064513	PZZDCEADJUNCT	F	White	Thorpe, Julie	CE Adjunct, C Courses
P	0064514	PZZAEGADJUNCT1	M	Black Or African Arr	Zewde, Fekade	AEF Adjunct
P	0064514	PZZDVRADJUNCT	M	Black Or African Arr	Zewde, Fekade	Developmental Rhetoric Adjunct
P	0064514	PZZICLADJUNCT	M	Black Or African Arr	Zewde, Fekade	Intro to College Adjunct
P	0360021	PZZNURADJUNCT	F	Hispanic Or Latino	Rybarczyk, Rosalina	Nursing Adjunct
P	0918992	PZZAEDADJUNCT	F		Smarsh, Tammy	Adult Basic Education Adjunct
P	0918992	PZZAEGADJUNCT1	F		Smarsh, Tammy	AEF Adjunct
P	0918992	PZZAEGADJUNCT2	F		Smarsh, Tammy	AES Adjunct
P	0064518	PZZCBPADJUNCT	F	White	Mesyef, Tatyana	CBP Adjunct
P	0064518	PZZENTADJUNCT	F	White	Mesyef, Tatyana	Engineering Technology Adj
P	0366352	PZZCJAADJUNCT	M	Hispanic Or Latino	Alvarado, Rafael	Criminal Justice Adm Adjunct
P	0064521	PZZBISADJUNCT	M	White	Kosanovic, Radomir	Biological Sciences Adjunct
P	0857730	PZZCOEADJUNCT	F		Chan, Stephanie	CE Adjunct, E Courses
P	0000016	PZZCOEADJUNCT	F	White	Perez, Jo	CE Adjunct, E Courses
P	0000016	PZZDCEADJUNCT	F	White	Perez, Jo	CE Adjunct, C Courses
P	0371226	PZZCHMADJUNCT	M	White	Ochwat, Krzysztof	Chemistry Adjunct
P	0066290	PZZENTADJUNCT	M	White	Smith, Brandon	Engineering Technology Adj
P	0040919	PZZBISADJUNCT	F	White	Merheb, Hanan	Biological Sciences Adjunct
P	0040919	PZZICLADJUNCT	F	White	Merheb, Hanan	Intro to College Adjunct
P	0047012	PZZAEDADJUNCT	F	Asian	Roa, Mary	Adult Basic Education Adjunct
P	0047012	PZZAEGADJUNCT1	F	Asian	Roa, Mary	AEF Adjunct
P	0064532	PZZCOEADJUNCT	F	White	Nawrocki, Diana	CE Adjunct, E Courses
P	0064532	PZZDCEADJUNCT	F	White	Nawrocki, Diana	CE Adjunct, C Courses
P	0064539	PZZSCLADJUNCT	M	White	Dunagan, Kevin	Sociology Adjunct
P	0064549	PZZCJAADJUNCT	M	White	Konstanty, Edward	Criminal Justice Adm Adjunct
P	0064552	PZZDVMADJUNCT	M	White	Zolek, Jeffrey	Developmental Math Adjunct
P	0064552	PZZMATADJUNCT	M	White	Zolek, Jeffrey	Math Adjunct
P	0064553	PZZECEADJUNCT	F	Black Or African Arr	Pechacek, Roshune	Early Childhood Edu Adj
P	0398753	PZZCBPDL399ADJ	M	White	Kenzinger, Michael	Local 399 Adjunct
P	0064560	PZZAEDADJUNCT	M	White	Pawlowski, Cezary	Adult Basic Education Adjunct
P	0064560	PZZAEGADJUNCT1	M	White	Pawlowski, Cezary	AEF Adjunct
P	0064560	PZZAEGADJUNCT2	M	White	Pawlowski, Cezary	AES Adjunct
P	0885172	PZZANTADJUNCT	F	White	Malekfar, Lily	Anthropology Adjunct
P	0885172	PZZICLADJUNCT	F	White	Malekfar, Lily	Intro to College Adjunct

P	0066093	PZZRHTADJUNCT	F	White	Peters, Kristen	Non Developmental Rhetoric
P	0401373	PZZCBPDL399ADJ	M	White	Maloney, Timothy	Local 399 Adjunct
P	0888285	PZZDVMADJUNCT	M		Scipione, Michael	Developmental Math Adjunct
P	0888285	PZZEDUADJUNCT	M		Scipione, Michael	Education Adjunct
P	0888285	PZZICLADJUNCT	M		Scipione, Michael	Intro to College Adjunct
P	0888285	PZZMATADJUNCT	M		Scipione, Michael	Math Adjunct
P	0064562	PZZCJAADJUNCT	F	Hispanic Or Latino	Plazas, Cynthia	Criminal Justice Adm Adjunct
P	0064562	PZZPSYADJUNCT	F	Hispanic Or Latino	Plazas, Cynthia	Psychology Adjunct
P	0065617	PZZMATADJUNCT	M	White	Pellegrini, Daniel	Math Adjunct
P	0919850	PZZDCEADJUNCT	F		Kaczmarek, Jacquelyn	CE Adjunct, C Courses
P	0064569	PZZDVMADJUNCT	M	Asian	Cherian, Babu	Developmental Math Adjunct
P	0406951	PZZDCEADJUNCT	F	White	Pitts, Christa	CE Adjunct, C Courses
P	0040850	PZZCJAADJUNCT	M	White	Augustine, John	Criminal Justice Adm Adjunct
P	0040850	PZZDCEADJUNCT	M	White	Augustine, John	CE Adjunct, C Courses
P	0047019	PZZHTHADJUNCT	M	White	Schmidt, Alan	Health Adjunct
P	0047019	PZZPEDADJUNCT	M	White	Schmidt, Alan	Physical Education Adjunct
P	0040916	PZZDCEADJUNCT	F	Hispanic Or Latino	McLaren, Minerva	CE Adjunct, C Courses
P	0947385	PZZAEGADJUNCT1	F		Levine, Deborah	AEF Adjunct
P	0066110	PZZCOEADJUNCT	M	White	White, Ralph	CE Adjunct, E Courses
P	0065889	PZZCHMADJUNCT	M		Kahvand, Hassan	Chemistry Adjunct
P	0066638	PZZCBPDL399ADJ	M	White	Nagle, Kevin	Local 399 Adjunct
P	0064584	PZZNASADJUNCT	F	Black Or African Am	Smith, Dawn	Nursing Assistant Adjunct
P	0064585	PZZDVMADJUNCT	M	White	Abtahi, Ali	Developmental Math Adjunct
P	0064585	PZZMATADJUNCT	M	White	Abtahi, Ali	Math Adjunct
P	0952446	PZZAEGADJUNCT2	F		Hill-LoBue, China	AES Adjunct
P	0064586	PZZECOADJUNCT	M	White	Memmos, Matt	Economics Adjunct
P	0064586	PZZICLADJUNCT	M	White	Memmos, Matt	Intro to College Adjunct
P	0885515	PZZDCEADJUNCT	F	Asian	Abraham, Susan	CE Adjunct, C Courses
P	0066707	PZZCBPDL399ADJ	M	White	Badame, Michael	Local 399 Adjunct
P	0066775	PZZMATADJUNCT	F	White	Alexandru, Vica	Math Adjunct
P	0066285	PZZAEGADJUNCT2	F	Hispanic Or Latino	Munoz-De Tavares, Gabriela	AES Adjunct
P	0064594	PZZNURADJUNCT	F	Black Or African Am	Hodges, Frances	Nursing Adjunct
P	0064604	PZZANTADJUNCT	M	White	Tandarich, John	Anthropology Adjunct
P	0064604	PZZGEOADJUNCT	M	White	Tandarich, John	Geology Adjunct
P	0064604	PZZGOGADJUNCT	M	White	Tandarich, John	Geography Adjunct

P	0952766	PZZPHYADJUNCT	M		Schmitz, Jeffrey	Physics Adjunct
P	0853348	PZZSCLADJUNCT	M	White	Halm, James	Sociology Adjunct
P	0064610	PZZPHLADJUNCT	F	Black Or African Am	Atiba, Afri	Philosophy Adjunct
P	0281690	PZZAHLADJUNCT	F	White	Venturella, Tammy	Allied Health Adjunct
P	0281690	PZZNURADJUNCT	F	White	Venturella, Tammy	Nursing Adjunct
P	0064613	PZZCJAADJUNCT	M	White	Falagario, Michael	Criminal Justice Adm Adjunct
P	0900488	PZZBUSADJUNCT	F	White	Cherivtch, Lisa	Business Adjunct
P	0064619	PZZAEDADJUNCT	M	Hispanic Or Latino	Delgado, Juan	Adult Basic Education Adjunct
P	0064619	PZZAEGADJUNCT2	M	Hispanic Or Latino	Delgado, Juan	AES Adjunct
P	0299669	PZZAEGADJUNCT2	M	White	Detzner, Brendan	AES Adjunct
P	0064622	PZZHIAADJUNCT	F	Asian	Kibir, Janice	Hospitality Industry Adm Adj
P	0065980	PZZARCADJUNCT	F	Hispanic Or Latino	Rezaeian, Mina	Architecture Adjunct
P	0064631	PZZBISADJUNCT	M	White	White, Richard	Biological Sciences Adjunct
P	0047003	PZZAEDADJUNCT	M	White	Malarski, James	Adult Basic Education Adjunct
P	0047003	PZZAEGADJUNCT2	M	White	Malarski, James	AES Adjunct
P	0065667	PZZAEDADJUNCT	F	White	Sweetman, Bonnie	Adult Basic Education Adjunct
P	0065667	PZZAEGADJUNCT1	F	White	Sweetman, Bonnie	AEF Adjunct
P	0065639	PZZHIAADJUNCT	M	White	Gaborit, Christian	Hospitality Industry Adm Adj
P	0945885	PZZDCEADJUNCT	F		Redisi, Patricia	CE Adjunct, C Courses
P	0064636	PZZSPCADJUNCT	F	White	FencI, Terry	Speech Adjunct
P	0064637	PZZCBPADJUNCT	M	White	Wysocki, Jerome	CBP Adjunct
P	0064637	PZZCHMADJUNCT	M	White	Wysocki, Jerome	Chemistry Adjunct
P	0064638	PZZSPCADJUNCT	M	White	Kubiszyn, John	Speech Adjunct
P	0065796	PZZMATADJUNCT	M	White	Zeier, Steven	Math Adjunct
P	0064643	PZZMUSADJUNCT	M	White	Jermihov, Peter	Music Adjunct
P	0344416	PZZPHLADJUNCT	M	White	Spoleti, Thomas	Philosophy Adjunct
P	0064648	PZZRHTADJUNCT	F	White	Moore, Marilyn	Non Developmental Rhetoric
P	0923058	PZZDCEADJUNCT	F		Benson, Erica	CE Adjunct, C Courses
P	0064651	PZZCHMADJUNCT	F	White	Nebril, Kathleen	Chemistry Adjunct
P	0064653	PZZNURADJUNCT	F	White	Tan, Eleanor	Nursing Adjunct
P	0065763	PZZVICADJUNCT	F	White	Wallace, Alicia	Visual Communications Adj
P	0040799	PZZPSYADJUNCT	F	White	Cicirale, Anna	Psychology Adjunct
P	0365887	PZZNURADJUNCT	F	Black Or African Am	Heard, Shashanna	Nursing Adjunct
P	0367810	PZZPHLADJUNCT	M	White	King, Matthew	Philosophy Adjunct
P	0367955	PZZCBPDL399ADJ	M	White	Oliphant, Patrick	Local 399 Adjunct

P	0371148	PZZHIAADJUNCT	M	Black Or African Am	Roundtree, David	Hospitality Industry Adm Adj
P	0043166	PZZCOEADJUNCT	F	Hispanic Or Latino	Hernandez, Sandra	CE Adjunct, E Courses
P	0064666	PZZPSYADJUNCT	F	White	Demos, Marina	Psychology Adjunct
P	0066396	PZZFIRADJUNCT	M	White	White, Mark	Fire Science Adjunct
P	0064670	PZZHISADJUNCT	M	White	Truckenbrod, Timothy	History Adjunct
P	0064672	PZZDVMADJUNCT	M	Black Or African Am	Dean, Tuan	Developmental Math Adjunct
P	0065803	PZZCJAADJUNCT	M	White	Aller, Keith	Criminal Justice Adm Adjunct
P	0065803	PZZDCEADJUNCT	M	White	Aller, Keith	CE Adjunct, C Courses
P	0777902	PZZCBPDL399ADJ	M		Ryan, Desmond	Local 399 Adjunct
P	0064677	PZZSCLADJUNCT	F	White	Isaacs, Julia	Sociology Adjunct
P	0066238	PZZBISADJUNCT	M	White	Noel, John	Biological Sciences Adjunct
P	0066377	PZZAHLADJUNCT	F	White	Donatelli, Silvia	Allied Health Adjunct
P	0943531	PZZSPCADJUNCT	M	Black Or African Am	Bonds, Robert	Speech Adjunct
P	0066671	PZZCBPDL399ADJ	M	White	Long, Gary	Local 399 Adjunct
P	0406302	PZZAEGADJUNCT1	M	Black Or African Am	Cummings, Eric	AEF Adjunct
P	0406302	PZZAEGADJUNCT2	M	Black Or African Am	Cummings, Eric	AES Adjunct
P	0406302	PZZDVRADJUNCT	M	Black Or African Am	Cummings, Eric	Developmental Rhetoric Adjunct
P	0406302	PZZRHTADJUNCT	M	Black Or African Am	Cummings, Eric	Non Developmental Rhetoric
P	0406573	PZZDCEADJUNCT	F	White	Collins, Laura	CE Adjunct, C Courses
P	0064689	PZZECOADJUNCT	M	White	Corrado, Jon	Economics Adjunct
P	0064690	PZZCBPDL399ADJ	M	White	May, Mark	Local 399 Adjunct
P	0066242	PZZCOEADJUNCT	F	White	Borowiak, Donna	CE Adjunct, E Courses
P	0066242	PZZDCEADJUNCT	F	White	Borowiak, Donna	CE Adjunct, C Courses
P	0064694	PZZPSCADJUNCT	M	White	Papadakis, James	Political Science Adjunct
P	0064694	PZZSOCADJUNCT	M	White	Papadakis, James	Social Science Adjunct
P	0064695	PZZHIAADJUNCT	F	White	Behnke, Eleanor	Hospitality Industry Adm Adj
P	0772141	PZZENTADJUNCT	M	White	Hibner, Donald	Engineering Technology Adj
P	0066170	PZZAUTADJUNCT	M	White	Hertko, Allan	Automotive Technology Adjunct
P	0066617	PZZDCEADJUNCT	F	Black Or African Am	Le Sure, Lashanta	CE Adjunct, C Courses
P	0066617	PZZHIAADJUNCT	F	Black Or African Am	Le Sure, Lashanta	Hospitality Industry Adm Adj
P	0939412	PZZCBPADJUNCT	M		Klette, Patrick	CBP Adjunct
P	0064703	PZZPSYADJUNCT	F	White	Matson, Catherine	Psychology Adjunct
P	0236465	PZZAEDADJUNCT	F	White	Miller-Kielhack, Patricia	Adult Basic Education Adjunct
P	0236465	PZZAEGADJUNCT2	F	White	Miller-Kielhack, Patricia	AES Adjunct
P	0066038	PZZPSYADJUNCT	F	White	Misra, Sabrina	Psychology Adjunct

P	0066038	PZZSCLADJUNCT	F	White	Misra, Sabrina	Sociology Adjunct
P	0237524	PZZDMSADJUNCT	F	White	Oppedisano, Lisa	Diagnostic Med Sonography Adju
P	0064704	PZZCOEADJUNCT	F	Hispanic Or Latino	Berndt, Yolanda	CE Adjunct, E Courses
P	0064704	PZZDCEADJUNCT	F	Hispanic Or Latino	Berndt, Yolanda	CE Adjunct, C Courses
P	0957550	PZZMUSADJUNCT	F		Papatheodorou Schreier, Devvora	Music Adjunct
P	0040952	PZZPSYADJUNCT	F	Hispanic Or Latino	Villasenor, Norma	Psychology Adjunct
P	0046982	PZZDVMADJUNCT	F	White	Galusza, Lucyna	Developmental Math Adjunct
P	0046982	PZZMATADJUNCT	F	White	Galusza, Lucyna	Math Adjunct
P	0064707	PZZDCEADJUNCT	F	White	Bagovska, Kina	CE Adjunct, C Courses
P	0886774	PZZBISADJUNCT	F		Kaushal, Bindiya	Biological Sciences Adjunct
P	0064717	PZZNASADJUNCT	F	White	Olson, Beth	Nursing Assistant Adjunct
P	0064718	PZZAUTADJUNCT	M	White	MacHonga, Gary	Automotive Technology Adjunct
P	0064718	PZZCBPADJUNCT	M	White	MacHonga, Gary	CBP Adjunct
P	0924629	PZZDCEADJUNCT	F	White	Galivan, Gail	CE Adjunct, C Courses
P	0066711	PZZICLADJUNCT	F	White	Mallett, Klaudia	Intro to College Adjunct
P	0066711	PZZPSYADJUNCT	F	White	Mallett, Klaudia	Psychology Adjunct
P	0040918	PZZECEADJUNCT	F	White	Mentone, Cynthia	Early Childhood Edu Adj
P	0924341	PZZVICADJUNCT	M		Smith, Michael	Visual Communications Adj
P	0064724	PZZNASADJUNCT	F	Black Or African Arr	Oladeji, Charamonte	Nursing Assistant Adjunct
P	0064724	PZZNURADJUNCT	F	Black Or African Arr	Oladeji, Charamonte	Nursing Adjunct
P	0286290	PZZNURADJUNCT	F	Black Or African Arr	Triche, Kimberly	Nursing Adjunct
P	0066692	PZZCBPDL399ADJ	M	White	McLaughlin, Bryan	Local 399 Adjunct
P	0066704	PZZRHTADJUNCT	M	White	Carroll, Donald	Non Developmental Rhetoric
P	0952717	PZZHISADJUNCT	M		Allare, Robert	History Adjunct
P	0064732	PZZCISADJUNCT	M	White	Squeo, Alessandro	CIS Adjunct
P	0064734	PZZRHTADJUNCT	M	White	Fouts, Matthew	Non Developmental Rhetoric
P	0297660	PZZDCEADJUNCT	F	Hispanic Or Latino	Velez, Annette	CE Adjunct, C Courses
P	0906465	PZZSPCADJUNCT	M		Wisniewski, Carl	Speech Adjunct
P	0946445	PZZECEADJUNCT	F		Easley, Christie	Early Childhood Edu Adj
P	0066774	PZZDCEADJUNCT	F	White	Ziupsnys, Amanda	CE Adjunct, C Courses
P	0300591	PZZAEDADJUNCT	F	Hispanic Or Latino	Quan Kiu Vazquez, Elizabeth	Adult Basic Education Adjunct
P	0300591	PZZAEGADJUNCT2	F	Hispanic Or Latino	Quan Kiu Vazquez, Elizabeth	AES Adjunct
P	0300591	PZZCBPADJUNCT	F	Hispanic Or Latino	Quan Kiu Vazquez, Elizabeth	CBP Adjunct
P	0300591	PZZDCEADJUNCT	F	Hispanic Or Latino	Quan Kiu Vazquez, Elizabeth	CE Adjunct, C Courses
P	0064738	PZZCOEADJUNCT	M	Hispanic Or Latino	Soberanes, Juan	CE Adjunct, E Courses

P	0065734	PZZAUTADJUNCT	M	White	Fedele, Carl	Automotive Technology Adjunct
P	0046985	PZZSPCADJUNCT	M	White	Harrington, Joseph	Speech Adjunct
P	0064744	PZZPCADJUNCT	M	White	Pinnau, Glenn	Policial Science Adjunct
P	0064749	PZZCBPDL399ADJ	M	White	Kruczek, Doug	Local 399 Adjunct
P	0064750	PZZRHTADJUNCT	M	White	Bernstein, Arnie	Non Developmental Rhetoric
P	0335217	PZZHIAADJUNCT	F	White	Carney, Julia	Hospitality Industry Adm Adj
P	0064755	PZZRHTADJUNCT	F	White	Piscopo, Atalie	Non Developmental Rhetoric
P	0893139	PZZDCEADJUNCT	M		Heiden, Daniel	CE Adjunct, C Courses
P	0893139	PZZPEDADJUNCT	M		Heiden, Daniel	Physical Education Adjunct
P	0047014	PZZDVMADJUNCT	F	White	Rzany, Caroline	Developmental Math Adjunct
P	0929062	PZZBISADJUNCT	F	Hispanic Or Latino	Vazquez, Dulce	Biological Sciences Adjunct
P	0949063	PZZNURADJUNCT	F		Chase, Melody	Nursing Adjunct
P	0064762	PZZBISADJUNCT	M	White	Iaccino, Richard	Biological Sciences Adjunct
P	0931623	PZZNURADJUNCT	F		O'Boye, Anne	Nursing Adjunct
P	0434831	PZZDMSADJUNCT	F	White	McCurrie, Kortney	Diagnostic Med Sonography Adju
P	0444734	PZZMCMADJUNCT	F	White	O'Reilly, Kristine	Mass Communications Adjunct
P	0449616	PZZBUSADJUNCT	F	White	Reyes, Gretchen	Business Adjunct
P	0066033	PZZCJAADJUNCT	M	White	Evans, Kendall	Criminal Justice Adm Adjunct
P	0066033	PZZDCEADJUNCT	M	White	Evans, Kendall	CE Adjunct, C Courses
P	0065931	PZZARTADJUNCT	F	White	Taylor, Lara	Art Adjunct
P	0040912	PZZSPCADJUNCT	F	White	Rockafellow, Colleen	Speech Adjunct
P	0066229	PZZARTADJUNCT	F	White	Lisboa, Sierra	Art Adjunct
P	0064785	PZZEMSADJUNCT	M	White	Fichter, Zachary	Emergency Medical Services Adj
P	0947530	PZZAEGADJUNCT2	F		Arens, Emily	AES Adjunct
P	0952764	PZZAEGADJUNCT2	F		Schallmo, Michelle	AES Adjunct
P	0064790	PZZEMSADJUNCT	M	White	Leiser, Jeffrey	Emergency Medical Services Adj
P	0894928	PZZECEADJUNCT	F	White	Staunton, Angela	Early Childhood Edu Adj
P	0894928	PZZEDUADJUNCT	F	White	Staunton, Angela	Education Adjunct
P	0918233	PZZCISADJUNCT	M		Hawkins, Witt	CIS Adjunct
P	0066426	PZZPHYADJUNCT	M	Asian	Kim, Yangtae	Physics Adjunct
P	0046968	PZZAEDADJUNCT	F	White	Dolapchieva-Johneva, Martina	Adult Basic Education Adjunct
P	0046968	PZZAEGADJUNCT1	F	White	Dolapchieva-Johneva, Martina	AEF Adjunct
P	0462822	PZZNUCADJUNCT	M	Am. Indian Native A	Aslam, Yaser	Nuclear Medicine Adjunct
P	0064794	PZZCHMADJUNCT	M	White	Baran, Wayne	Chemistry Adjunct
P	0064796	PZZCISADJUNCT	M	White	Pielet, Robert	CIS Adjunct

P	0927854	PZZNURADJUNCT	M	Hispanic Or Latino	Funes, Irma	Nursing Adjunct
P	0477447	PZZAEGADJUNCT1	F	White	Hausler, Elizabeth	AEF Adjunct
P	0000014	PZZICLADJUNCT	F	Black Or African Am	Berryhill, Sandra	Intro to College Adjunct
P	0485252	PZZDCEADJUNCT	F	White	Iusco, Maria	CE Adjunct, C Courses
P	0833204	PZZDCEADJUNCT	F	White	Jones, Julia	CE Adjunct, C Courses
P	0226745	PZZRHTADJUNCT	F	White	Hurlburt, Dorothy	Non Developmental Rhetoric
P	0233199	PZZHIAADJUNCT	F	Black Or African Am	Redmond, Samantha	Hospitality Industry Adm Adj
P	0066682	PZZICLADJUNCT	M	White	Dezynski, William	Intro to College Adjunct
P	0066682	PZZSCLADJUNCT	M	White	Dezynski, William	Sociology Adjunct
P	0235930	PZZNURADJUNCT	F	White	Holahan, Lisa	Nursing Adjunct
P	0946354	PZZSCLADJUNCT	F		Marley, Julia	Sociology Adjunct
P	0066475	PZZBSBASTCOACH	M	White	Falsetti, Michael	Baseball, Asst Coach
P	0893251	PZZHUMADJUNCT	M		Mikic, Goran	Humanities Adjunct
P	0066405	PZZHIAADJUNCT	M	White	Kokenes, Peter	Hospitality Industry Adm Adj
P	0064817	PZZDVMADJUNCT	M	White	Oduola, Isiaka	Developmental Math Adjunct
P	0943781	PZZBISADJUNCT	M		Kanan, Tomer	Biological Sciences Adjunct
P	0064826	PZZBISADJUNCT	M	White	Ofiara, Kenneth	Biological Sciences Adjunct
P	0064831	PZZAEGADJUNCT1	M	White	White, Terrence	AEF Adjunct
P	0066102	PZZNURADJUNCT	F	White	Golden, Deanna	Nursing Adjunct
P	0281913	PZZCBPDL399ADJ	M	White	Rafferty, James	Local 399 Adjunct
P	0856281	PZZREAADJUNCT	M	White	Quigley, Michael	Real Estate Academy
P	0287360	PZZHIAADJUNCT	M	White	Quaranta, Frank	Hospitality Industry Adm Adj
P	0064837	PZZVICADJUNCT	M	White	Stolz, Joseph	Visual Communications Adj
P	0890184	PZZEMSADJUNCT	F	White	Flynn, Sean	Emergency Medical Services Adj
P	0852917	PZZDCEADJUNCT	F	Black Or African Am	Stokes, Megan	CE Adjunct, C Courses
P	0314376	PZZNASADJUNCT	F	White	Kusar, Constance	Nursing Assistant Adjunct
P	0066027	PZZENTADJUNCT	M	White	Hayden, Russell	Engineering Technology Adj
P	0064850	PZZMATADJUNCT	M	White	Affleck, Roger	Math Adjunct
P	0064851	PZZAEDADJUNCT	F	White	Righeimer, Carolyn	Adult Basic Education Adjunct
P	0064851	PZZAEGADJUNCT2	F	White	Righeimer, Carolyn	AES Adjunct
P	0064854	PZZEMSADJUNCT	M	White	Breslin, Timothy	Emergency Medical Services Adj
P	0065598	PZZEMSADJUNCT	M	White	Newcomer, Edward	Emergency Medical Services Adj
P	0066096	PZZCJAADJUNCT	F	White	Kent, Nicole	Criminal Justice Adm Adjunct
P	0064866	PZZEMSADJUNCT	M	White	Hoppe, David	Emergency Medical Services Adj
P	0064866	PZZFIRADJUNCT	M	White	Hoppe, David	Fire Science Adjunct

P	0357179	PZZTRFIELCOACH	M	White	Olsen, Michael	Track & Field-Assistant Coach
P	0064869	PZZSCLADJUNCT	F	White	Minnick, Traci	Sociology Adjunct
P	0064870	PZZAEDADJUNCT	F	White	Oprea, Cristina	Adult Basic Education Adjunct
P	0064870	PZZAEGADJUNCT1	F	White	Oprea, Cristina	AEF Adjunct
P	0046981	PZZAEDADJUNCT	F	White	Slokva, Nataliya	Adult Basic Education Adjunct
P	0046981	PZZAEGADJUNCT1	F	White	Slokva, Nataliya	AEF Adjunct
P	0945004	PZZACCADJUNCT	F		Gardner, Dawn	Accounting Adjunct
P	0064877	PZZNURADJUNCT	F	Asian	Watanabe, Saturnina	Nursing Adjunct
P	0047089	PZZMUSADJUNCT	M	White	Staron, Michael	Music Adjunct
P	0947495	PZZECOADJUNCT	M		Granholt, Donald	Economics Adjunct
P	0064888	PZZCISADJUNCT	M	White	Alvino, Frank	CIS Adjunct
P	0953985	PZZBSBASTCOACH	M		Halter, Jeffrey	Baseball, Asst Coach
P	0387903	PZZCISADJUNCT	M	White	Kane, Patrick	CIS Adjunct
P	0066274	PZZCOEADJUNCT	M	White	Flanagan, James	CE Adjunct, E Courses
P	0066274	PZZDCEADJUNCT	M	White	Flanagan, James	CE Adjunct, C Courses
P	0394822	PZZBUSADJUNCT	M	Asian	Thevalakara, Bency	Business Adjunct
P	0915593	PZZBISADJUNCT	F		Kanan, Martha	Biological Sciences Adjunct
P	0064900	PZZDCEADJUNCT	F	Hispanic Or Latino	Rico, Ellen	CE Adjunct, C Courses
P	0047021	PZZREAADJUNCT	M	White	Shaulis, Richard	Real Estate Academy
P	0409396	PZZRHTADJUNCT	M		Doyle, John	Non Developmental Rhetoric
P	0064905	PZZBISADJUNCT	M	Black Or African Am	Saffold, Monroe	Biological Sciences Adjunct
P	0064905	PZZPEDADJUNCT	M	Black Or African Am	Saffold, Monroe	Physical Education Adjunct
P	0046953	PZZAUTADJUNCT	M	White	Oconnell, William	Automotive Technology Adjunct
P	0047030	PZZAEDADJUNCT	F	White	Woelke, Roberta	Adult Basic Education Adjunct
P	0047030	PZZAEGADJUNCT1	F	White	Woelke, Roberta	AEF Adjunct
P	0047030	PZZAEGADJUNCT3	F	White	Woelke, Roberta	ICCB Adult Ed Adjunct
P	0047030	PZZCBPADJUNCT	F	White	Woelke, Roberta	CBP Adjunct
P	0043197	PZZHRTADJUNCT	M	White	Antonich, Gary	Horticulture Adjunct
P	0043197	PZZSATADJUNCT	M	White	Antonich, Gary	SAT Adjunct
P	0066113	PZZDVMADJUNCT	F	White	Musur, Margaret	Developmental Math Adjunct
P	0064910	PZZCBPDL399ADJ	M	Asian	Dollah, Nasser	Local 399 Adjunct
P	0064914	PZZBISADJUNCT	M	White	Billington, Craig	Biological Sciences Adjunct
P	0933965	PZZDCEADJUNCT	M		Messer, James	CE Adjunct, C Courses
P	0933965	PZZDCIADJUNCT	M		Messer, James	Dual Credit Instructor
P	0066705	PZZCOEADJUNCT	F	White	Hickey, Barbara	CE Adjunct, E Courses

P	0938534	PZZAEGADJUNCT1	F		Smith, Andrea	AEF Adjunct
P	0938534	PZZAEGADJUNCT2	F		Smith, Andrea	AES Adjunct
P	0938534	PZZICLADJUNCT	F		Smith, Andrea	Intro to College Adjunct
P	0893320	PZZMCMADJUNCT	F		Rozycki, Rachel	Mass Communications Adjunct
P	0047032	PZZAEDADJUNCT	M	White	Yacovacci, Joseph	Adult Basic Education Adjunct
P	0047032	PZZAEGADJUNCT1	M	White	Yacovacci, Joseph	AEF Adjunct
P	0066603	PZZDCEADJUNCT	F	White	Bahl, Emily	CE Adjunct, C Courses
P	0943437	PZZBBWHDCOACH	M		Hatch, Marques	Basketball-Wmn's, Head Coach
P	0066577	PZZDCEADJUNCT	F	White	Christopher, Christina	CE Adjunct, C Courses
P	0066577	PZZSFBASTCOACH	F	White	Christopher, Christina	Softball, Assistant Coach
P	0066773	PZZCOEADJUNCT	F	White	Bratkovskiy, Marta	CE Adjunct, E Courses
P	0066773	PZZDCEADJUNCT	F	White	Bratkovskiy, Marta	CE Adjunct, C Courses
P	0501685	PZZDCEADJUNCT	M	White	Klusek, Mateusz	CE Adjunct, C Courses
P	0501685	PZZPEDADJUNCT	M	White	Klusek, Mateusz	Physical Education Adjunct
P	0064925	PZZACCADJUNCT	M	White	Thiry, Michael	Accounting Adjunct
P	0066793	PZZCOEADJUNCT	F	White	Neal, Kathleen	CE Adjunct, E Courses
P	0066793	PZZDCEADJUNCT	F	White	Neal, Kathleen	CE Adjunct, C Courses
P	0064929	PZZPHLADJUNCT	M	White	Kazanjan, Michael	Philosophy Adjunct
P	0064930	PZZDCEADJUNCT	F	White	Wierer, Kathleen	CE Adjunct, C Courses
P	0046969	PZZAEDADJUNCT	F	White	Dubsky, Kimberly	Adult Basic Education Adjunct
P	0046969	PZZAEGADJUNCT2	F	White	Dubsky, Kimberly	AES Adjunct
P	0064939	PZZSCLADJUNCT	M	White	Intorcia, Michael	Sociology Adjunct
P	0526002	PZZBUSADJUNCT	M	White	Zage, Russell	Business Adjunct
P	0043153	PZZOMGADJUNCT	F	White	Fisher, Adrian	O&M Grant Adjunct - IL Green
P	0540471	PZZOPHADJUNCT	F	White	Imler, Barbara	Ophthalmic Technician Adjunct
P	0064944	PZZVICADJUNCT	M	White	Michalowski, Robert	Visual Communications Adj
P	0064945	PZZAEDADJUNCT	F	White	Teubert, Laura	Adult Basic Education Adjunct
P	0064945	PZZAEGADJUNCT1	F	White	Teubert, Laura	AEF Adjunct
P	0064949	PZZDVMADJUNCT	F	White	Keshavarzi, Rokhak	Developmental Math Adjunct
P	0064950	PZZAEDADJUNCT	M	White	Nowlan, John	Adult Basic Education Adjunct
P	0064950	PZZAEGADJUNCT1	M	White	Nowlan, John	AEF Adjunct
P	0555139	PZZEMSADJUNCT	F	White	Farlow, Brenda	Emergency Medical Services Adj
P	0918370	PZZHTHADJUNCT	F		Walsh, Lucy	Health Adjunct
P	0918370	PZZPEDADJUNCT	F		Walsh, Lucy	Physical Education Adjunct
P	0064953	PZZHIAADJUNCT	F	White	Smith, Jennifer	Hospitality Industry Adm Adj

P	0065941	PZZEMPADJUNCT	M	White	Ciolino, Christopher	EMP Adjunct
P	0065941	PZZFIRADJUNCT	M	White	Ciolino, Christopher	Fire Science Adjunct
P	0564615	PZZARCADJUNCT	M	Black Or African Am	Watson, Evan	Architecture Adjunct
P	0932836	PZZBISADJUNCT	M	Asian	Malik, Jeffery	Biological Sciences Adjunct
P	0047157	PZZAEDADJUNCT	F	White	Duch, Wioleta	Adult Basic Education Adjunct
P	0047157	PZZAEGADJUNCT2	F	White	Duch, Wioleta	AES Adjunct
P	0947529	PZZBISADJUNCT	M		Salajeau, Radu	Biological Sciences Adjunct
P	0043163	PZZDVMADJUNCT	F	White	Dujua, Daisy	Developmental Math Adjunct
P	0043163	PZZMATADJUNCT	F	White	Dujua, Daisy	Math Adjunct
P	0066431	PZZNURADJUNCT	F	Black Or African Am	Johnson, Sharon	Nursing Adjunct
P	0931434	PZZACCADJUNCT	F		Thomas, Barbara	Accounting Adjunct
P	0066530	PZZFIRADJUNCT	M	White	Steker, Nicholas	Fire Science Adjunct
P	0040794	PZZCOEADJUNCT	M	White	Paonessa, John-Paul	CE Adjunct, E Courses
P	0066767	PZZAEDADJUNCT	M	Hispanic Or Latino	Ovalle, Juan	Adult Basic Education Adjunct
P	0066767	PZZAEGADJUNCT2	M	Hispanic Or Latino	Ovalle, Juan	AES Adjunct
P	0065914	PZZASTADJUNCT	M	White	McDaniel, Harlan	Astronomy Adjunct
P	0946244	PZZECOADJUNCT	M		Lacey, Jerome	Economics Adjunct
P	0642330	PZZFIRADJUNCT	M	White	Folisi, Kenneth	Fire Science Adjunct
P	0064980	PZZAUTADJUNCT	M	Black Or African Am	Murphy, Gabriel	Automotive Technology Adjunct
P	0065791	PZZAUTADJUNCT	M	White	Miner, Lester	Automotive Technology Adjunct
P	0064985	PZZAEDADJUNCT	M	Hispanic Or Latino	Guma, Angel	Adult Basic Education Adjunct
P	0064985	PZZAEGADJUNCT2	M	Hispanic Or Latino	Guma, Angel	AES Adjunct
P	0064985	PZZENTADJUNCT	M	Hispanic Or Latino	Guma, Angel	Engineering Technology Adj
P	0952898	PZZCISADJUNCT	F		Harrington, Eric	CIS Adjunct
P	0929875	PZZDCEADJUNCT	F		Chorba, Sharon	CE Adjunct, C Courses
P	0691454	PZZDCEADJUNCT	F	White	Sanchez, Nora	CE Adjunct, C Courses
P	0695704	PZZHIAADJUNCT	F	Hispanic Or Latino	Montalvo, Vanessa	Hospitality Industry Adm Adj
P	0066346	PZZCJAADJUNCT	M	White	Camp, Justin	Criminal Justice Adm Adjunct
P	0066390	PZZDVMADJUNCT	F	White	Gallagher, Shawna	Developmental Math Adjunct
P	0066390	PZZMATADJUNCT	F	White	Gallagher, Shawna	Math Adjunct
P	0888431	PZZENTADJUNCT	M	White	Krolkowski, Maciej	Engineering Technology Adj
P	0046959	PZZCHMADJUNCT	F		Ansel, Omana	Chemistry Adjunct
P	0065964	PZZNASADJUNCT	F	White	Josefson, Barbara	Nursing Assistant Adjunct
P	0065964	PZZNURADJUNCT	F	White	Josefson, Barbara	Nursing Adjunct
P	0064997	PZZCOEADJUNCT	M	White	Kolaski, Jerome	CE Adjunct, E Courses

P	0064997	PZZDCEADJUNCT	M	White	Kolaski, Jerome	CE Adjunct, C Courses
P	0721661	PZZDCEADJUNCT	M	White	Cipriani, Flavio	CE Adjunct, C Courses
P	0727845	PZZHTHADJUNCT	F		Esserman, Jeanne	Health Adjunct
P	0727845	PZZPEDADJUNCT	F		Esserman, Jeanne	Physical Education Adjunct
P	0943537	PZZDCEADJUNCT	M	Black Or African Am	Stevenson, Franklin	CE Adjunct, C Courses
P	0949533	PZZBBWASTCOACH	F		Dent-Robertson, Beverly	Basketball-Wmn's, Asst Coach
P	0065013	PZZCOEADJUNCT	M	White	McGhee, Terrance	CE Adjunct, E Courses
P	0948908	PZZNURADJUNCT	F		Simmon, Marigold	Nursing Adjunct
P	0065016	PZZPHLADJUNCT	M	White	Traver, David	Philosophy Adjunct
P	0745862	PZZTRFIELCOACH	M	White	Petrelli, Shane	Track & Field-Assistant Coach
P	0065726	PZZAHLADJUNCT	F	White	Frederick, Sabrina	Allied Health Adjunct
P	0065726	PZZCEHADJUNCT	F	White	Frederick, Sabrina	Continuing Education Healthcar
P	0066400	PZZENTADJUNCT	M	White	Holthouse, Frank	Engineering Technology Adj
P	0747727	PZZCBPDL399ADJ	M	Hispanic Or Latino	Pizana, Jose	Local 399 Adjunct
P	0749221	PZZNURADJUNCT	F	Hispanic Or Latino	Mondragon, Lissette	Nursing Adjunct
P	0907956	PZZACCADJUNCT	F		Koc, Justyna	Accounting Adjunct
P	0046961	PZZBISADJUNCT	F	White	Arnquist, Carol	Biological Sciences Adjunct
P	0041529	PZZHRTADJUNCT	M	White	Del Beccaro, Edward	Horticulture Adjunct
P	0041529	PZZSATADJUNCT	M	White	Del Beccaro, Edward	SAT Adjunct
P	0065031	PZZARCADJUNCT	M	White	Kuypers, Edward	Architecture Adjunct
P	0065031	PZZINDADJUNCT	M	White	Kuypers, Edward	IBC Adjunct
P	0040755	PZZEDUADJUNCT	F	White	Dugo, Jean	Education Adjunct
P	0539293	PZZDCEADJUNCT	M	White	Stevens, Robert	CE Adjunct, C Courses
P	0543449	PZZDCEADJUNCT	F	Black Or African Am	Bond, Kimberley	CE Adjunct, C Courses
P	0949447	PZZNURADJUNCT	F		Powell, Helene	Nursing Adjunct
P	0554648	PZZSFBASTCOACH	M	White	Jurasz, Kenneth	Softball, Assistant Coach
P	0065808	PZZSPCADJUNCT	M	White	Felix, David	Speech Adjunct
P	0916058	PZZDCEADJUNCT	M		Jimenez, Alejandro	CE Adjunct, C Courses
P	0065052	PZZPSYADJUNCT	M	White	Rosanova, Michael	Psychology Adjunct
P	0065053	PZZCPEADJUNCT	M	White	Johns, Steven	Cooperative Education Adjunct
P	0065053	PZZDCEADJUNCT	M	White	Johns, Steven	CE Adjunct, C Courses
P	0919116	PZZAEDADJUNCT	F		Boldrey, Susan	Adult Basic Education Adjunct
P	0919116	PZZAEGADJUNCT1	F		Boldrey, Susan	AEF Adjunct
P	0919116	PZZDCEADJUNCT	F		Boldrey, Susan	CE Adjunct, C Courses
P	0065057	PZZCISADJUNCT	M	White	Owrey, John	CIS Adjunct

P	0066203	PZZGOGADJUNCT	F	White	Dillow, Robin	Geography Adjunct
P	0066022	PZZCOEADJUNCT	F	White	Vaiana, Barbara	CE Adjunct, E Courses
P	0066022	PZZDCEADJUNCT	F	White	Vaiana, Barbara	CE Adjunct, C Courses
P	0065062	PZZAUTADJUNCT	M	Hispanic Or Latino	Frausto, Ulises	Automotive Technology Adjunct
P	0630745	PZZAUTADJUNCT	M	White	Caira, Frank	Automotive Technology Adjunct
P	0948175	PZZAEGADJUNCT1	M		Rearden, Nathan	AEF Adjunct
P	0065072	PZZAHLADJUNCT	M	White	Jaswilko, Peter	Allied Health Adjunct
P	0047016	PZZAEDADJUNCT	F	White	Salmasi, Soraya	Adult Basic Education Adjunct
P	0047016	PZZAEGADJUNCT1	F	White	Salmasi, Soraya	AEF Adjunct
P	0065761	PZZBISADJUNCT	M	White	Salmen, John	Biological Sciences Adjunct
P	0065924	PZZCJAADJUNCT	F	White	Walsh, Diane	Criminal Justice Adm Adjunct
P	0065082	PZZECOADJUNCT	M	Black Or African Am	Brown, Deon	Economics Adjunct
P	0066586	PZZICLADJUNCT	F	White	Fabiani, Hilda	Intro to College Adjunct
P	0066586	PZZPEDADJUNCT	F	White	Fabiani, Hilda	Physical Education Adjunct
P	0065083	PZZVICADJUNCT	F	White	Lobianco-Bartalis, Jill	Visual Communications Adj
P	0065865	PZZDCEADJUNCT	F	White	Pontow, Monica	CE Adjunct, C Courses
P	0066740	PZZHRTADJUNCT	M	White	Coulter, David	Horticulture Adjunct
P	0066740	PZZSATADJUNCT	M	White	Coulter, David	SAT Adjunct
P	0065088	PZZHISADJUNCT	M	White	Brazile, Lamar	History Adjunct
P	0065091	PZZBISADJUNCT	M	White	Dakarian, Charles	Biological Sciences Adjunct
P	0065106	PZZHTHADJUNCT	M	White	Kasak, Arthur	Health Adjunct
P	0065106	PZZPEDADJUNCT	M	White	Kasak, Arthur	Physical Education Adjunct
P	0913997	PZZAEDADJUNCT	F		Vazquez-Rivera, Ana	Adult Basic Education Adjunct
P	0913997	PZZAEGADJUNCT2	F		Vazquez-Rivera, Ana	AES Adjunct
P	0065109	PZZDVRADJUNCT	F	White	Dereef, Patricia	Developmental Rhetoric Adjunct
P	0941481	PZZNURADJUNCT	F		Spiller-Harris, Schzelle	Nursing Adjunct
P	0065658	PZZAEDADJUNCT	F	Hispanic Or Latino	Chierici, Leticia	Adult Basic Education Adjunct
P	0065658	PZZAEGADJUNCT1	F	Hispanic Or Latino	Chierici, Leticia	AEF Adjunct
P	0065658	PZZAEGADJUNCT3	F	Hispanic Or Latino	Chierici, Leticia	ICCB Adult Ed Adjunct
P	0946414	PZZCJAADJUNCT	M		Sipic, Milan	Criminal Justice Adm Adjunct
P	0065113	PZZAEDADJUNCT	F	White	Gonzalez, Eva	Adult Basic Education Adjunct
P	0065113	PZZAEGADJUNCT1	F	White	Gonzalez, Eva	AEF Adjunct
P	0046993	PZZBISADJUNCT	F	Asian	Kim, Esther	Biological Sciences Adjunct
P	0066562	PZZPSYADJUNCT	F	White	Halilovic, Nadia	Psychology Adjunct
P	0066429	PZZAUTADJUNCT	M	White	Hickman, John	Automotive Technology Adjunct

P	0065117	PZZDVMADJUNCT	F	White	Cristoltean, Sonia	Developmental Math Adjunct
P	0065117	PZZMATADJUNCT	F	White	Cristoltean, Sonia	Math Adjunct
P	0047008	PZZAEDADJUNCT	F	White	Petkova, Nelly	Adult Basic Education Adjunct
P	0047008	PZZAEGADJUNCT1	F	White	Petkova, Nelly	AEF Adjunct
P	0046980	PZZSPCADJUNCT	M	White	Gulinski, C	Speech Adjunct
P	0066762	PZZNURADJUNCT	F	Black Or African Am	Thomas, Kitty	Nursing Adjunct
P	0529558	PZZNUCADJUNCT	F	White	Marogil, Angela	Nuclear Medicine Adjunct
P	0947494	PZZAEGADJUNCT1	F		Meza, Judith	AEF Adjunct
P	0947494	PZZAEGADJUNCT2	F		Meza, Judith	AES Adjunct
P	0066491	PZZCJAADJUNCT	M	White	Lukaszek, Joseph	Criminal Justice Adm Adjunct
P	0066491	PZZEMSADJUNCT	M	White	Lukaszek, Joseph	Emergency Medical Services Adj
P	0902151	PZZCJAADJUNCT	F		Gist, Raeann	Criminal Justice Adm Adjunct
P	0902151	PZZICLADJUNCT	F		Gist, Raeann	Intro to College Adjunct
P	0902151	PZZSCLADJUNCT	F		Gist, Raeann	Sociology Adjunct
P	0939268	PZZAEGADJUNCT1	F		Jablonski, Yvonne	AEF Adjunct
P	0040748	PZZBBMHDCOACH	M	Hispanic Or Latino	Christiansen, Steven	Basketball-Men's, Head Coach
P	0756498	PZZDCEADJUNCT	M	White	Adams, Joseph	CE Adjunct, C Courses
P	0840207	PZZNURADJUNCT	F		Evangelista, Mary	Nursing Adjunct
P	0065615	PZZNURADJUNCT	F	Black Or African Am	Julion, Barbara	Nursing Adjunct
P	0065153	PZZDCEADJUNCT	F	White	O Grady, Sheila	CE Adjunct, C Courses
P	0931550	PZZBUSADJUNCT	M		Kaun, Glenn	Business Adjunct
P	0065160	PZZPHLADJUNCT	M	White	Kakaletris, George	Philosophy Adjunct
P	0596620	PZZAEDADJUNCT	F	Black Or African Am	Harris, Gina	Adult Basic Education Adjunct
P	0596620	PZZAEGADJUNCT1	F	Black Or African Am	Harris, Gina	AEF Adjunct
P	0952731	PZZNURADJUNCT	F		McDonald, Daphne	Nursing Adjunct
P	0047469	PZZDCEADJUNCT	F	Hispanic Or Latino	Guzman, Angeles	CE Adjunct, C Courses
P	0606848	PZZEMSADJUNCT	M	White	Koletsos, Nicholas	Emergency Medical Services Adj
P	0609275	PZZDVMADJUNCT	M	White	Sarhan, Ghazi	Developmental Math Adjunct
P	0609275	PZZMATADJUNCT	M	White	Sarhan, Ghazi	Math Adjunct
P	0066106	PZZHTHADJUNCT	M	White	Nunn, De'Andre	Health Adjunct
P	0066106	PZZPEDADJUNCT	M	White	Nunn, De'Andre	Physical Education Adjunct
P	0613659	PZZENTADJUNCT	M	White	Stoch, Mark	Engineering Technology Adj
P	0955567	PZZCBPDL399ADJ	M		Miller, Brian	Local 399 Adjunct
P	0947121	PZZSCLADJUNCT	M		Sitko, Robert	Sociology Adjunct
P	0065175	PZZPSYADJUNCT	M	White	Zimmerman, Gary	Psychology Adjunct

P	0065175	PZZSCLADJUNCT	M	White	Zimmerman, Gary	Sociology Adjunct
P	0646106	PZZNURADJUNCT	F	White	Gillen, Cathleen	Nursing Adjunct
P	0943964	PZZACCADJUNCT	M		Ginsberg, Warren	Accounting Adjunct
P	0065176	PZZDCEADJUNCT	F	Black Or African Am	Shaw, Geraldine	CE Adjunct, C Courses
P	0065176	PZZPEDADJUNCT	F	Black Or African Am	Shaw, Geraldine	Physical Education Adjunct
P	0881741	PZZAEDADJUNCT	F		Rieser, Melanie	Adult Basic Education Adjunct
P	0881741	PZZAEGADJUNCT1	F		Rieser, Melanie	AEF Adjunct
P	0881741	PZZAEGADJUNCT2	F		Rieser, Melanie	AES Adjunct
P	0924739	PZZDCEADJUNCT	F		Kozy, Annette	CE Adjunct, C Courses
P	0684225	PZZAEDADJUNCT	F	White	Schmidt, Joanne	Adult Basic Education Adjunct
P	0684225	PZZAEGADJUNCT1	F	White	Schmidt, Joanne	AEF Adjunct
P	0065183	PZZPHYADJUNCT	M	White	Yusim, Leonid	Physics Adjunct
P	0065183	PZZPSYADJUNCT	M	White	Yusim, Leonid	Psychology Adjunct
P	0930165	PZZCISADJUNCT	M		Brown, Leo	CIS Adjunct
P	0692488	PZZHIAADJUNCT	F	Hispanic Or Latino	Bilbao-Romero, Jasmine	Hospitality Industry Adm Adj
P	0693202	PZZDVRADJUNCT	F	White	Syputa, Alyssa	Developmental Rhetoric Adjunct
P	0693202	PZZICLADJUNCT	F	White	Syputa, Alyssa	Intro to College Adjunct
P	0905468	PZZDVRADJUNCT	M		Rockers, Nicholas	Developmental Rhetoric Adjunct
P	0065192	PZZAEDADJUNCT	F	Asian	Swisher, Larina	Adult Basic Education Adjunct
P	0065192	PZZAEGADJUNCT1	F	Asian	Swisher, Larina	AEF Adjunct
P	0040804	PZZAHLADJUNCT	F	White	Satala, Angela	Allied Health Adjunct
P	0066536	PZZBUSADJUNCT	F	White	Murray, Donna	Business Adjunct
P	0737433	PZZAEDADJUNCT	M	White	Hill, James	Adult Basic Education Adjunct
P	0737433	PZZAEGADJUNCT1	M	White	Hill, James	AEF Adjunct
P	0737433	PZZAEGADJUNCT2	M	White	Hill, James	AES Adjunct
P	0738071	PZZHIAADJUNCT	M	White	McKenna, Paul	Hospitality Industry Adm Adj
P	0948368	PZZNURADJUNCT	F		Dean, Erica	Nursing Adjunct
P	0904680	PZZBUSADJUNCT	M		Mahone, Kenneth	Business Adjunct
P	0904680	PZZCISADJUNCT	M		Mahone, Kenneth	CIS Adjunct
P	0040900	PZZEMSADJUNCT	M	White	Justiz, William	Emergency Medical Services Adj
P	0040900	PZZFIRADJUNCT	M	White	Justiz, William	Fire Science Adjunct
P	0046957	PZZAEDADJUNCT	M	Asian	Al-Ali, Ratib	Adult Basic Education Adjunct
P	0046957	PZZAEGADJUNCT1	M	Asian	Al-Ali, Ratib	AEF Adjunct
P	0888409	PZZBUSADJUNCT	F		Spada, Gina	Business Adjunct
P	0888409	PZZCJAADJUNCT	F		Spada, Gina	Criminal Justice Adm Adjunct

P	0933373	PZZEMSADJUNCT	M		Dehmlow, Bradley	Emergency Medical Services Adj
P	0910018	PZZPHYADJUNCT	M		Tari, Suleyman	Physics Adjunct
P	0944194	PZZBISADJUNCT	F		Tari, Canan	Biological Sciences Adjunct
P	0944194	PZZCHMADJUNCT	F		Tari, Canan	Chemistry Adjunct
P	0944194	PZZPHYADJUNCT	F		Tari, Canan	Physics Adjunct
P	0066685	PZZPHLADJUNCT	M	White	Woodruff, David	Philosophy Adjunct
P	0066230	PZZDVRADJUNCT	F	White	McMullen, Carol	Developmental Rhetoric Adjunct
P	0066230	PZZICLADJUNCT	F	White	McMullen, Carol	Intro to College Adjunct
P	0928771	PZZCOEADJUNCT	F		Wuertz, Lorraine	CE Adjunct, E Courses
P	0066743	PZZMUSADJUNCT	M	White	Burns, Timothy	Music Adjunct
P	0066827	PZZNURADJUNCT	F	Black Or African Am	Finch, La Trice	Nursing Adjunct
P	0066803	PZZCJAADJUNCT	F	White	Divito, Gia	Criminal Justice Adm Adjunct
P	0553108	PZZEMSADJUNCT	M	White	Gentile, Michael	Emergency Medical Services Adj
P	0775990	PZZDVRADJUNCT	M	Hispanic Or Latino	Martinez, Salvador	Developmental Rhetoric Adjunct
P	0775990	PZZRHTADJUNCT	M	Hispanic Or Latino	Martinez, Salvador	Non Developmental Rhetoric
P	0949213	PZZNURADJUNCT	F		Jalil, Neelum	Nursing Adjunct
P	0065240	PZZHTHADJUNCT	M	White	Kaczmarczyk, Robert	Health Adjunct
P	0558251	PZZDCEADJUNCT	M	Black Or African Am	Hilderbrand, Garrick	CE Adjunct, C Courses
P	0066312	PZZDCEADJUNCT	M	White	Winqvist, Nathan	CE Adjunct, C Courses
P	0921532	PZZBUSADJUNCT	M		Mueller, Bruce	Business Adjunct
P	0600684	PZZFIRADJUNCT	M	White	Hianik, Robert	Fire Science Adjunct
P	0065767	PZZBISADJUNCT	F	White	Samaan, Dalia	Biological Sciences Adjunct
P	0603270	PZZCJAADJUNCT	M	White	Fatta, Louis	Criminal Justice Adm Adjunct
P	0940740	PZZTRFIELCOACH	F		Hayes, Tiffany	Track & Field-Assistant Coach
P	0921479	PZZNURADJUNCT	F		Marotta, Colleen	Nursing Adjunct
P	0066437	PZZBISADJUNCT	M	White	Shahabuddin, Syed	Biological Sciences Adjunct
P	0938785	PZZHIAADJUNCT	F		Sanders, Miriam	Hospitality Industry Adm Adj
P	0631688	PZZNURADJUNCT	F	Black Or African Am	Chirpich, Mercy	Nursing Adjunct
P	0913263	PZZMUSADJUNCT	F		Colas Grant, Nathalie	Music Adjunct
P	0066749	PZZAEDADJUNCT	M	White	Gross, John	Adult Basic Education Adjunct
P	0066749	PZZAEGADJUNCT1	M	White	Gross, John	AEF Adjunct
P	0065284	PZZACCADJUNCT	M	White	Hughes, Martin	Accounting Adjunct
P	0065285	PZZICLADJUNCT	M	White	Miller, Kevin	Intro to College Adjunct
P	0065285	PZZRHTADJUNCT	M	White	Miller, Kevin	Non Developmental Rhetoric
P	0047687	PZZNUCADJUNCT	F	White	Bertagna, Denise	Nuclear Medicine Adjunct

P	0065286	PZZECEADJUNCT	F	White	Origitano, Nina	Early Childhood Edu Adj
P	0065286	PZZEDUADJUNCT	F	White	Origitano, Nina	Education Adjunct
P	0945008	PZZBUSADJUNCT	F		Montella, Suzanne	Business Adjunct
P	0891057	PZZEMSADJUNCT	M		Cardenas, Kenneth	Emergency Medical Services Adj
P	0065288	PZZAEDADJUNCT	F	White	Stella, Antoinette	Adult Basic Education Adjunct
P	0065288	PZZAEGADJUNCT1	F	White	Stella, Antoinette	AEF Adjunct
P	0065288	PZZAEGADJUNCT2	F	White	Stella, Antoinette	AES Adjunct
P	0065288	PZZAEGADJUNCT3	F	White	Stella, Antoinette	ICCB Adult Ed Adjunct
P	0704363	PZZCBPADJUNCT	M	White	Pretzie, Rocco	CBP Adjunct
P	0704363	PZZCJAADJUNCT	M	White	Pretzie, Rocco	Criminal Justice Adm Adjunct
P	0948510	PZZPSYADJUNCT	F		Billings, Nicole	Psychology Adjunct
P	0705354	PZZAEGADJUNCT2	F	Black Or African Am	Green, Oleavia	AES Adjunct
P	0947390	PZZPHLADJUNCT	F		Goesel, Kathryn	Philosophy Adjunct
P	0937525	PZZACCADJUNCT	M		Mago, Michael	Accounting Adjunct
P	0709531	PZZAUTADJUNCT	M	White	Caira, Peter	Automotive Technology Adjunct
P	0709662	PZZAEGADJUNCT1	F	White	Paluch, Ewa	AEF Adjunct
P	0953362	PZZDCEADJUNCT	M		Krazek, Rafal	CE Adjunct, C Courses
P	0737387	PZZAEGADJUNCT2	F	Black Or African Am	Herod-Purham, Sharon	AES Adjunct
P	0065310	PZZSCLADJUNCT	F	Black Or African Am	Brady-Mackins, Cynthia	Sociology Adjunct
P	0953986	PZZTRFIELCOACH	F		Dobias, Danielle	Track & Field-Assistant Coach
P	0744931	PZZCBPDL399ADJ	M	White	Middleton, William	Local 399 Adjunct
P	0065315	PZZDCEADJUNCT	F	Hispanic Or Latino	Millan, Kiola	CE Adjunct, C Courses
P	0938965	PZZOPHADJUNCT	F		Kastler, Courtney	Ophthalmic Technician Adjunct
P	0065816	PZZRHTADJUNCT	F	White	Hart, Jennifer	Non Developmental Rhetoric
P	0066028	PZZENTADJUNCT	F	White	O Donnell, Jennifer	Engineering Technology Adj
P	0896693	PZZVICADJUNCT	M	White	Lindsay, Robert	Visual Communications Adj
P	0066706	PZZHTHADJUNCT	M	White	Campbell, Samuel	Health Adjunct
P	0066706	PZZPEDADJUNCT	M	White	Campbell, Samuel	Physical Education Adjunct
P	0046979	PZZAEDADJUNCT	F	White	Granatowski, Monika	Adult Basic Education Adjunct
P	0046979	PZZAEGADJUNCT1	F	White	Granatowski, Monika	AEF Adjunct
P	0900228	PZZBISADJUNCT	F		Misayah, Rowena	Biological Sciences Adjunct
P	0065760	PZZBISADJUNCT	M	White	Schmidt, Lawrence	Biological Sciences Adjunct
P	0066723	PZZGOGADJUNCT	M	White	McIntyre, John	Geography Adjunct
P	0066723	PZZICLADJUNCT	M	White	McIntyre, John	Intro to College Adjunct
P	0065335	PZZCBPDL399ADJ	M	White	McGinty, Roger	Local 399 Adjunct

P	0521399	PZZAEGADJUNCT2	F	White	Malarski, Patricia	AES Adjunct
P	0521399	PZZDVRADJUNCT	F	White	Malarski, Patricia	Developmental Rhetoric Adjunct
P	0066334	PZZCJAADJUNCT	F	Hispanic Or Latino	Halpin, Eileen	Criminal Justice Adm Adjunct
P	0932963	PZZAEGADJUNCT2	F		Kokat, Nancy	AES Adjunct
P	0904868	PZZDCEADJUNCT	F		Johnson, Emily	CE Adjunct, C Courses
P	0065683	PZZAEGADJUNCT1	F	White	Fields, Mary	AEF Adjunct
P	0066799	PZZDVMADJUNCT	M	White	Perez, Francisco	Developmental Math Adjunct
P	0065967	PZZNURADJUNCT	F	White	Esbai, Nasrat	Nursing Adjunct
P	0951644	PZZENTADJUNCT	M		Hlavacs, Jason	Engineering Technology Adj
P	0554847	PZZCBPDL399ADJ	M	White	Winters, Martin	Local 399 Adjunct
P	0944126	PZZDCEADJUNCT	F		Kleppe, Svetlana	CE Adjunct, C Courses
P	0065347	PZZBISADJUNCT	M	White	Taha, Jack	Biological Sciences Adjunct
P	0065358	PZZHRTADJUNCT	M	White	Benson, Kenneth	Horticulture Adjunct
P	0065358	PZZSATADJUNCT	M	White	Benson, Kenneth	SAT Adjunct
P	0065359	PZZBUSADJUNCT	F	White	McCain, Margaret	Business Adjunct
P	0581061	PZZNASADJUNCT	F	Black Or African Am	Shaird-Watson, Cynthia	Nursing Assistant Adjunct
P	0065360	PZZREAADJUNCT	M	White	Bronski, John	Real Estate Academy
P	0065362	PZZINDADJUNCT	M	White	Bajner, Donald	IBC Adjunct
P	0591011	PZZCBPDL399ADJ	M	White	O'Kane, Brian	Local 399 Adjunct
P	0065365	PZZDCEADJUNCT	M	White	Weible, Arturs	CE Adjunct, C Courses
P	0927291	PZZPHLADJUNCT	M		Lee, Hoon	Philosophy Adjunct
P	0925968	PZZEMSADJUNCT	F	White	Chesney, Kourtney	Emergency Medical Services Adj
P	0614213	PZZHIAADJUNCT	F	Hispanic Or Latino	Diaz, Carolina	Hospitality Industry Adm Adj
P	0928431	PZZBISADJUNCT	M		McPheron, Lawrence	Biological Sciences Adjunct
P	0065380	PZZASTADJUNCT	M	White	Swieton, Melvin	Astromony Adjunct
P	0066241	PZZDCEADJUNCT	F	White	Griest, Julia	CE Adjunct, C Courses
P	0066241	PZZPEDADJUNCT	F	White	Griest, Julia	Physical Education Adjunct
P	0946221	PZZHIAADJUNCT	M		Davis, Ernest	Hospitality Industry Adm Adj
P	0065906	PZZCJAADJUNCT	M	White	Cowin, Raymond	Criminal Justice Adm Adjunct
P	0948910	PZZNURADJUNCT	F		Anderson, LaWanda	Nursing Adjunct
P	0065391	PZZCBPDL399ADJ	M	White	O Rourke, John	Local 399 Adjunct
P	0655332	PZZCISADJUNCT	M	White	Pappademetriou, Vasilios	CIS Adjunct
P	0946387	PZZDVRADJUNCT	M		Wilmes, John	Developmental Rhetoric Adjunct
P	0065399	PZZDVRADJUNCT	M	White	Meske, Paul	Developmental Rhetoric Adjunct
P	0065400	PZZPHLADJUNCT	F	Hispanic Or Latino	Ortiz, Catalina	Philosophy Adjunct

P	0066240	PZZDVMADJUNCT	M	White	Chidlow, David	Developmental Math Adjunct
P	0948115	PZZDCEADJUNCT	F		Haynes, Allison	CE Adjunct, C Courses
P	0932005	PZZSPCADJUNCT	F		Simwenyi, Naomi	Speech Adjunct
P	0946381	PZZVICADJUNCT	F		Luc, Carol	Visual Communications Adj
P	0065414	PZZAEDADJUNCT	M	White	Kowalczyk, Robert	Adult Basic Education Adjunct
P	0066039	PZZDVMADJUNCT	M	White	Motorga, Narcis	Developmental Math Adjunct
P	0066039	PZZMATADJUNCT	M	White	Motorga, Narcis	Math Adjunct
P	0065415	PZZCISADJUNCT	F	White	Skimin, Candyce	CIS Adjunct
P	0065416	PZZCISADJUNCT	M	White	Sletten, Michael	CIS Adjunct
P	0843887	PZZAHLADJUNCT	F	White	Zavala, Ruth	Allied Health Adjunct
P	0065423	PZZNASADJUNCT	F	White	Schoerger, Lorraine	Nursing Assistant Adjunct
P	0065423	PZZNURADJUNCT	F	White	Schoerger, Lorraine	Nursing Adjunct
P	0065432	PZZNURADJUNCT	F	White	Mullikin, Linda	Nursing Adjunct
P	0936650	PZZDCEADJUNCT	M		Wenstrup, Gary	CE Adjunct, C Courses
P	0066470	PZZCHIADJUNCT	F	White	Shi, Dali	Chinese Adjunct
P	0065437	PZZPHLADJUNCT	M	White	Wiar, Robert	Philosophy Adjunct
P	0065444	PZZARCADJUNCT	F	White	Figg, Frances	Architecture Adjunct
P	0933128	PZZVICADJUNCT	F		Sudbrink, Lauren	Visual Communications Adj
P	0066719	PZZSPCADJUNCT	M	White	Gallant, Andrew	Speech Adjunct
P	0948248	PZZDVRADJUNCT	M		DeGuire, Christopher	Developmental Rhetoric Adjunct
P	0858680	PZZNURADJUNCT	F		McPeak- O'Donnell, Kelly	Nursing Adjunct
P	0047018	PZZICLADJUNCT	M	White	Schill, Joseph	Intro to College Adjunct
P	0047018	PZZSPCADJUNCT	M	White	Schill, Joseph	Speech Adjunct
P	0793766	PZZDVRADJUNCT	M	White	Morris, John	Developmental Rhetoric Adjunct
P	0796637	PZZAUTADJUNCT	M		Lentino, Daniel	Automotive Technology Adjunct
P	0066167	PZZECEADJUNCT	F	Black Or African Am	McCray, Jo	Early Childhood Edu Adj
P	0853070	PZZNURADJUNCT	F	White	Osowski, Mary Jo	Nursing Adjunct
P	0856290	PZZDCEADJUNCT	M	White	Strange, Gary	CE Adjunct, C Courses
P	0924825	PZZCISADJUNCT	M		Slater, William	CIS Adjunct
P	0065466	PZZBISADJUNCT	F	Asian	Mishra, Manjari	Biological Sciences Adjunct
P	0046983	PZZENTADJUNCT	M	White	Heiman, Ronald	Engineering Technology Adj
P	0828235	PZZNURADJUNCT	F	Black Or African Am	Holley-VanHook, Adrienne	Nursing Adjunct
P	0065471	PZZPSYADJUNCT	M	Black Or African Am	Williams, Jay	Psychology Adjunct
P	0065471	PZZSPCADJUNCT	M	Black Or African Am	Williams, Jay	Speech Adjunct
P	0065472	PZZAHLADJUNCT	F	Black Or African Am	Johnson, Tracey	Allied Health Adjunct

P	0046984	PZZAEDADJUNCT	F	Black Or African Am	Harris, Idonia	Adult Basic Education Adjunct
P	0046984	PZZAEGADJUNCT1	F	Black Or African Am	Harris, Idonia	AEF Adjunct
P	0046984	PZZAEGADJUNCT3	F	Black Or African Am	Harris, Idonia	ICCB Adult Ed Adjunct
P	0066549	PZZMCMADJUNCT	F	White	Sanders-Weir, Rise	Mass Communications Adjunct
P	0909468	PZZPHLADJUNCT	M		Gontar, Christopher	Philosophy Adjunct
P	0065719	PZZSCLADJUNCT	F	White	Reed, Kimberly	Sociology Adjunct
P	0770629	PZZARTADJUNCT	M	White	King, Timothy	Art Adjunct
P	0772872	PZZSCWASTCOACH	M	White	Orlowski, Maciej	Soccer-Women's, Asst Coach
P	0066452	PZZARTADJUNCT	M	Hispanic Or Latino	Villa, Gabriel	Art Adjunct
P	0065486	PZZPHYADJUNCT	M	Asian	Salami, Mohammad	Physics Adjunct
P	0950965	PZZSCLADJUNCT	F		Cheek, Jennifer	Sociology Adjunct
P	0933637	PZZEMSADJUNCT	M		Skibbens, Jared	Emergency Medical Services Adj
P	0065854	PZZAEDADJUNCT	M	White	Lucero, Mario	Adult Basic Education Adjunct
P	0065854	PZZAEGADJUNCT2	M	White	Lucero, Mario	AES Adjunct
P	0040769	PZZAEGADJUNCT2	F	Hispanic Or Latino	Hassan, Veronica	AES Adjunct
P	0040769	PZZCOEADJUNCT	F	Hispanic Or Latino	Hassan, Veronica	CE Adjunct, E Courses
P	0065883	PZZGOGADJUNCT	F	White	Talbot, Phyllis	Geography Adjunct
P	0065883	PZZHUMADJUNCT	F	White	Talbot, Phyllis	Humanities Adjunct
P	0066721	PZZDVRADJUNCT	F	Black Or African Am	Tillmon, Terri	Developmental Rhetoric Adjunct
P	0922314	PZZMCMADJUNCT	M		Kieckhefer, Daniel	Mass Communications Adjunct
P	0065491	PZZMUSADJUNCT	M	White	Davis, James	Music Adjunct
P	0795589	PZZSURADJUNCT	F	White	Strom, Joan	Surgical Technology Adjunct
P	0935527	PZZDCEADJUNCT	M		Nelson, Johnathan	CE Adjunct, C Courses
P	0948177	PZZDCEADJUNCT	F		Lee, Kristina	CE Adjunct, C Courses
P	0066202	PZZCISADJUNCT	M	White	Ahmed, Syed	CIS Adjunct
P	0066202	PZZDVMADJUNCT	M	White	Ahmed, Syed	Developmental Math Adjunct
P	0065499	PZZCISADJUNCT	M	Black Or African Am	Ondande, John	CIS Adjunct
P	0916575	PZZBUSADJUNCT	F		Wagner, Melissa	Business Adjunct
P	0065503	PZZEDUADJUNCT	M	White	Reibsamen, John	Education Adjunct
P	0944293	PZZBUSADJUNCT	F		Wand, Jennifer	Business Adjunct
P	0066720	PZZSPCADJUNCT	F	White	Austin, Sommer	Speech Adjunct
P	0923861	PZZBISADJUNCT	M		Kartha, Sreedharan	Biological Sciences Adjunct
P	0886568	PZZDVMADJUNCT	F		Ash Cianciolo, Heather	Developmental Math Adjunct
P	0886568	PZZICLADJUNCT	F		Ash Cianciolo, Heather	Intro to College Adjunct
P	0886568	PZZMATADJUNCT	F		Ash Cianciolo, Heather	Math Adjunct

P	0946023	PZZDCEADJUNCT	F		Baker, Megan	CE Adjunct, C Courses
P	0946996	PZZINDADJUNCT	M	Hispanic Or Latino	Ruiz, Carlos	IBC Adjunct
P	0065523	PZZEDUADJUNCT	M	White	Degrado, Francis	Education Adjunct
P	0065523	PZZPSYADJUNCT	M	White	Degrado, Francis	Psychology Adjunct
P	0066098	PZZDCEADJUNCT	F	White	Murray, Denise	CE Adjunct, C Courses
P	0066098	PZZHIAADJUNCT	F	White	Murray, Denise	Hospitality Industry Adm Adj
P	0065529	PZZRHTADJUNCT	F	White	Connor, Noelle	Non Developmental Rhetoric
P	0943663	PZZVICADJUNCT	M		Barnhart, Philo	Visual Communications Adj
P	0932838	PZZBISADJUNCT	M		Nino, John	Biological Sciences Adjunct
P	0065534	PZZCISADJUNCT	M	White	Thesen, Scott	CIS Adjunct
P	0891152	PZZICLADJUNCT	F	Hispanic Or Latino	Monge, Raquel	Intro to College Adjunct
P	0908421	PZZDCEADJUNCT	M		Newell, Benjamin	CE Adjunct, C Courses
P	0040890	PZZAEDADJUNCT	F	Hispanic Or Latino	Hernandez, Rosa	Adult Basic Education Adjunct
P	0040890	PZZAEGADJUNCT2	F	Hispanic Or Latino	Hernandez, Rosa	AES Adjunct
P	0957512	PZZCHMADJUNCT	M	Hispanic Or Latino	Nunez, Luis	Chemistry Adjunct
P	0065549	PZZDCEADJUNCT	F	White	Bartolomei, Sheila	CE Adjunct, C Courses
P	0065551	PZZAEDADJUNCT	F	Hispanic Or Latino	Rivera, Luz	Adult Basic Education Adjunct
P	0065551	PZZAEGADJUNCT1	F	Hispanic Or Latino	Rivera, Luz	AEF Adjunct
P	0065554	PZZACCADJUNCT	F		Criddle, Diana	Accounting Adjunct
P	0065555	PZZDVRADJUNCT	M	Black Or African Am	McGinnis, Lee	Developmental Rhetoric Adjunct
P	0952715	PZZASTADJUNCT	F		Olson, Elizabeth	Astromony Adjunct
P	0952715	PZZGEOADJUNCT	F		Olson, Elizabeth	Geology Adjunct
P	0066315	PZZEMSADJUNCT	F	White	Woznicki, April	Emergency Medical Services Adj
P	0954813	PZZNURADJUNCT	F		Strebel, Mary-Elizabeth	Nursing Adjunct
P	0952463	PZZDVRADJUNCT	M		Whippo, Douglas	Developmental Rhetoric Adjunct
P	0947117	PZZARTADJUNCT	F		Lupu, Stephanie	Art Adjunct
P	0889254	PZZEDUADJUNCT	F		Manning, Mary	Education Adjunct
P	0929144	PZZSPAADJUNCT	F		Morales, Juliana	Spanish Adjunct
P	0046995	PZZDVMADJUNCT	F	White	Lazarska, Bozena	Developmental Math Adjunct
P	0894885	PZZBISADJUNCT	M	White	Talwar, Sundeep	Biological Sciences Adjunct
P	0894885	PZZCHMADJUNCT	M	White	Talwar, Sundeep	Chemistry Adjunct
P	0759872	PZZDMSADJUNCT	M		Witwit, Ibtehal	Diagnostic Med Sonography Adju
P	0943512	PZZDVMADJUNCT	F	Asian	Abrantes, Rachelle	Developmental Math Adjunct
P	0065567	PZZAEDADJUNCT	F	Hispanic Or Latino	Talamantes, Maria	Adult Basic Education Adjunct
P	0065567	PZZAEGADJUNCT2	F	Hispanic Or Latino	Talamantes, Maria	AES Adjunct

P	0084580	PZZDCEADJUNCT	M	Hispanic Or Latino	Uribe Espin, Manuel	CE Adjunct, C Courses
P	0065570	PZZBISADJUNCT	M	Hispanic Or Latino	Guzman, Gabriel	Biological Sciences Adjunct
P	0066648	PZZCOEADJUNCT	F	White	Hernandez, Fatima	CE Adjunct, E Courses
P	0066648	PZZDCEADJUNCT	F	White	Hernandez, Fatima	CE Adjunct, C Courses
P	0066107	PZZCHMADJUNCT	F	White	Andrei, Daniela	Chemistry Adjunct
P	0952725	PZZPHYADJUNCT	F		Ghuri, Farzan	Physics Adjunct
R	0882750	RZZPOLOFFICER	M		Gorzkowicz, Tomasz	Officer, Police
R	0064860	RZZPOLSERGNT	M	White	McGarvey, James	Sergeant, Police
R	0043195	RZZPOLSERGNT	M	White	Hansen, John	Sergeant, Police
R	0065673	RZZPOLACTSRGNT	F	White	Drent, Amanda	Acting Police Sergeant
R	0944455	RZZPOLOFFICER	F	Hispanic Or Latino	Morris, Mallori	Officer, Police
R	0065085	RZZPOLOFFICER	M	White	Logalbo, Peter	Officer, Police
R	0948850	RZZPOLOFFICER	M		Pogorzelski, Edward	Officer, Police
X	0919842	XJZCSCDIRCRNSP	F		McCall, Kristine	Director Cernan Space Ctr
X	0040927	XGZPRESECBOT	F	White	Page, Susan	Secretary to the Board of Trus
X	0906635	XHZRESSRASOC	F		Murphy, Marylou	Senior Research Associate
X	0272756	XLZHURRECTRAIN	F	Hispanic Or Latino	Lopez, Monica	Recruitment and Training Coord
X	0000016	XKZINFSECANLYS	F	White	Perez, Jo	Security Analyst
X	0064840	XLZFINMGRPAYRL	M	Hispanic Or Latino	Vazquez, Jesus	Manager Payroll
X	0921457	XLZPUBCOORDPR	M		Butera, Stephen	Coordinator of Public Relation
X	0040742	XHZINFERSYSANL	M	White	Butler, Michael	Senior Systems Analyst
X	0608687	XGZPREEXECASST	F	White	Fazio, Josephine	Executive Assistant to the Pre
X	0882700	XHZRESSRASOC	F	White	Ballas, Hannah	Senior Research Associate
X	0040816	XKZHURMGRHUMRS	F	White	Stadermann, Donna	Manager Human Resources
X	0043151	XJZGRMASOCDIRF	M	Hispanic Or Latino	Torres, Jose	Associate Dir., Facilities
X	0047049	XGZPOLACTPOLCH	M	White	Weinstock, Austin	Acting Police Chief
X	0040830	XHZINFERSYSANL	F	White	Zimmermann, Carol	Senior Systems Analyst
X	0812719	XHZINFERSYSANL	M	Hispanic Or Latino	Garcia, Salvador	Senior Systems Analyst

Employee Primary Position Desc	Employee Current Status Desc	Position EEO Category Desc
Vice President Acad Affairs	Full Time	FT Exec, Admin, Managerial
Director of Planning and Accre	Full Time	FT Exec, Admin, Managerial
Dean Adult Education	Full Time	FT Exec, Admin, Managerial
Dean Health Careers	Full Time	FT Exec, Admin, Managerial
AVP Information Systems	Full Time	FT Exec, Admin, Managerial
AVP Facilities	Full Time	FT Exec, Admin, Managerial
Dean Arts & Sciences	Full Time	FT Exec, Admin, Managerial
Dir of Public Affairs/Communit	Full Time	FT Exec, Admin, Managerial
Dir, Faculty Dev & Student	Full Time	FT Exec, Admin, Managerial
Exec Dir, Res & Inst. Eff.	Full Time	FT Exec, Admin, Managerial
Assistant Dean CE	Full Time	FT Exec, Admin, Managerial
Assoc Dean Enroll Serv-Fin	Full Time	FT Exec, Admin, Managerial
Executive Director Grant Dev	Full Time	FT Exec, Admin, Managerial
Executive Director Finance	Full Time	FT Exec, Admin, Managerial
Dean Academic Success	Full Time	FT Exec, Admin, Managerial
President	Full Time	FT Exec, Admin, Managerial
Assistant VP T and I	Full Time	FT Exec, Admin, Managerial
Director of Marketing	Full Time	FT Exec, Admin, Managerial
VP Business Services	Full Time	FT Exec, Admin, Managerial
AVP Human Resources	Full Time	FT Exec, Admin, Managerial
AVP Finance & Business Svc	Full Time	FT Exec, Admin, Managerial
Sr Database & Systems Admin.	Full Time	FT Exec, Admin, Managerial
Dir for the VP Student Aff	Full Time	FT Exec, Admin, Managerial
Dean Enrollment Service	Full Time	FT Exec, Admin, Managerial
Assoc Dean of College Readin	Full Time	FT Exec, Admin, Managerial
Dean Business & Technology	Full Time	FT Exec, Admin, Managerial
Director Corporate Outreach	Full Time	FT Exec, Admin, Managerial
Dean Continuing Education	Full Time	FT Exec, Admin, Managerial
Special Asst to the Presid	Full Time	FT Exec, Admin, Managerial
Director of Grants Compliance	Full Time	FT Exec, Admin, Managerial
Custodian	Full Time	FT Services - Maintenance
Lead Person, Custodial/Grounds	Full Time	FT Services - Maintenance

Secretary II	Full Time	FT Clerical - Secretarial
Clerk, Student Personnel II	Full Time	FT Clerical - Secretarial
Secretary I	Full Time	FT Clerical - Secretarial
Library Tech & Cir Asst	Full Time	FT Clerical - Secretarial
Child Care Ctr Assoc Flex	Full Time	FT Clerical - Secretarial
Maintenance, Skilled Trades (c	Full Time	FT Skilled - Craft
Sr. Financial Aid Specialist	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Custodian	Full Time	FT Services - Maintenance
Financial Aid Specialist	Full Time	FT Clerical - Secretarial
Secretary II	Full Time	FT Clerical - Secretarial
Office Coordinator	Full Time	FT Clerical - Secretarial
Secretary II	Full Time	FT Clerical - Secretarial
Maint. Semi-Skilled Trades	Full Time	FT Skilled - Craft
Coordinator, Intake Services	Full Time	FT Clerical - Secretarial
Coordinator, Financial Aid	Full Time	FT Clerical - Secretarial
Lead Staff Assistant	Full Time	FT Clerical - Secretarial
Prospective Student Informatio	Full Time	FT Clerical - Secretarial
Child Care Associate Director	Full Time	FT Clerical - Secretarial
Police Communications/Support	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Custodian	Full Time	FT Services - Maintenance
Clerk, Student Personnel I	Full Time	FT Clerical - Secretarial
Coordinator, Circulation Servi	Full Time	FT Clerical - Secretarial
Child Care Ctr Associate	Full Time	FT Clerical - Secretarial
Accountant	Full Time	FT Clerical - Secretarial
Gardener	Full Time	FT Services - Maintenance
Custodian	Full Time	FT Services - Maintenance
Secretary II	Full Time	FT Clerical - Secretarial
Coordinator, Rsvp Volunteers	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Custodian	Full Time	FT Services - Maintenance
Secretary II	Full Time	FT Clerical - Secretarial
Secretary I	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance

Secretary I	Full Time	FT Clerical - Secretarial
Clerk, Student Personnel I	Full Time	FT Clerical - Secretarial
Maintenance Supply and Set Up	Full Time	FT Services - Maintenance
Computer Systems Specialist	Full Time	FT Technical - Paraprofessional
Maintenance, Skilled Trades (g	Full Time	FT Skilled - Craft
Child Care Ctr Associate	Full Time	FT Clerical - Secretarial
Senior Graphic Design Speciali	Full Time	FT Clerical - Secretarial
ABE Data Entry Clerk	Full Time	FT Clerical - Secretarial
Accountant	Full Time	FT Clerical - Secretarial
Purchasing Assistant	Full Time	FT Clerical - Secretarial
Maintenance, Skilled Trades (g	Full Time	FT Skilled - Craft
Computer Systems Specialist	Full Time	FT Technical - Paraprofessional
Coordinator, Audio Visual Serv	Full Time	FT Clerical - Secretarial
Clerk, Student Personnel II	Full Time	FT Clerical - Secretarial
Computer Systems Specialist	Full Time	FT Technical - Paraprofessional
Records Evaluator	Full Time	FT Clerical - Secretarial
Coordinator, Science Lab	Full Time	FT Clerical - Secretarial
Cataloger	Full Time	FT Clerical - Secretarial
Sr. Lead Person, Custodial/G	Full Time	FT Services - Maintenance
Lead Person, Custodial/Grounds	Full Time	FT Services - Maintenance
Coordinator, A.S.C	Full Time	FT Clerical - Secretarial
Financial Aid Specialist	Full Time	FT Clerical - Secretarial
Clerk, Student Personnel I	Full Time	FT Clerical - Secretarial
Clerk, Student Personnel II	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Coordinator Housing, Student E	Full Time	FT Clerical - Secretarial
Police Communications/Support	Full Time	FT Clerical - Secretarial
Secretary II	Full Time	FT Clerical - Secretarial
Clerk, Account	Full Time	FT Clerical - Secretarial
Digital Media Mkting Spec.	Full Time	FT Clerical - Secretarial
Telecommunications Specialist	Full Time	FT Technical - Paraprofessional
Custodian	Full Time	FT Services - Maintenance
Computer Systems Specialist	Full Time	FT Technical - Paraprofessional
Clerk, Account	Full Time	FT Clerical - Secretarial
Financial Aid Awarding Special	Full Time	FT Clerical - Secretarial

Custodian	Full Time	FT Services - Maintenance
Graphic Design Specialist	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Child Care Ctr Associate	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Clerk, Student Personnel I	Full Time	FT Clerical - Secretarial
Lead Person, Custodial/Grounds	Full Time	FT Services - Maintenance
Custodian	Full Time	FT Services - Maintenance
Police Communications/Support	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Technical & Production Assista	Full Time	FT Technical - Paraprofessional
Gardener	Full Time	FT Services - Maintenance
Health Careers Information Spe	Full Time	FT Clerical - Secretarial
Secretary I	Full Time	FT Clerical - Secretarial
Coordinator, Scheduling	Full Time	FT Clerical - Secretarial
Secretary II	Full Time	FT Clerical - Secretarial
Lead Person, Maintenance	Full Time	FT Services - Maintenance
Clerk, Account	Full Time	FT Clerical - Secretarial
Maint. Semi-Skilled (car)	Full Time	FT Skilled - Craft
Custodian	Full Time	FT Services - Maintenance
Custodian	Full Time	FT Services - Maintenance
Coordinator, Testing Ctr	Full Time	FT Clerical - Secretarial
Maintenance Personnel	Full Time	FT Services - Maintenance
Disability Services Assistant	Full Time	FT Clerical - Secretarial
Secretary I	Full Time	FT Clerical - Secretarial
Clerk, Account	Full Time	FT Clerical - Secretarial
Audio Visual Equipment Assista	Full Time	FT Clerical - Secretarial
Curriculum & Assessment Assist	Full Time	FT Clerical - Secretarial
Prospective Student Informatio	Full Time	FT Clerical - Secretarial
Business Specialist	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Secretary II	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Clerk, Student Personnel I	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance

Creative Services Associate	Full Time	FT Clerical - Secretarial
Lead Person Police Communicati	Full Time	FT Clerical - Secretarial
Mail Automation Assistant	Full Time	FT Clerical - Secretarial
Sr. Financial Aid Specialist	Full Time	FT Clerical - Secretarial
Clerk, Student Personnel I	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Child Care Ctr Assoc Tdlr	Full Time	FT Clerical - Secretarial
Coordinator, Testing Ctr	Full Time	FT Clerical - Secretarial
Training Coordinator	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Maintenance, Skilled Trades (c	Full Time	FT Skilled - Craft
Child Care Ctr Associate	Full Time	FT Clerical - Secretarial
Clerk, Account	Full Time	FT Clerical - Secretarial
Secretary I	Full Time	FT Clerical - Secretarial
Lead Person, Shipping & Receiv	Full Time	FT Clerical - Secretarial
System Support Specialist	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Student Loan Specialist	Full Time	FT Clerical - Secretarial
Coordinator, Scheduling	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Secretary I	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Lead Person, Custodial/Grounds	Full Time	FT Services - Maintenance
Secretary II	Full Time	FT Clerical - Secretarial
Office Coordinator	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Secretary I	Full Time	FT Clerical - Secretarial
Secretary II	Full Time	FT Clerical - Secretarial
Maintenance Personnel	Full Time	FT Services - Maintenance
Gardener	Full Time	FT Services - Maintenance
Secretary II	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Library Tech & Cir Asst	Full Time	FT Clerical - Secretarial
Custodian	Full Time	FT Services - Maintenance
Audio Visual Equipment Assista	Full Time	FT Clerical - Secretarial

Custodian	Full Time	FT Services - Maintenance
Assistant, Administrative	Full Time	FT Clerical - Secretarial
Administrative Assistant	Full Time	FT Clerical - Secretarial
Employment & Information	Full Time	FT Clerical - Secretarial
Assistant, Administrative	Full Time	FT Clerical - Secretarial
Assistant, Administrative	Full Time	FT Clerical - Secretarial
Assistant, Administrative	Full Time	FT Clerical - Secretarial
Engineer, Stationary	Full Time	FT Skilled - Craft
Engineer, Chief	Full Time	FT Skilled - Craft
Engineer, Stationary	Full Time	FT Skilled - Craft
Engineer, Stationary	Full Time	FT Skilled - Craft
Engineer, Stationary	Full Time	FT Skilled - Craft
Counselor (12/40) Fac	Full Time	FT Faculty Public Service 11-12 Month
Spanish Faculty	Full Time	FT Faculty Instruction 9-10 Month
Visual Communications Faculty	Full Time	FT Faculty Instruction 9-10 Month
Dev. Writing Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biological Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	
Engineering Faculty	Full Time	FT Faculty Instruction 9-10 Month
Computer Info. Syst Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biology Faculty	Full Time	FT Faculty Instruction 9-10 Month
Developmental Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Librarian (12/40) Faculty	Full Time	FT Other Professional (e.g. Library)
Criminal Justice Adm. Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biological Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
Social Sciences Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Nursing Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Counselor (12/40) Fac	Full Time	FT Faculty Public Service 11-12 Month
Chemistry Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biological Science Faculty	Full Time	FT Faculty Instruction 9-10 Month

Biological Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
Psychology Faculty	Full Time	FT Faculty Instruction 9-10 Month
Philosophy Faculty	Full Time	FT Faculty Instruction 9-10 Month
DMS Faculty	Full Time	FT Faculty Instruction 9-10 Month
Chemistry Faculty	Full Time	FT Faculty Instruction 9-10 Month
Counselor (12/40) Fac	Full Time	FT Faculty Public Service 11-12 Month
Chemistry Faculty	Full Time	FT Faculty Instruction 9-10 Month
Criminal Justice Adm. Faculty	Full Time	FT Faculty Instruction 9-10 Month
Automotive Tech Faculty	Full Time	FT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	
Economics Adjunct	Part Time	
Philosophy Faculty	Full Time	FT Faculty Instruction 9-10 Month
Nursing Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	
Developmental Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Librarian (12/40) Faculty	Full Time	FT Other Professional (e.g. Library)
FT Faculty Retiree	Full Time	
Nursing Faculty	Full Time	FT Faculty Instruction 9-10 Month
Counselor (12/40) Fac	Full Time	FT Faculty Public Service 11-12 Month
Speech Adjunct	Part Time	
Counselor (12/40) Fac	Full Time	FT Faculty Public Service 11-12 Month
History Faculty	Full Time	FT Faculty Instruction 9-10 Month
Developmental Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
History Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Engineering Faculty	Full Time	FT Faculty Instruction 9-10 Month
Speech Faculty	Full Time	FT Faculty Instruction 9-10 Month
Automotive Tech Faculty	Full Time	FT Faculty Instruction 9-10 Month
Counselor (12/40) Fac	Full Time	FT Faculty Public Service 11-12 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Accounting Faculty	Full Time	FT Faculty Instruction 9-10 Month
Nursing Faculty	Full Time	FT Faculty Instruction 9-10 Month
Automotive Tech Faculty	Full Time	FT Faculty Instruction 9-10 Month

Automotive Tech Faculty	Full Time	FT Faculty Instruction 9-10 Month
Radiology Faculty	Full Time	FT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	
Nursing Assistant Faculty	Full Time	FT Faculty Instruction 9-10 Month
Dev. Reading Faculty	Full Time	FT Faculty Instruction 9-10 Month
Developmental Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	
Education Faculty	Full Time	FT Faculty Instruction 9-10 Month
Mass Communications Faculty	Full Time	FT Faculty Instruction 9-10 Month
Dev. Writing Faculty	Full Time	FT Faculty Instruction 9-10 Month
FT Faculty Retiree	Full Time	
Visual Communications Faculty	Full Time	FT Faculty Instruction 9-10 Month
Hosp. Ind. Adm. Faculty	Full Time	FT Faculty Instruction 9-10 Month
Radiology Faculty	Full Time	FT Faculty Instruction 9-10 Month
Environmental Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
DMS Faculty	Full Time	FT Faculty Instruction 9-10 Month
Allied Health	Full Time	FT Faculty Instruction 9-10 Month
Ophtalmic Technology Faculty	Full Time	FT Faculty Instruction 9-10 Month
Nursing Faculty	Full Time	FT Faculty Instruction 9-10 Month
Astronomy Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biological Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Physical Education Faculty	Full Time	FT Faculty Instruction 9-10 Month
Business Faculty	Full Time	FT Faculty Instruction 9-10 Month
Behaviorial Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
Hosp. Ind. Adm. Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Nursing Faculty	Full Time	FT Faculty Instruction 9-10 Month
Speech Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Business Faculty	Full Time	FT Faculty Instruction 9-10 Month
Physical Education Faculty	Full Time	FT Faculty Instruction 9-10 Month
Art Faculty	Full Time	FT Faculty Instruction 9-10 Month

Speech Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Nuclear Medicine Faculty	Full Time	FT Faculty Instruction 9-10 Month
Psychology Faculty	Full Time	FT Faculty Instruction 9-10 Month
Surgical Technology Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biology Faculty	Full Time	FT Faculty Instruction 9-10 Month
History Faculty	Full Time	FT Faculty Instruction 9-10 Month
Art Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Medical Assistant Faculty	Full Time	FT Faculty Instruction 9-10 Month
Math Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biological Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
Philosophy Faculty	Full Time	FT Faculty Instruction 9-10 Month
Economics Faculty	Full Time	FT Faculty Instruction 9-10 Month
Special Asst to the Presid	Full Time	
Librarian (12/40) Faculty	Full Time	FT Other Professional (e.g. Library)
Music Faculty	Full Time	FT Faculty Instruction 9-10 Month
English Faculty	Full Time	FT Faculty Instruction 9-10 Month
Hosp. Ind. Adm. Faculty	Full Time	FT Faculty Instruction 9-10 Month
Biological Science Faculty	Full Time	FT Faculty Instruction 9-10 Month
Tutor - Level II	Part Time	PT Technical - Paraprofessional
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance
Program Coordinator-Ceo	Part Time	PT Clerical - Secretarial
Tutor - Level II	Part Time	PT Technical - Paraprofessional
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance
Technical Assistant, Assessmen	Part Time	PT Clerical - Secretarial
Computer Tech, Desktop Comp	Part Time	PT Other Professional (e.g. Library)
Math Lab Coordinator	Part Time	PT Other Professional (e.g. Library)
Tutor - Level II	Part Time	PT Other Professional (e.g. Library)
Tutor - Level II	Part Time	PT Other Professional (e.g. Library)
Police Officer	Part Time	PT Other Professional (e.g. Library)
Editor	Part Time	PT Other Professional (e.g. Library)
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance

Instructional Aide II, CDC	Part Time	PT Clerical - Secretarial
Clerical I, Horticulture	Part Time	PT Clerical - Secretarial
EsI Grant Compliance & Assessm	Part Time	PT Other Professional (e.g. Library)
Clerical I, Horticulture	Part Time	PT Clerical - Secretarial
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Computer Tech Network Serv	Part Time	PT Other Professional (e.g. Library)
Sss Pt Advisor,	Part Time	PT Other Professional (e.g. Library)
Instructional Aide II, Pool	Part Time	PT Clerical - Secretarial
Specialist, Financial Aid	Part Time	PT Other Professional (e.g. Library)
Instructional Aide II, Pool	Part Time	PT Clerical - Secretarial
Technical Assistant, Fin Aid	Part Time	PT Clerical - Secretarial
Editor	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Computer Tech Network Serv	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Laborer I	Part Time	PT Services - Maintenance
Tutor - Level III	Part Time	PT Other Professional (e.g. Library)
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance
Laborer I	Part Time	PT Services - Maintenance
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Clerical I, Library	Part Time	PT Clerical - Secretarial
Laborer I	Part Time	PT Services - Maintenance
Laborer II	Part Time	PT Services - Maintenance
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Certified Pub Svc Officer	Part Time	PT Other Professional (e.g. Library)
Police Dispatcher-Cert	Part Time	PT Other Professional (e.g. Library)
Music Adjunct	Part Time	PT Other Professional (e.g. Library)
Assistant Coordinator, Special	Part Time	PT Other Professional (e.g. Library)
Laborer II	Part Time	PT Services - Maintenance
Website/Graphic Designer	Part Time	PT Other Professional (e.g. Library)
Specialist, Financial Aid	Part Time	PT Other Professional (e.g. Library)

Information Specialist	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Program Assistant	Part Time	PT Clerical - Secretarial
Sss Pt Advisor,	Part Time	PT Other Professional (e.g. Library)
Laborer II	Part Time	PT Services - Maintenance
Laborer I	Part Time	PT Services - Maintenance
Instructional Aide I, Horticul	Part Time	PT Clerical - Secretarial
Asst Coord., Special Project	Part Time	PT Other Professional (e.g. Library)
Bus Driver Success Express Shu	Part Time	PT Other Professional (e.g. Library)
Computer Tech Network Serv	Part Time	PT Other Professional (e.g. Library)
Public Service Officer	Part Time	PT Clerical - Secretarial
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Program Assistant	Part Time	PT Clerical - Secretarial
Program Assistant, CSC	Part Time	PT Other Professional (e.g. Library)
Technical Assistant	Part Time	PT Technical - Paraprofessional
Technical Assistant, CSC	Part Time	PT Clerical - Secretarial
Instructional Aide II, ETRC	Part Time	PT Clerical - Secretarial
Program Asst, Financial Aid	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, Assessmen	Part Time	PT Clerical - Secretarial
Instructional Aide	Part Time	PT Clerical - Secretarial
Clerical II	Part Time	PT Clerical - Secretarial
Assistant Coordinator, Speci	Part Time	PT Clerical - Secretarial
Tutor - Level II	Part Time	PT Other Professional (e.g. Library)
Program Assistant, CSC	Part Time	PT Other Professional (e.g. Library)
Editor	Part Time	PT Other Professional (e.g. Library)
Program Assistant	Part Time	PT Clerical - Secretarial
Dual Credit Specialist	Part Time	PT Clerical - Secretarial
Clerical II, Staff Services	Part Time	PT Clerical - Secretarial
Laborer I	Part Time	PT Services - Maintenance
Tech Assist, Student Life	Part Time	PT Clerical - Secretarial
Technical Assistant, Finance	Part Time	PT Clerical - Secretarial
Instructional Aide II, Pool	Part Time	PT Clerical - Secretarial
Technical Assistant, Assessmen	Part Time	PT Clerical - Secretarial
Instructional Aide I, Adult Ed	Part Time	PT Clerical - Secretarial
Technical Assistant, Assessmen	Part Time	PT Clerical - Secretarial

Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Computer Technician Supervisor	Part Time	PT Clerical - Secretarial
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Instructional Aide I, Fit	Part Time	PT Clerical - Secretarial
Accompanist	Part Time	PT Other Professional (e.g. Library)
Program Assistant, RSVP	Part Time	PT Other Professional (e.g. Library)
Program Assistant, RSVP	Part Time	PT Technical - Paraprofessional
Program Assistant, Library	Part Time	PT Other Professional (e.g. Library)
Police Officer	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Computer Tech, Desktop Comp	Part Time	PT Other Professional (e.g. Library)
Instructional Aide II, ETRC	Part Time	PT Clerical - Secretarial
Laborer I	Part Time	PT Services - Maintenance
Baseball, Asst Coach	Part Time	PT Services - Maintenance
Information Specialist	Part Time	PT Clerical - Secretarial
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Clerical II	Part Time	PT Clerical - Secretarial
Program Asst, Financial Aid	Part Time	PT Other Professional (e.g. Library)
Clerical I, Library	Part Time	PT Clerical - Secretarial
Information Specialist	Part Time	PT Other Professional (e.g. Library)
Instructional Aide II, Science	Part Time	PT Clerical - Secretarial
Program Assistant-Ahl	Part Time	PT Clerical - Secretarial
Adult Basic Education Adjunct	Part Time	PT Other Professional (e.g. Library)
Laborer I	Part Time	PT Services - Maintenance
Instructional Aide II, CDC	Part Time	PT Clerical - Secretarial
Tutor - Level III	Part Time	PT Other Professional (e.g. Library)
Information Specialist	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, CSC	Part Time	PT Clerical - Secretarial
Police Officer	Part Time	PT Other Professional (e.g. Library)
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Clerical II, Student Life	Part Time	PT Clerical - Secretarial
Area Tutor Coordinator	Part Time	PT Other Professional (e.g. Library)
Bus Driver Success Express Shu	Part Time	PT Other Professional (e.g. Library)

Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
ASC Coordinator	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Information Specialist	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, Police	Part Time	PT Clerical - Secretarial
Program Assistant	Part Time	PT Other Professional (e.g. Library)
Lab Supvr, SSG Fed Perkins	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, CSC	Part Time	PT Clerical - Secretarial
Program Asst, Enrollment Srv	Part Time	PT Other Professional (e.g. Library)
Bus Driver Success Express Shu	Part Time	PT Other Professional (e.g. Library)
Program Asst Financial Aid	Part Time	PT Other Professional (e.g. Library)
O&M Grant Adjunct - IL Green	Part Time	PT Clerical - Secretarial
Editor	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, Custodial	Part Time	PT Clerical - Secretarial
Program Assistant, Career Serv	Part Time	PT Other Professional (e.g. Library)
Technical Assistant	Part Time	PT Technical - Paraprofessional
Laborer I	Part Time	PT Services - Maintenance
Police Officer	Part Time	PT Other Professional (e.g. Library)
Police Officer	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Area Tutor Coord-Level III	Part Time	PT Other Professional (e.g. Library)
Sss Pt Advisor,	Part Time	PT Other Professional (e.g. Library)
Clerical II, Admissions	Part Time	PT Clerical - Secretarial
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Laborer II	Part Time	PT Services - Maintenance
Program Asst, Hospitality	Part Time	PT Other Professional (e.g. Library)
Sss Pt Advisor,	Part Time	PT Other Professional (e.g. Library)
Laborer I	Part Time	PT Services - Maintenance
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Lead Lifeguard	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Health Adjunct	Part Time	PT Clerical - Secretarial

Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, Finance	Part Time	PT Clerical - Secretarial
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Registration Assistant	Part Time	PT Other Professional (e.g. Library)
Horticulture Adjunct	Part Time	PT Services - Maintenance
Instructional Aide I, Fit	Part Time	PT Clerical - Secretarial
Information Specialist	Part Time	PT Other Professional (e.g. Library)
CE Adjunct, C Courses	Part Time	PT Services - Maintenance
Instructional Aide I, Fit	Part Time	PT Clerical - Secretarial
Program Assistant	Part Time	PT Clerical - Secretarial
Police Dispatcher-Cert	Part Time	PT Other Professional (e.g. Library)
Program Assistant-Aut & Ent	Part Time	PT Clerical - Secretarial
Accountant	Part Time	PT Other Professional (e.g. Library)
Police Officer	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Laborer I	Part Time	PT Services - Maintenance
Computer Tech, Desktop Comp	Part Time	PT Other Professional (e.g. Library)
Copier Technician Supervisor	Part Time	PT Clerical - Secretarial
Librarian	Part Time	PT Other Professional (e.g. Library)
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Instructional Aide I, Cdc	Part Time	PT Clerical - Secretarial
Clerical I, Library	Part Time	PT Clerical - Secretarial
Program Assistant- Cis & Arc	Part Time	PT Clerical - Secretarial
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance
Program Coordinator	Part Time	PT Clerical - Secretarial
Information Specialist	Part Time	PT Other Professional (e.g. Library)
Program Assistant	Part Time	PT Clerical - Secretarial
Clerical I, Staff Services	Part Time	PT Clerical - Secretarial
Instructional Aide II, Pool	Part Time	PT Clerical - Secretarial
Instructional Aide II, Pool	Part Time	PT Clerical - Secretarial
Police Officer	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Computer Tech, Desktop Comp	Part Time	PT Other Professional (e.g. Library)
Instructional Aide I, Adult Ed	Part Time	PT Clerical - Secretarial

Sss Pt Advisor,	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, Custodial	Part Time	PT Clerical - Secretarial
Physics Adjunct	Part Time	PT Clerical - Secretarial
Adaptive Technology Specialist	Part Time	PT Technical - Paraprofessional
Technical Assistant, Finance	Part Time	PT Clerical - Secretarial
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance
Tutor - Level III	Part Time	PT Other Professional (e.g. Library)
Communications Relations Assoc	Part Time	PT Other Professional (e.g. Library)
Clerical I	Part Time	PT Clerical - Secretarial
Project Achieve Specialist	Part Time	PT Other Professional (e.g. Library)
Program Asst, Financial Aid	Part Time	PT Other Professional (e.g. Library)
Bus Driver Success Express Shu	Part Time	PT Other Professional (e.g. Library)
Instructional Aide II, ETRC	Part Time	PT Clerical - Secretarial
Instructional Aide I, Fit	Part Time	PT Clerical - Secretarial
Clerical II, Fine Arts Gallery	Part Time	PT Clerical - Secretarial
Tutor - Level II	Part Time	PT Technical - Paraprofessional
Technical Assistant, Finance	Part Time	PT Clerical - Secretarial
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Instructional Aide II, ETRC	Part Time	PT Clerical - Secretarial
Specialist, Financial Aid	Part Time	PT Other Professional (e.g. Library)
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Program Assistant-Ahl	Part Time	PT Clerical - Secretarial
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Product Assistant	Part Time	PT Clerical - Secretarial
Computer Tech, Desktop Comp	Part Time	PT Other Professional (e.g. Library)
Production Assistant	Part Time	PT Other Professional (e.g. Library)
Laborer II	Part Time	PT Services - Maintenance
Health Adjunct	Part Time	PT Clerical - Secretarial
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Police Dispatcher-Cert	Part Time	PT Other Professional (e.g. Library)
Technical Assistant, Finance	Part Time	PT Clerical - Secretarial
Technical Assistant, Finance	Part Time	PT Clerical - Secretarial
Laborer I	Part Time	PT Services - Maintenance
Public Service Officer	Part Time	PT Clerical - Secretarial
Clerical II, Finance	Part Time	PT Clerical - Secretarial

Laborer I	Part Time	PT Services - Maintenance
Sss Pt Advisor,	Part Time	PT Other Professional (e.g. Library)
Information Specialist	Part Time	PT Other Professional (e.g. Library)
Program Assist, Student Life	Part Time	PT Clerical - Secretarial
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Supervisor, ETRC	Part Time	PT Other Professional (e.g. Library)
Clerical II, Shipping & Receiv	Part Time	PT Clerical - Secretarial
Instructional Aide I, Fit	Part Time	PT Clerical - Secretarial
Area Tutor Coordinator	Part Time	PT Other Professional (e.g. Library)
Tutor - Level II	Part Time	PT Technical - Paraprofessional
Program Assistant, Adult Volun	Part Time	PT Other Professional (e.g. Library)
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Registration Assistant	Part Time	PT Other Professional (e.g. Library)
Computer Tech, Desktop Comp	Part Time	PT Other Professional (e.g. Library)
Instructional Aide I, Fit	Part Time	PT Clerical - Secretarial
Clerical II	Part Time	PT Clerical - Secretarial
Editor	Part Time	PT Other Professional (e.g. Library)
Librarian	Part Time	PT Other Professional (e.g. Library)
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Nurse	Part Time	PT Other Professional (e.g. Library)
Nursing Adjunct	Part Time	PT Other Professional (e.g. Library)
Librarian	Part Time	PT Other Professional (e.g. Library)
Program Assistant	Part Time	PT Clerical - Secretarial
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Literacy Coordinator	Part Time	PT Clerical - Secretarial
Librarian	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Program Assistant	Part Time	PT Technical - Paraprofessional
Technical Assistant, Fin Aid	Part Time	PT Clerical - Secretarial
Athletic Event Worker- Athl	Part Time	PT Services - Maintenance
Tutor - Level II	Part Time	PT Technical - Paraprofessional
Counselor PT	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Librarian	Part Time	PT Other Professional (e.g. Library)
Counselor PT	Part Time	PT Other Professional (e.g. Library)

Technical Assistant, Assessmen	Part Time	PT Clerical - Secretarial
Clerical II, Staff Services	Part Time	PT Clerical - Secretarial
Technical Assistant, Assessmen	Part Time	PT Clerical - Secretarial
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Registration Assistant	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Computer Tech, Audio Visual	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Tutor-Level I	Part Time	PT Other Professional (e.g. Library)
Compliance Specialist	Part Time	PT Clerical - Secretarial
Tutor - Level I	Part Time	PT Other Professional (e.g. Library)
Student Success Advisor	Full Time	FT Other Professional (e.g. Library)
Director, Athletics	Full Time	FT Supervisor
Senior Accountant	Full Time	FT Other Professional (e.g. Library)
Senior Accountant	Full Time	FT Other Professional (e.g. Library)
Network/Project Analyst	Full Time	FT Other Professional (e.g. Library)
Mgr, Cont. Ed. Ctr for Health	Full Time	FT Supervisor
Director of Student Services	Full Time	FT Supervisor
Athletic Facilities Coord	Full Time	FT Other Professional (e.g. Library)
Dir, Dual Credit/Dual Enroll	Full Time	
Assistant Director Finance	Full Time	FT Supervisor
Senior Network Analyst	Full Time	FT Supervisor
Mgr of Adult Ed Testing	Full Time	FT Supervisor
Dir of Adult Ed Curr & Prog	Full Time	FT Supervisor
Coordinator, Continuing Educat	Full Time	FT Other Professional (e.g. Library)
Dir, Student Support Service	Full Time	FT Supervisor
Dir,Ad Ed Transitions	Full Time	FT Supervisor
Assist Dir, Financial Aid	Full Time	FT Supervisor
Sales Consult-Bus, Eco, Dev	Full Time	FT Other Professional (e.g. Library)
Director, Academic Success Ctr	Full Time	FT Supervisor
College Relations Associate	Full Time	FT Other Professional (e.g. Library)
Coord., Ctr for Access & Accom	Full Time	FT Supervisor
Associate Dir, Systems Op	Full Time	FT Other Professional (e.g. Library)
Specialist, Training and Asses	Full Time	FT Other Professional (e.g. Library)
Director, CDC	Full Time	FT Supervisor

Manager ETRC	Full Time	FT Supervisor
Contract & Physical Prop Mgr	Full Time	FT Supervisor
Dir, Westlake Foundation	Full Time	FT Supervisor
Dir, Library Systems & Tech	Full Time	FT Supervisor
College Relations Associate	Full Time	FT Other Professional (e.g. Library)
Dir, TV Radio & Broadcast	Full Time	FT Other Professional (e.g. Library)
Director, Testing Ctr	Full Time	FT Supervisor
Asst. Director, Career Service	Full Time	FT Supervisor
Student Success Advisor	Full Time	FT Other Professional (e.g. Library)
Instructional Designer	Full Time	FT Other Professional (e.g. Library)
Completion & Trans Special	Full Time	FT Other Professional (e.g. Library)
Coordinator, Adm and Records	Full Time	FT Supervisor
Athletic Academic Coord	Full Time	FT Other Professional (e.g. Library)
Completion & Trans Special	Full Time	FT Other Professional (e.g. Library)
Director, RSVP	Full Time	FT Supervisor
Dir,Center Students W/ Disab	Full Time	FT Supervisor
Coord, Health Learn Resource	Full Time	FT Supervisor
Web Systems Analyst	Full Time	FT Other Professional (e.g. Library)
Director, Health Services	Full Time	FT Supervisor
Asst Dir, Admissions Service	Full Time	FT Other Professional (e.g. Library)
Coordinator, Call Ctr	Full Time	FT Supervisor
Manager, Bursar's Office	Full Time	FT Supervisor
Dir, Purchasing & Voice Comm	Full Time	FT Supervisor
Welcome Ctr Coordinator	Full Time	FT Exec, Admin, Managerial
Dir, Info Tech Services	Full Time	FT Supervisor
Web Systems Analyst	Full Time	FT Other Professional (e.g. Library)
Student Success Advisor	Full Time	FT Other Professional (e.g. Library)
Manager, Data and Information	Full Time	FT Other Professional (e.g. Library)
Planetarium Educator	Full Time	FT Other Professional (e.g. Library)
Student Succ Adv - Wel	Full Time	FT Other Professional (e.g. Library)
Completion & Trans Special	Full Time	FT Other Professional (e.g. Library)
Network Analyst	Full Time	FT Other Professional (e.g. Library)
Dir Adult Ed Fac & Inst	Full Time	FT Other Professional (e.g. Library)
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Basketball-Men's, Asst Co	Part Time	PT Other Professional (e.g. Library)
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month

CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Political Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Astronomy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Astronomy Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Spanish Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Basketball-Men's, Asst Co	Part Time	PT Other Professional (e.g. Library)
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Director, Athletics	Full Time	PT Faculty Instruction 9-10 Month
Director, Athletics	Full Time	PT Other Professional (e.g. Library)
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Tutor - Level II	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Mass Communications Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Mass Communications Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Diagnostic Med Sonography Adju	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Dean Health Careers	Full Time	PT Faculty Instruction 9-10 Month
Counselor (12/40) Fac	Full Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Combined 9-10 Month

Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Diagnostic Med Sonography Adju	Part Time	PT Faculty Instruction 9-10 Month
Dual Credit Instructor	Part Time	PT Faculty Instruction 9-10 Month
Dual Credit Instructor	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Mgr, Cont. Ed. Ctr for Health	Full Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Humanities Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Athletic Facilities Coord	Full Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Softball, Assistant Coach	Part Time	PT Other Professional (e.g. Library)
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Senior Research Associate	Full Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Counselor PT	Part Time	PT Faculty Combined 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Instructional Aide II, Pool	Part Time	PT Faculty Instruction 9-10 Month
Instructional Aide II, Pool	Part Time	PT Faculty Instruction 9-10 Month
Instructional Aide II, Pool	Part Time	PT Faculty Instruction 9-10 Month
Instructional Aide II, Pool	Part Time	PT Faculty Instruction 9-10 Month
Instructional Aide II, Pool	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Soccer-Men's, Asst Coach	Part Time	PT Other Professional (e.g. Library)
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Economics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Intro to College Adjunct	Part Time	PT Faculty Combined 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month

Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Faculty	Full Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Surgical Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Volleyball, Assistant Coach	Part Time	PT Other Professional (e.g. Library)
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Anthropology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Counselor PT	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Combined 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Security Analyst	Full Time	PT Faculty Instruction 9-10 Month
Security Analyst	Full Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Director, Academic Success Ctr	Full Time	PT Faculty Instruction 9-10 Month
Director, Academic Success Ctr	Full Time	PT Faculty Combined 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Anthropology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Anthropology Adjunct	Part Time	PT Faculty Combined 9-10 Month

Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Combined 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
FT Faculty Retiree	Full Time	PT Faculty Instruction 9-10 Month
FT Faculty Retiree	Full Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Coordinator, Rsvp Volunteers	Full Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Economics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Economics Adjunct	Part Time	PT Faculty Combined 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geography Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geography Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geography Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Secretary II	Full Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Faculty	Full Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Economics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Social Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Social Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
CBP Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Diagnostic Med Sonography Adju	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Secretary I	Full Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Combined 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Director, CDC	Full Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month

Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Political Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Diagnostic Med Sonography Adju	Part Time	PT Faculty Instruction 9-10 Month
Mass Communications Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Assistant Dean CE	Full Time	PT Faculty Instruction 9-10 Month
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nuclear Medicine Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Counselor (12/40) Fac	Full Time	PT Faculty Combined 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Combined 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Baseball, Asst Coach	Part Time	PT Other Professional (e.g. Library)
Humanities Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Real Estate Academy	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month

College Relations Associate	Full Time	PT Other Professional (e.g. Library)
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Economics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Baseball, Asst Coach	Part Time	PT Other Professional (e.g. Library)
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Coordinator, Science Lab	Full Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Real Estate Academy	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month

AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Combined 9-10 Month
Mass Communications Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Basketball-Wmn's, Head Coach	Part Time	PT Other Professional (e.g. Library)
Softball, Assistant Coach	Part Time	PT Faculty Instruction 9-10 Month
Softball, Assistant Coach	Part Time	PT Other Professional (e.g. Library)
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Program Assistant	Part Time	PT Faculty Instruction 9-10 Month
Program Assistant	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
O&M Grant Adjunct - IL Green	Part Time	PT Faculty Instruction 9-10 Month
Opthalmic Technician Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month

Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Coordinator, A.S.C	Full Time	PT Faculty Instruction 9-10 Month
Coordinator, A.S.C	Full Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Student Success Strategist	Full Time	PT Faculty Instruction 9-10 Month
Student Success Strategist	Full Time	PT Faculty Instruction 9-10 Month
Astromony Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Economics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Program Asst, Hospitality	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month

CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Basketball-Wmn's, Asst Coach	Part Time	PT Other Professional (e.g. Library)
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Track & Field-Assistant Coach	Part Time	PT Other Professional (e.g. Library)
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Decision Support Specialist	Full Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Softball, Assistant Coach	Part Time	PT Other Professional (e.g. Library)
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Instructional Aide I, Fit	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Cooperative Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Cooperative Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Geography Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health	Full Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Economics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Combined 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
History Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nuclear Medicine Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Combined 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Athletic Academic Coord	Full Time	PT Other Professional (e.g. Library)
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Secretary I	Full Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Combined 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Coord, Health Learn Resource	Full Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Combined 9-10 Month
CE Adjunct, E Courses	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Instructional Aide I, Fit	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Fire Science Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Track & Field-Assistant Coach	Part Time	PT Other Professional (e.g. Library)
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Combined 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Nuclear Medicine Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Counselor PT	Part Time	PT Faculty Instruction 9-10 Month
Counselor PT	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Track & Field-Assistant Coach	Part Time	PT Other Professional (e.g. Library)
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Ophthalmic Technician Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geography Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geography Adjunct	Part Time	PT Faculty Combined 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month

AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
AES Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
AEF Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Horticulture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Assistant Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Real Estate Academy	Part Time	PT Faculty Instruction 9-10 Month
IBC Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Astromony Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physical Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Criminal Justice Adm Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Local 399 Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Librarian	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Chinese Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Architecture Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Combined 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Automotive Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Early Childhood Edu Adj	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Engineering Technology Adj	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Psychology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Allied Health Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Mass Communications Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Philosophy Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Soccer-Women's, Asst Coach	Part Time	PT Other Professional (e.g. Library)
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Sociology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Manager, Data and Information	Full Time	PT Faculty Instruction 9-10 Month
Manager, Data and Information	Full Time	PT Faculty Instruction 9-10 Month
Geography Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geography Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Mass Communications Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Music Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Surgical Technology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Planetarium Educator	Full Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Business Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Speech Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Combined 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month

CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
IBC Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Counselor PT	Part Time	PT Faculty Instruction 9-10 Month
Counselor PT	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Hospitality Industry Adm Adj	Part Time	PT Faculty Instruction 9-10 Month
Non Developmental Rhetoric	Part Time	PT Faculty Instruction 9-10 Month
Visual Communications Adj	Part Time	PT Faculty Instruction 9-10 Month
Biological Sciences Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CIS Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Director of Grants Compliance	Full Time	PT Faculty Combined 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Secretary II	Full Time	PT Faculty Instruction 9-10 Month
Secretary II	Full Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Accounting Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Geology Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Emergency Medical Services Adj	Part Time	PT Faculty Instruction 9-10 Month
Nursing Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Rhetoric Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Art Adjunct	Part Time	PT Faculty Combined 9-10 Month
Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Spanish Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Diagnostic Med Sonography Adju	Part Time	PT Faculty Instruction 9-10 Month
Developmental Math Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Adult Basic Education Adjunct	Part Time	PT Faculty Instruction 9-10 Month

Hosp. Ind. Adm. Faculty	Full Time	PT Faculty Instruction 9-10 Month
Biological Science Faculty	Full Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
CE Adjunct, C Courses	Part Time	PT Faculty Instruction 9-10 Month
Chemistry Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Physics Adjunct	Part Time	PT Faculty Instruction 9-10 Month
Officer, Police	Full Time	FT Other Professional (e.g. Library)
Sergeant, Police	Full Time	FT Other Professional (e.g. Library)
Sergeant, Police	Full Time	FT Other Professional (e.g. Library)
Acting Police Sergeant	Full Time	FT Other Professional (e.g. Library)
Officer, Police	Full Time	FT Other Professional (e.g. Library)
Officer, Police	Full Time	FT Other Professional (e.g. Library)
Officer, Police	Full Time	FT Other Professional (e.g. Library)
Director Cernan Space Ctr	Full Time	FT Supervisor
Secretary to the Board of Trus	Full Time	FT Clerical - Secretarial
Senior Research Associate	Full Time	FT Other Professional (e.g. Library)
Recruitment and Training Coord	Full Time	FT Other Professional (e.g. Library)
Security Analyst	Full Time	FT Other Professional (e.g. Library)
Manager Payroll	Full Time	FT Supervisor
Coordinator of Public Relation	Full Time	FT Exec, Admin, Managerial
Senior Systems Analyst	Full Time	FT Other Professional (e.g. Library)
Executive Assistant to the Pre	Full Time	FT Clerical - Secretarial
Senior Research Associate	Full Time	FT Other Professional (e.g. Library)
Manager Human Resources	Full Time	FT Supervisor
Associate Dir., Facilities	Full Time	FT Supervisor
Acting Police Chief	Full Time	FT Other Professional (e.g. Library)
Senior Systems Analyst	Full Time	FT Other Professional (e.g. Library)
Senior Systems Analyst	Full Time	FT Other Professional (e.g. Library)

	A	C	D	E	F	H	M	P	R	X	Sum:
Am. Indian Native Alaskan					2			1			3
Asian	1				5	7	1	20			34
Black Or African Am.	2	20			13	35	8	53			131
Hispanic Or Latino	3	47	2		7	58	7	48	1	4	177
Unknown						4		1			5
White	19	62	2	5	91	124	28	449	4	8	792
	5	14	2		9	48	13	204	2	3	300
Sum:	30	143	6	5	127	276	57	776	7	15	1442

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018
ACTION EXHIBIT NO. 16177

SUBJECT: CONTRACT BETWEEN TRITON COLLEGE BOARD OF TRUSTEES
AND TRITON COLLEGE FACULTY ASSOCIATION – 2018-2021

RECOMMENDATION: That the Board of Trustees ratify the 2018–2021 Negotiated Agreement with the Triton College Faculty Association with all terms and conditions effective from August 29, 2018, and remaining in effect through and inclusive of June 30, 2021. The negotiated increase is 2% per academic year for each year of the three (3) year agreement.

RATIONALE: This contract has been negotiated between the Triton College Board of Trustees and the Triton College Faculty Association for the period between August 29, 2018 and June 30, 2021, inclusive. All terms, conditions and language of the Negotiated Agreement were settled by agreement between the negotiating teams and language finalized on August 23, 2018. Language has been developed by negotiating teams and/or counsel for both sides. The final agreement has been ratified by the membership of the Triton College Faculty Association by a vote of 49 in favor and 20 against on July 18, 2018.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
--------------------------------------------------	-------------------------------------------------	-------------------

Related forms requiring signature: Yes X No

~~2015~~
2018

NEGOTIATED AGREEMENT

between

TRITON COLLEGE BOARD OF TRUSTEES

and

TRITON COLLEGE FACULTY ASSOCIATION

July 1, 2015 — June 30, 2018

August 29, 2018 to June 30, 2021

AGREEMENT BETWEEN

The Board of Trustees of Triton College operating under the provisions of Public Law 1710 of the State of Illinois and the Triton College Faculty Association.

This agreement shall be effective as of ~~July 1, 2015~~ August 29, 2018 and shall continue in effect through and including June 30, ~~2018~~ 2021.

BOARD OF TRUSTEES

Chairman

Secretary

FACULTY ASSOCIATION

President

Vice President

**AGREEMENT BETWEEN
THE BOARD OF TRUSTEES OF TRITON COLLEGE
operating under the provision of Pubic Law 1710 of the
State of Illinois**

and

TRITON COLLEGE FACULTY ASSOCIATION

This agreement entered into this day, ~~July 1, 2015~~ August 29, 2018 by and between the Board of Trustees of Triton College, hereinafter called the Board, and the Triton College Faculty Association, hereinafter called the Association.

Witnesseth:

Whereas, the Board and the Association recognize and declare that providing quality higher education for residents of this college district is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the college professional personnel, and

Whereas, the professional personnel are particularly qualified to participate in recommending policies and educational programs, and

Whereas, the Board has agreed to negotiate with the Association as the representative of the college full-time professional personnel, excluding administrative personnel, with respect to salaries and terms and conditions of employment, and

Whereas, the parties have reached certain understandings which they desire to confirm in the Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

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ARTICLE I

RECOGNITION

- A. The Board of Trustees of Triton College and/or its designated representatives hereby recognizes the Triton College Faculty Association, a chapter of the Cook County College Teachers Union, Local 1600 of the American Federation of Teachers, as the exclusive negotiating representative for all full-time "faculty members."
- B. The term "faculty member" shall include full-time teaching faculty (including department chairpersons and program coordinators), full-time non-teaching faculty (counselors and librarians). The terms "faculty" and "instructor" used in this contract represent the term "faculty member" except in sections of the contract which specifically identify or exclude one or more of the above referenced "faculty member" categories.
- C. The Board of Trustees and/or its designated representatives agrees not to negotiate with any organization other than the Faculty Association as to matters affecting faculty members for the duration of this Agreement. Negotiations with any individual faculty member relative to terms and working conditions which change or modify this Agreement are subject to the approval of the Triton College Faculty Association and the Triton College Board of Trustees.
- D. The Board of Trustees will vote on any written request from the Faculty Association President to reopen any item in this Agreement for renegotiation within 30 days of receipt of such request or at its next regularly scheduled meeting.
- E. Only members of the Triton College Faculty Association may vote on contractual items.
- F. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with the terms of this Agreement. All instructors' contracts for the duration of this Agreement shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the individual instructor's contract and established policies of the Board. Except as herein provided and subject to all provisions of this Agreement, the Board reserves the right to amend its policies, other than as contained in this Agreement, from time to time as deemed necessary provided that no such amendment shall directly or indirectly modify or limit the salary, terms, or conditions contained in this Agreement.
- G. Copies of this signed Agreement shall be printed by the Board in sufficient quantities for distribution to all faculty, both those presently employed and those employed subsequent to this Agreement.

The Board shall deliver the copies of this Agreement allocated for faculty to the President of the Faculty Association. The Faculty Association shall be responsible for distributing the copies of this Agreement as well as any subsequent related documents to its membership.

The Association shall be provided with names, addresses, and home telephone numbers of newly employed faculty as soon as they return Board-approved contracts. The Association shall be provided with the office numbers and office phone numbers as soon as assignments are made.

- H. If any provision of this Agreement or any application of the Agreement to any instructor or group of instructors shall be found contrary to the law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. No provision of this Agreement shall abrogate the statutory rights, duties, and responsibilities of the Board. The Board also reserves its right to delegate to its administrators the responsibility for the day-to-day management of the College in its charge.
- I. The enforcement of this Agreement is the joint responsibility of the Board and the Association. Should any disputes arise as to the proper interpretation or application of any provision(s) of this Agreement, the representatives of the Board and the Association shall meet and confer in good faith to resolve differences.

The Board and the Association further agree to comply faithfully with case and statutory law of the State of Illinois.

- J. As required by law, any item dealing with salaries, terms, or conditions of employment not covered in this Agreement shall be subject to negotiation except as specified in Section C above. All new and revised professional personnel job descriptions shall be sent to the President of the Faculty Association prior to Board action.
- K. Except as this Agreement shall herein provide, all terms and conditions of employment applicable on the effective date of this Agreement as established and in force on said date shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing herein shall be interpreted or applied so as to eliminate, reduce, or otherwise detract from any faculty benefits regarded by either party as past practice, defined below, existing prior to the effective date of this Agreement.

The Association and the Board agree that any past practices which may arise under the provisions of and during the term of this agreement, or at any time prior thereto shall conform to the elements enumerated as follows:

1. The asserted past practice must be reasonably consistent;
2. The asserted past practice must be clearly articulated in an ascertainable manner and known by both parties to the agreement;
3. The asserted past practice shall have been acted upon; and
4. The asserted past practice must be readily ascertainable over a reasonable period of time as a reasonably fixed and established practice. Past Practice shall be limited to actions that have occurred within the 20 years immediately preceding the alleged grievance. For an incident to be considered as a past practice, it must have occurred

60% of the time as opposed to it not occurring or being implemented in another manner.

The College agrees that, upon request of the Association, it will, through its administration, meet and consult with the Association relative to any past practices pertaining to wages, hours, and conditions of employment.

- L. On the request of the Association, the College President and other administrators designated by him/her shall meet and confer with the officers of the Association and/or other faculty members designated by the Association to discuss matters of mutual concern.
- M. On the request of the College President, the officers of the Association and/or other faculty members designated by the Association shall meet and confer with the College President and other administrators designated by him/her to discuss matters of mutual concern.
- N. During the term of the Agreement and in return for the terms and conditions set forth in the Agreement, neither the Association nor any faculty member covered by this Agreement shall engage in any strike.
- O. Throughout the entirety of this Agreement, the Parties recognize that with the College's conversion from the existing database system (RALPH) to the Datatel Colleague Enterprise Resource Program (ERP) that there will be changes in the process used to calculate and retain data, but that such conversion shall be made to the acceptable data retention method closest to the present system used at the college prior to July 1, 2012. (The present RALPH system tracks faculty sick days in whole days while the ERP system only tracks in hours. Therefore the existing data will be converted as appropriate and deduction shall continue to be made in a like manner. i.e. 10 days in RALPH will equal 80 hours in ERP. If a member has one two hour class on a day and misses the class due to illness, they are docked for a full day. If they have two classes, one morning and one afternoon, they miss only the morning class, they are docked one-half day. Likewise, if they have only office hours scheduled for a day and they miss those office hours, they are docked for one full day, regardless of the number of hours scheduled. In this same scenario under ERP, they are docked 8 hours for a full day and 4 hours for a half day. There has never been an hour to hour correlation to the deduction of sick time and will not be.) Compensation for sick time advanced to an employee by the College in excess of time earned shall be due and payable to the College and may be deducted from pending payroll or compensation in the event of termination of employment.

ARTICLE II

FACULTY ASSOCIATION AND INSTRUCTORS' RIGHTS

- A. The Board of Trustees hereby agrees that every professional employee shall have the right freely to organize, join, and support the Faculty Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the laws of the State of Illinois, the Board undertakes and agrees that it will not directly or indirectly deprive, discourage, coerce, or harass any instructor in the enjoyment of any rights conferred by the laws of the State of Illinois or the Constitution of Illinois and of the United States; that it will not discriminate against any instructor with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association, or collective professional negotiations with the Board, or his institution of any grievance, complaint, or proceeding under this Agreement. The Association recognizes the responsibility placed upon it by state, federal, and local statutes.
- B. The rights granted to faculty, faculty members, and/or instructors hereunder shall be deemed to be in addition to those provided elsewhere.
- C. The Association and its representatives shall have the right to use college facilities for meetings and/or business. No charge shall be made for the Association's use of college facilities. The Board will provide space for the Association to use for its office or office/lounge. The Board will provide a telephone, keys, access, and the use of any furniture determined to be available after all needs of the college are met. Long distance telephone calls made by the Association will be paid by the Association as billed by the long distance carrier. On the second Thursday of the month, 2:00 to 3:30 PM shall be exclusively for the use of the Faculty Association to conduct its business. Instructors shall not ordinarily be given an assignment during this time.
- D. The Association and its representatives shall have the right to post notices of its Activities and matters of Association concern on designated Association bulletin boards, at least one of which shall be provided in each department; and in any mail room. The Association or its representatives may use the college instructor mailboxes for communications to instructors including faculty-wide distribution with the signed approval of a member of the Faculty Association Executive Committee. All such communications shall bear the signature of the sending instructor.
- E. The Association agrees to furnish to the Board upon request all available information concerning membership and financial resources of the Association, including but not limited to:
 - 1. Annual financial reports and audits
 - 2. Register of membership
 - 3. Tentative budgetary requirements

4. Information on local, state, or national affiliation
 5. Agendas and minutes after being duly approved including all attachments thereto.
- F. The Board agrees to furnish to the Association upon request all available information concerning the professional staffing and financial resources of the college, including but not limited to:
1. Annual financial reports and audits
 2. Register of professional personnel
 3. Tentative budgetary requirements and allocations
 4. The agenda, Board packet, and minutes of all Board meetings after being duly approved, including all attachments thereto not executive in nature
 5. Treasurer's reports
 6. Census data
- G. Copies of a faculty member's individual contracts including the Form 17 and probationary contracts will be made available to the Association President or his/her designee upon written request by the individual instructor.
- H. Instructors shall be entitled to full rights of citizenship and no religious or political activities of any instructor or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such instructor. The private and personal life of any instructor when not detrimental to the general welfare of the college or the community is not within the appropriate concern or attention of the Board of Trustees and/or its designated representatives.
- I. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied in a manner which is not arbitrary, capricious, or discriminatory and without regard to race, creed, religion, color, national origin, age, sex, or marital status or such groups as may be protected by federal, state or local law, rule or regulation.
- J. Official faculty files in the college personnel office shall be maintained under the (PRRA) Personnel Records and Retention Act.
1. No material derogatory to an instructor's conduct, service, character, or personality shall be placed in the file unless the instructor has had an opportunity to read the material and affix his/her signature on the copy to be filed, with the understanding that such signature merely signifies that he/she has read the material to be filed and does not necessarily indicate agreement with the contents. Materials in the official cumulative file must be time-stamped when placed in the file.

2. The instructor shall have the right to answer any material filed and his or her answer shall be attached to the file copy.
 3. Upon written request by the instructor, he/she shall be permitted to examine in the personnel office his/her official cumulative file, but not to mark, destroy, or remove any of the contents.
 4. Upon written request, the instructor shall receive a copy of the materials in his/her official cumulative file if such materials are to be used in any form of litigation.
 5. In the event that the instructor refuses to sign a statement to the effect that he/she has read the material to be added to his/her file, the administrator shall notify the Association President, who shall signify receipt of a copy of the material. The Association President will forward the copy to the instructor.
 6. Only the material from the official personnel file shall have validity in any proceeding involving a faculty member. All evaluative material shall hereafter be placed in the official personnel file within two calendar months of the event giving rise to the material, provided this time limitation shall not be applicable to formal evaluations.
- K. The Association shall appoint a member to participate in open meetings of the Board in an advisory, non-voting capacity.
- L. The appropriate Vice President will respond in writing within three days, providing the Vice President is on campus, to any written faculty or Faculty Association memorandum regarding interpretation of contract, provisions in the Master Agreement, interpretations of Board Policy, or interpretations of the Faculty Handbook.
- M. Any member of the bargaining unit currently employed at Triton College will be interviewed for any position for which he/she meets the stated qualifications and has applied in writing.
- N. The President of the Association shall have the right to provide the college President with a list of prospective faculty members for all college-wide committees. Additionally, the President of the Association shall have the right to appoint the faculty members who serve on the Affirmative Action Committee. (See attached MOU)
- O. The Board shall deduct from the pay of each member of the bargaining unit from whom it receives (or has received) written authorization to do so, the required amount of Cook County College Teachers Union and Faculty Association dues. The Union dues and a list of employees from whose pay the dues have been deducted, along with the amount deducted from each and a list of Association members who had authorized such deductions and from whom no deductions were made, shall be forwarded to the Treasurer of the Cook County College Teachers Union no later than seven (7) days after such deductions were made. Faculty Association dues shall be forwarded to the Treasurer of the Faculty Association within the same seven (7) days.

In consideration of the above described service rendered by the Board of Trustees of Community College District No. 504, its members, officers, agents, and employees, the Union and the Association hereby release and discharge the Board of Trustees of Community College District No. 504, its members, agents, and employees, or and from any and all liability whatsoever arising as a result of the authorization herein given.

- P. ~~Faculty members covered by this Agreement who are not dues-paying members of the Cook County College Teachers Union and the Association shall pay a fair share payment for services rendered as the exclusive bargaining agent. Such proportionate share payments shall be deducted by the Board from the earnings of the non-member and paid to the Treasurer of the Cook County College Teachers Union. The Treasurer of the Cook County College Teachers Union shall submit to the Board an affidavit which specifies the amount which constitutes said proportionate share which shall not exceed the dues uniformly required of members of the Union.~~

~~The deduction shall include that amount which dues-paying members contribute directly to the Triton College Faculty Association and shall be paid directly to the Treasurer of the Association. A list of fair share payers along with the amount deducted from each shall be forwarded to the Treasurer of the Cook County College Teachers Union.~~

~~Non-dues-paying members who protest this fair share payment upon bona fide religious tenets or teachings of a church shall pay an amount equal to such fair share fee to a non-religious charitable organization mutually agreed upon by the employee and the Cook County College Teachers Union.~~

~~If the affected non-dues-paying member and the CCCTU are unable to reach agreement on the organization, the Illinois Educational Labor Relations Board may establish an approved list of charitable organizations to which the payment may be made. The affected non-dues-paying member must provide proof of such payment to the CCCTU.~~

Janus Clause:

All matters related to membership and deduction of dues/fees/assessments will be processed by the Triton College Faculty Association and the Cook County Teachers Union, Local 1600 (collectively the "Union"). The Union will notify the Board of any new Union members who have agreed to dues authorization and will notify the Board of any current Union members who choose to cease paying dues/fees/assessments pursuant to the terms of the membership card and as set forth herein.

The open enrollment period for both participation and removal from the dues list is only during August of each calendar year. In the event that an eligible employee wishes to add or remove themselves to the roll of dues paying bargain unit members, this must be done in accordance with the notification requirements set forth by the Union and can only be done between August 1 and August 31 of each year (inclusive of both dates).

The only exception to this time period requirement is in the event of a newly hired

eligible employee who shall have 30 calendar days from the first date of employment to determine participation or non-participation on the dues list.

The CCCTU shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of or by reason of action taken by the Board for the purpose of complying with the above provision of this section.

In the event that dues are deducted from an employee's paycheck in error, the Union and the Board agree to work collaboratively to correct the error.

- Q. The Faculty Handbook is recognized by the Association as the handbook for procedures and information only. Nothing in the Faculty Handbook or Student Handbook shall be interpreted or implied so as to add to or detract from any faculty benefits in this Agreement.
- R. Upon receipt of a voluntary written authorization from a faculty member covered by this Agreement, the Board will deduct from the faculty member's wages a deduction for the Cook County College Teachers Union - Committee on Political Education (CCCTU-COPE). Upon receipt of a voluntary written revocation of such a previously filed written authorization from a faculty member covered by this Agreement, served upon the Board and the Association, the Board will, on the date thereof, cease to deduct such COPE contributions from that faculty member's wages.

The Board further agrees to remit to the treasurer of the CCCTU-COPE, in a timely manner, such deductions made pursuant to this Article together with an itemized statement indicating the name of each faculty member from whose wages such deductions have been made and the amount deducted during the period covered by the remittance.

- S. Faculty members shall not be suspended without pay or be denied a salary increment except for just cause. Disciplinary action shall be for just cause and shall be implemented in accordance with Appendix "B"

ARTICLE IIA

BOARD RIGHTS AND RESPONSIBILITIES

The Board, on behalf of the electors of the district, retains and reserves the ultimate responsibilities for proper management of the college district conferred upon and vested in it by all applicable law as well as all rules and regulations which derive there from, including the responsibilities for and the right:

- A. To maintain executive management and administrative control of the college district and its properties, facilities, and professional staff, as related to the conduct of college affairs.
- B. To delegate authority through recognized channels, in cooperation with the faculty, for the development and organization of the means and methods of instruction, recognizing that the Board exercises its powers, rights, authorities, duties, and responsibilities through the President and members of the administrative staff.
- C. To delegate to its administrative agents the operation of the College on a daily basis and to approve or disapprove the recommendations of the aforementioned administrative agents.
- D. To adopt educational policies, goals, and objectives of the College, to insure the rights and educational opportunities of the students, to determine staffing patterns, to determine the number and kinds of personnel required in order to maintain the efficiency of College operations, and to administer the personnel system of the College, none of which conflict with this agreement.
- E. To reasonably determine and establish work site locations and the staffing thereof; to establish budget procedures and adopt budgetary allocations; and to determine the methods of raising revenue.
- F. To provide, for students and employees, auxiliary services related to the adequate operation of the College. In exercising this power, the Board may provide, purchase, lease, or contract for such services.
- G. The Board shall be required to bargain with regard to policy matters directly affecting wages, hours, and terms and conditions of employment as well as the impact thereon.

ARTICLE III

CONDITIONS OF EMPLOYMENT

A. Teaching Load

1. College Schedule of Classes

The college schedule of classes for each division of the College and master schedule of non-instructional activities (services by counselors and librarians) shall be formulated by the appropriate department chairpersons/ coordinators and the dean taking into consideration the needs of the students and the institution. Should there be lack of agreement; the dean shall have final responsibility.

2. Basic Teaching Load

- a. Class load/non-teaching assignments shall be processed by the department chairperson/coordinator and dean. Every effort will be made to develop instructors' class loads/non-teaching assignments on the basis of consensus of the full-time members of the department. In the event consensus fails, seniority will be used as major considerations in the selection of classes/non-teaching assignments.
- b. The basic teaching load for instructors shall be thirty (30) Lecture Hour Equivalents (LHE) per academic year (Fall and Spring semesters). (An LHE is defined as fifteen [15] lecture or laboratory contact hours per class, per semester.)
 - 1) Every instructor must teach a minimum of fourteen (14) LHE each semester.
 - 2) If an instructor teaches fourteen (14) LHE in either the Fall or Spring semester of an academic year, he/she must teach a minimum of sixteen (16) LHE in the other semester or have his/her base salary reduced by 1/30 for every LHE under thirty (30) taught during the academic year.
 - 3) The maximum load of online classes that may be taught by a full time faculty member shall not exceed 60% of the total load (base and overload) as calculated on the form 17 each semester.
- c. When computing the Lecture Hour Equivalent of the activity or laboratory classes listed below, an hour of activity or laboratory shall be counted as .8 of a lecture hour. (See attached MOU)

All PE activity classes, MUS 177, 179, 180, 181. Instructors assigned these classes shall be paid an extra payment of \$60 per LHE. (See attached MOU)

d. Rhetoric Instructors

Full-time instructors who teach at least nine (9) LHE of RHT 085, RHT 086, RHT 095, RHT 096, RHT 101, RHT 102, each semester shall have an annual teaching load of 27 LHE as a full base load.

e. On-the-Job Supervision (Allied Health, Public Services, Horticulture, Architecture)

Instructors involved in the on-the-job supervision of students or unpaid off-campus clinical supervision will be given LHE's on the basis of the following:

- 1) If the supervision necessary requires the instructor to visit each student every one to two weeks, as delineated in the approved ICCB Course Outline, he/she will receive one LHE for every three (3) students supervised per semester.
- 2) If the supervision necessary requires the instructor to visit each student every three to four weeks, as delineated in the approved ICCB Course Outline, he/she will receive one LHE for every four students supervised per semester.

f. Continuing Education Courses

An instructor may use Continuing Education courses for which they are qualified as defined in Article III, Section C, in his/her teaching area to complete the full-time load only if no School of Arts and Sciences or Career Education courses are available. When using Continuing Education courses, the value computed for load purposes shall be four LHE per five (5) Adult Education Credits (AEC). No overload shall accrue to any faculty member who uses a Continuing Education course to complete a teaching load. This provision does not apply when a credit program is withdrawn.

3. Independent Study (See Appendix C)
4. Individualized Instruction (See Appendix C)
5. Variable Load

a. Banking Hours

A faculty member may elect to bank hours in excess of the regular load, not to exceed a total of twenty-one (21) hours worked in such semester (twenty-four [24] for career programs). These hours, which would otherwise be payable at the overload rate, will be taught at no additional compensation and may be used in future regular Fall or Spring semesters (or otherwise by specific, non-precedential approval of the chairperson/coordinator and dean), provided that such hours are

not required to assure a basic load for any other faculty member. No more than fifteen (15) hours shall be banked by any individual faculty member.

Unbanking of hours shall be limited by department.

- 1) Departments with membership of five (5) or less - fifteen (15) LHE per semester.
- 2) Departments with membership of six (6) or more - thirty (30) LHE per semester.

Requests to un-bank hours must be submitted in writing at least sixty (60) calendar days in advance of the affected semester.

Effective July 1, 2012 banked hours may only be un-banked for overload. Therefore banked overload may only be un-banked at the overload rate. Hours banked prior to July 1, 2012 may be unbanked as base or overload. All un-banked hours must be used on a First In First Out basis.

Effective July 1, 2012 Non-teaching faculty cannot bank.

b. Light Variable Load

By mutual agreement of the faculty member and the Dean, a faculty member may take a load which is less than the basic load and make up for such reduced load at a later date without additional compensation. No future classes would be compensated at the overload rate until all reduced load classes are repaid. If the faculty member for any reason shall fail or be unable to make up such, the pro rata salary represented by such reduced load shall be promptly repaid to the College by the faculty member or deducted from sums due the faculty member by the College.

Requests for using variable load shall be submitted in writing at least ninety (90) calendar days in advance of the affected semester. Requests for and scheduling of variable load hours will be handled in the same manner as overload assignments.

During any time when a faculty member is working a variable load, the faculty member shall not have any right to any overload. Nothing herein shall preclude some other variable load being agreed upon by the faculty member and the Dean, providing such shall be non-precedential and approved by the Triton College Faculty Association.

B. Faculty Counselors/Faculty Librarians

The basic work load for Faculty Counselors/Faculty Librarians shall be Forty (40) clock hours weekly and shall take a ½ hour unpaid lunch break daily after no more than 5 hours of consecutive work.

Faculty Counselors and Faculty Librarians employed full-time by the college in said capacity, after July 1, 2002 will immediately be scheduled to work 12 months per year and compensated accordingly. All others are exempt from this requirement.

Faculty Counselors / Faculty Librarians have no right to teach outside of their department. To do such, they must first receive approval to teach as required on the Fulltime Employee Teaching Request Form and may only be scheduled to teach a class at the LHE rate after receiving approval from the College President in his or her sole discretion. The limitations of the 60/40 rule, as set forth in section Article III Section A.2.b.3, of this Agreement, shall not apply to hours approved by the College President. Compensation for teaching outside of the department shall be paid based on the LHE rate and is not bankable.

Additional hours worked beyond the Forty (40) hours per week, as a Counselor/Librarian shall be compensated on an overtime rate of 1 hour to a 1.5 hour ratio. Permission to work overtime must be pre-approved in writing by the Vice-President of the Area.

The option to work overtime shall be based on a departmental seniority list utilizing a rotating schedule. (i.e. upon the first offer of overtime within the department, each fiscal year, the most senior Faculty Counselor or Faculty Librarian shall receive first choice, and thereafter choice shall follow in a “seniority order” basis.) While generally optional, overtime can be mandated in the event of a crisis situation affecting the campus or Triton College Students.

Overtime shall be limited to 180 hours per year. In the event that overtime (outside of the regular schedule beyond the 8 hour day and the 40 hour week) is offered, Faculty Counselor/Faculty Librarian shall be given right of first refusal of up to 3 hours of overtime per week before work is offered to part time employees. However, during periods of high demand such as New Student Orientation, the Administration will maintain a pool and engage in employment of up to six (6) Part-time Counselors/Librarians for work during normal operational hours and additionally for use in overtime after offered to available full time employees.

Faculty Counselors/Faculty Librarians shall work Forty (40) hours per week, effective November 1, 2012 for those able to begin this schedule. For those with outside conflicts who are unable to begin on this date, they shall begin on July 1, 2013. Overtime for all Faculty Counselors / Faculty Librarians employees regardless of schedule of hours, shall only be paid at the time and a half rate beginning with the forty-first (41st) hour of work in the same week beginning with November 1, 2012.

- a. For those counselors hired after July 25, 2002, the Administration has the ability to schedule counselors for more than one late night per week, including Fridays, yet not to exceed two nights per week. In addition, the Administration has the

ability to schedule counselors for weekend hours, up to two Saturdays per month. The counselors will follow the regular eight hour workday, 40 hours a week. However, if a counselor is called in to work a shift on a Saturday and the shift is less than a seven hour period, then the remaining hours may be worked on the same Saturday or during the regular work week.

Faculty members, serving in the capacity of Faculty Counselor Chairperson or Faculty Librarian Chairperson shall serve in that capacity for twelve month terms beginning each fiscal year. These positions shall be forty (40) hour per week positions and shall be compensated at the greater salary based upon the following formula:

- a. Counselor and Librarian Chairpersons will be compensated \$75,000 annually unless they are already earning in excess of that rate as base compensation. In that event, they shall be paid base, plus the annual negotiated increase ("new base"), plus an amount added to the new base NOT TO EXCEED a total of ~~5.99%~~ **3.0%** greater than the previous year. In no event will the compensation paid for these services ever exceed ~~5.99%~~ **3.0%** compounded as worked, annually over the preceding year's base.

C. Qualifications to Teach

Faculty teaching at Triton College must meet minimal academic standards to be qualified to teach, as such qualifications are set forth in this Agreement, and such requirement is applicable throughout this Negotiated Agreement and all College departments. Faculty teaching non-transferable courses must possess at least one degree level higher than the level of the coursework being taught. The minimum degree a faculty member must possess is a Bachelor's degree. Faculty teaching courses for (Illinois Articulation Initiative) IAI transfer to other colleges must have a Masters degree in the subject area taught or a Masters degree and 18 hours of post-graduate study in the subject area taught. All degrees must be issued by an institution accredited by regional or national accrediting agencies recognized by the U. S. Secretary of Education.

Existing bargaining unit members, hired before July 1, 1987, shall be exempted. All others shall be given 6 years time to achieve qualification and must show annual progress of at least 1/6th of the requirement per year. Sabbatical shall be granted to those requiring 30 hours or more (they must stay employed at the college in accordance with the terms and conditions in the Negotiated Agreement or repay the college) to achieve the requisite requirement stated above. Failure to achieve the requisite requirement or to make the requisite progress shall constitute "cause" for immediate termination, regardless of tenure status, and shall relieve the College of any further duty to retrain or rehire, imposed upon the College.

D. Class Size

Class size is determined by the department chairperson/coordinator and the dean.

E. Hours on Campus

1. Conference Hours - Instructors

Each instructor will schedule ten (10) hours per week for consultation with students with the schedule being approved by the department chairperson and dean. Each instructor shall schedule, maintain, and post conference hours in a manner convenient for students' information.

At least 7 conference hours must be traditional face to face and on campus, while up to 3 of them may be “virtual” or on-line hours. In the event that a faculty member is teaching an amount greater than 30% on-line, then the virtual office hours may be adjusted to equal the ratio of on-line to face-to-face classes. (i.e. if 50% of the LHE is on-line, then 50% of the office hours may be virtual. Ratio numbers shall be rounded 0-4 down, 5-9 up.) All 10 hours must be scheduled and published. Full time faculty are no longer required to be “on-campus” 5 days a week but must be contactable by students and the Administration 5 days a week during scheduled and published conference hours. Faculty members should maintain face to face conference hours on days of on campus instruction. Faculty will schedule a minimum of 1 conference hour on teaching days; exceptions shall be granted for teaching schedules that are 6 hours or greater in a single day. Weekend conference hours may be appropriate only if classes are taught on Saturdays or Sundays.

Acknowledging that the Board/Administration has the right to determine the schedule of classes and can limit the number of online classes which are offered in the schedule; there is no 60/40 online restriction in the Summer term. Therefore, subject to standard approvals of course assignments on the form 17, an individual instructor can teach 100% on-line courses during the Summer term.

The 60/40 limitation remains in effect for Fall and Spring assignments.

It is understood that the instructor commonly devotes many additional hours on and off campus for class preparation and grading of work and/or other professional activities.

2. Length of Work Day

No instructor shall be scheduled for more than a span of eight (8) consecutive hours per day. Exceptions may be negotiated between the faculty member and the dean.

3. Weekend Assignments

A Saturday or Sunday teaching assignment instead of a weekday teaching assignment may be arranged between the instructor and his/her department chairperson/program coordinator.

4. College Work Week

The college work week shall begin at 7:00 AM Monday and end at 10:00 PM on Sunday. It is understood that additional hours are necessary on or off campus for class preparation, grading of work, or other professional activities. A faculty member is expected to teach, perform other assigned professional duties, and/or maintain conference hours each instructional day during the college work week scheduled for the Fall and Spring semesters.

5. Flexible Scheduling

All programs may be scheduled outside the traditional semester. When the needs of a program and/or the various constituents services so require, an arrangement for flexible scheduling may be developed. Effective July 1, 1993, a flexible scheduling format for the automotive manufacturer's specific programs shall be in effect. (Plan attached as Appendix D.)

6. Committee Assignment

In an effort to stimulate campus activity and student success, all faculty members must serve on at least one official college committee (or taskforce) each semester. Only committees which have been authorized to meet this obligation by the VP Academic Affairs and Student Affairs or their designee will qualify. Campus search committees are specifically excluded. There shall be no additional compensation for committee service.

Committee participation shall be evaluated as a part of the bi-annual evaluation process.

F. Course Objectives

All academic programs will develop an appropriate format for course objectives (ICCB Course Outline) in conjunction with the deans. Included with the objectives will be a description of the instructional strategies so designed that students may attain the objectives. The method of evaluation will also be provided. Course objectives, instructional plans (the Course Syllabus), and evaluations will be reviewed annually by the instructor and updated on an "as-needed" basis as determined by the chairperson/coordinator, appropriate administrator, and/or dean. All faculty must turn in a complete copy of the Course Syllabus for each class and section taught to the appropriate Dean by the 10th day after the start of that class.

G. Large Classes

Extra pay for large classes shall be determined by the following formula.

1. Reimbursement equals \$5 multiplied by the number of students over sixty (60) at the mid-term report multiplied by the number of semester hours of credit for that course.
2. In team teaching, the base figure will be \$5 divided by the number of instructors and that fraction multiplied by the number of students over sixty (60) at the time of mid-term report multiplied by the semester hours for that class.
3. The Weekly Student Contact Hours (WSCHs) is not to exceed 705. WSCH will be defined as follows: Total number of students (as counted at official state auditing) assigned to the instructor multiplied by the number of hours each student meets with the instructor for one week.
4. This policy will not apply to large music groups (band or chorus) or to physical education activity classes.
5. These conditions will not apply if an instructor is assigned only the large lecture class and is not assigned the corresponding smaller classes.

H. Overload

1. Method of Assignment

After the department chairperson/program coordinator and dean have assigned a full load of classes to full-time teaching personnel, the remaining classes shall first be offered to full-time instructors on the following basis:

- a. The deans will establish a deadline date for overload assignment request. Instructors who fail to request an overload assignment prior to the announced deadline forfeit their priority for assignment.
- b. The opportunity for overload assignment will be distributed according to the following priorities:
 - 1) Instructors in the department/area who teach in the discipline.
 - 2) Instructors in the department/area who teach in a related discipline who are qualified to teach in the discipline (as determined by the chairperson/coordinator and dean based on credentials).
 - 3) Instructors outside the department/area who are qualified to teach in the discipline (as determined by the chairperson/coordinator and dean based on credentials).

- c. When the requests for overload assignments exceed the courses available for assignment, the following will apply:
 - 1) The instructor who received an assignment in the more distant past will be first assigned (this will be ascertained as far back as records are available: Then, if no further information is available to make the determination, the decision shall be made by coin flip).
 - 2) When the time lapse is the same for all of the applicants, assignment will be made according to department seniority.
 - 3) In the event that the above criteria are insufficient, the first opportunity for assignment will be determined by the flip of a coin.
- d. If an instructor's overload class is deleted from the class schedule, he/she will be assigned to another class if available according to the criteria for assignment described above. An instructor whose overload does not make may not take courses from another full-time instructor's base load. All instructor's must receive base load before any other instructor within the home department is eligible for overload hours.
- e. A contract to be signed by the instructor, dean, and Secretary of the Board stating the base teaching load, the overload course(s), and the total LHE will be issued as soon as possible after the beginning of the semester. When an overload class is deleted from the class schedule after the beginning of the semester, the instructor will be paid at the adjunct faculty rate for the number of hours actually worked prior to cancellation.

2. Rate of Pay

See Article VII, Section D.

3. Extra Teaching Load Limit

Arts and Sciences faculty overload shall not exceed six (6) LHE per semester.

Career Education faculty overload shall not exceed nine (9) LHE per semester.

In special circumstances, the department chair/ coordinator in consultation with the dean may grant an exception to the overload restriction.

4. Counselors/Librarians

Job descriptions in Appendix A

- a. Work performed, with the approval of the Dean, by counselors and librarians, beyond the number of days specified in the academic calendar and not in the

Summer Session and for hours worked beyond the fortieth (40th) hour shall be considered overtime and paid accordingly.

I. Summer College and/or Additional Session Assignments

1. Application

The instructor must submit an application for a teaching assignment through the department chairperson to the dean no later than ninety (90) days prior to the start of the additional session. Failure to do so will result in forfeiture of priority assignment.

2. Teaching Load

The maximum faculty teaching load will be as follows:

- a. Six (6) LHE for each five-week session. An instructor who is assigned the maximum load in both five-week sessions will teach twelve LHE during the summer.
- b. Ten (10) LHE for the eight-week session.

The above maximum teaching loads apply only to instructors who do not teach in both the five-week and eight-week sessions.

- c. The maximum teaching load for instructors assigned to the overlapping five-week and eight-week sessions will be:
 - 1) Twelve (12) LHE for one five-week session and the eight-week session.
 - 2) Fifteen (15) LHE for both five-week sessions and the eight-week session.
- d. For sessions of less than five (5) weeks, the maximum teaching load will be determined by the dean with the approval of the **appropriate reporting** Vice President ~~of Academic and Student Affairs~~.

3. Opportunity for Assignment

Where there are fewer courses available than requests for teaching assignments, eligibility for assignment will be determined on the following basis.

- a. The opportunity for summer and/or extra teaching assignments will be as follows:
 - 1) Instructors in the department/area who teach in the discipline.
 - 2) Instructors in the department/area who teach in a related academic area

and who are qualified to teach in the area (as determined by the dean and chairman/coordinator).

- 3) Instructors outside of the department/area who are qualified to teach in the area (as determined by the dean and chairperson/coordinator) as such qualifications are set forth in this Agreement.

Note: Item 1) above is the major factor in determining who has priority even with the point system outlined below applied to individuals who are in the categories outlined in 1), 2), and 3) above. For example, if an individual in category 1) had fewer points than a person in category 2), the person in 1) would still have priority for the assignment.

- b. Each instructor will accrue eight (8) points for each contractual year of employment at Triton College to a maximum of twenty-four (24) points.
- c. One and one-half (1 ½) points will be deducted for each LHE of summer or additional session instruction. Points will not be deducted below zero (0). Instructors who are granted released time for summer activities shall have points deducted in the same manner as instructors who teach summer classes. Non-teaching personnel will have points expended on the basis of four and one-half (4 ½) points for each four-week period worked beyond the regular academic year.
- d. When two (2) or more eligible instructors have equal accumulated point balances, opportunity for assignment will be first given to the instructor who has not previously had an additional session assignment or whose previous assignment was in the more distant past (this will be ascertained as far back as records are available. Then if no further information is available to make the determination, the decision shall be made by coin flip).
- e. If additional criteria for selection are needed, opportunity for assignment will be given to the instructor with the longest full-time employment at Triton.
- f. In the event that all of the above criteria are insufficient, the first opportunity for assignment will be determined by the flip of a coin.
- g. Full-time instructors who fail to apply by the deadline may request assignment to courses that have not yet been assigned.
- h. Part-time instructors will be assigned after all full-time instructors who have applied by the deadline for Summer College and/or additional-session teaching are assigned.

4. Penalty for Withdrawing Application

Any full-time instructor who withdraws his/her application for Summer College and/or additional-session teaching within thirty (30) days of the start of the teaching

assignment will forfeit four (4) points. This forfeiture may be waived by mutual agreement between the dean and the individual.

5. Maintaining Records

Records shall be maintained by each dean to facilitate this point system. On February 15 of the college year, the instructor will receive a notification of his/her accumulated points. A listing of point values for all faculty will be given to the President of the Faculty Association and department chairperson/program coordinator.

6. Contract Basis for Summer College and/or Additional-Session Teaching Assignment

A document will be provided to each individual which will identify the course(s) and lecture hour equivalents assigned. The document will set forth the amount of pay for one equivalent lecture hour of instruction during the summer and/or additional session. If an instructor teaches more than one hour, the rate will be multiplied by the number of equivalent lecture hours taught.

7. Conference Time During Additional Sessions

Each instructor will schedule one (1) conference hour per week for each two (2) semester hours of instruction. (The 60/40 rule regarding allocation of face-to-face versus virtual office hours will apply hereto as made and modified herein, ie. Summer 100% online courses).

8. Remuneration for Summer College

See Article VII, Section H.

9. Instructor Absence

An instructor may draw upon his/her sick leave during the summer term for absence due to illness. An instructor may also draw upon his/her personal leave during the summer term.

Note: Sick leave or personal leave taken July 1 to June 30 is charged to the contractual year beginning July 1.

J. Instructional Area Coordinators

1. Upon recommendation of the department chairperson and dean, instructional area coordinators may be appointed. The instructional area coordinator will be paid a minimum of \$1,500 a year (see job descriptions in Appendix A). Released time may also be approved. Instructional area coordinators will report to department chairpersons or appropriate administrators in areas without chairpersons. The setting of the level of remuneration and possible released time for each year will be based on a uniform formula.

2. When a new program has been developed and begun under Instructional Area Coordinators and the President and the Faculty Association agree that the college would be best served by the creation of a full coordinator position, such a position may be approved by the Board without the necessity of re-opening contract negotiations.

K. Department Chairpersons/Program Coordinators

1. See job descriptions in Appendix A.
 - a. Chairperson and Coordinator positions are expected to be filled by fulltime faculty members. In the event of a vacancy, where no member of the department has expressed an interest in performing the duties, a fulltime faculty member will be assigned by the **appropriate reporting** Vice President ~~of Academic and Student Affairs~~. After completion of a one year term, in the event that the serving faculty member wishes to be released from Chairperson/Coordinator duty, the **appropriate reporting** Vice President ~~of Academic and Student Affairs~~ shall assign another departmental Fulltime Faculty member to perform the function. This assignment shall rotate through all of the fulltime faculty members of the department before being reassigned to a member for the second time. Compensation shall be paid in accordance with the Negotiated Agreement.
 - b. Faculty, serving in the capacity of Faculty Counselor Chairperson or Faculty Librarian Chairperson shall serve in that capacity for twelve month terms beginning each fiscal year. These positions shall be forty (40) hour per week positions and shall be compensated the greater salary based on the following formula:
 1. Counselor and Librarian Chairpersons will be compensated \$75,000 annually unless they are already earning in excess of that rate as base compensation. In that event, they shall be paid base, plus the annual negotiated increase ("new base"), plus an amount added to the new base NOT TO EXCEED a total of ~~5.99%~~ **3.0%** greater than the previous year. In no event will the compensation paid for these services ever exceed ~~5.99%~~ **3.0%** compounded as worked, annually over the preceding year's base.
2.
 - a. Faculty Counselor and Faculty Librarian chairpersons will work a forty (40) hour week and the same twelve (12) month schedule as the Counselors and Librarians.
 - b. For purposes of compensation and reduction in teaching load, five (5) part-time instructors teaching in a department are equal to one (1) full-time instructor.

c. Compensation and Reduction in Teaching Load for Department Chairpersons

Chairpersons' compensation shall be a combination of reduction in teaching load and an additional monetary stipend

	Extra LHE	Annual Compensation
No. of FT Faculty <u>Supervised</u>	Reduction in Teaching Load <u>Per Semester</u>	(% of Masters Col. I Starting pay)
3 - 7	3	20
8 - 12	5	21
13 - 18	7	22
19 and Over	9	23

d. Department Chairpersons will be appointed in the following areas:

Behavioral Science
 College Readiness (name subject to revision)
 Education
 English
 Health, Sport and Exercise Science
 Science
 Social Science
 Fine Arts
~~Foreign Languages~~
~~Interdisciplinary Studies~~
 Mathematics
 Associate Degree Nursing+
 Practical Nursing+
 Library Services*
 Counseling Services*

*non-teaching

3. Program Coordinators and Compensation

- a. The Schools of Health, Technology, and Business shall be served by Program Coordinators in the following areas.
- b. An increase equal to that established herein for the annual increase in base compensation shall be made each year.

<u>Coordinators</u>	<u>Annual Extra Duty Stipend</u>	<u>Overload Reduction in Teaching Load (LHE)</u>
School of Business		
Accounting/Business	\$3,800	3/Semester
Computer Information Systems	\$4,750	3/Semester
Hospitality Industry Administration	\$3,800	3/Semester
School of Health Technology		
Diagnostic Medical Sonography	\$3,400	3/Semester
EMT	\$1,850	3/Semester
Fire Science	\$1,850	3/Semester
Nuclear Medicine	\$2,350	3/Semester
Nurse Assistant	\$3,400	3/Semester
Ophthalmic Technology	\$3,400	3/Semester
Clinical Nursing Education	\$4,350	-----
Surgical Technology	\$2,350	3/Semester
Radiologic Technology	\$3,400	3/Semester
Allied Health	\$1,850	3/Semester
Certified Medical Asst	\$3,400	3/Semester
School of Technology		
Architecture	\$3,800	3/Semester
Automotive	\$3,800	3/Semester
Automotive GM	\$3,400	3/Semester
Automotive Honda	\$3,400	3/Semester
Criminal Justice	\$3,800	3/Semester
Engineering Technology	\$3,400	3/Semester
Ornamental Horticulture	\$4,350	3/Semester
Visual Communication	\$3,800	3/Semester

For any coordinator who held the position in Spring 2005 and for whom the amount above reflects a decrease, the individual will be grand-fathered in at his/her Spring 2005 stipend and will continue to receive the old stipend as long as he/she continues to hold the position. When the incumbent coordinator vacates the coordinator position, the new coordinator will be compensated at the above rate. Once the position changes, the stipend becomes the above stipend for the position. If an incumbent vacates a position and later returns to the coordinator position, the incumbent shall receive the above stipend for the position.

- c. Coordinators may opt to take the extra duty stipend as a dollar amount, as released time at the rate of one (1) LHE of overload per \$500, or a combination of money and released time.

4. Department Chair/Program Coordinator Summer Hours

- a. The dean, based on his/her evaluation of departmental need, shall assign Summer hours to department chairs with their consent. The dean may assign up to a maximum of four (4) LHE compensation at the chair's summer rate. The needs of the institution, the program, and the regular academic year formula will be utilized to determine base line data.

No. of F.T. Faculty	LHE Compensation
3 - 7	1
8 - 12	2
13 - 18	3
19 and over	4

Special circumstances may allow an increase in LHE compensation, up to the maximum, as recommended by the dean and approved by the Board.

- b. The dean, based on his/her evaluation of program need, shall assign Summer hours to coordinators with their consent. The dean may assign up to a maximum of four (4) LHE compensation at the coordinator's summer rate. The needs of the institution and the program(s) will be utilized to determine the amount of LHE compensation.

5. Term and Selection of Department Chairpersons/Program Coordinators

- a. Identification of Desired Qualifications

Each departmental faculty member will be invited to submit to the Dean a written statement citing qualifications desired for a chairperson/ coordinator. The Dean will formulate a set of desired qualifications derived from those submitted and from his/her view of the needs of the school and college. These qualifications shall be reviewed by the departmental membership prior to publication.

- b. Request for Applications

The Dean will request and receive applications from all department members interested in the position.

- c. Interviews, Consultation, and Decision

The Dean and all members of the department (who are not applicants) will interview each candidate. After considering all information gathered including the recommendation of department members, the Dean will make a recommendation to the **appropriate reporting** Vice President of Academic and Student Affairs.

- d. Evaluation and Term of Office

Department chairpersons/ coordinators cannot be removed from their positions except for cause.

- 1) Chairpersons/coordinators shall be reviewed by both the dean and members of the department.
 - 2) Reviews shall occur every three (3) years with the exception of newly appointed chairs/coordinators who shall be evaluated during years one and two and every three (3) years thereafter. Reviews shall occur in September or March.
 - 3) If a chairperson's/coordinator's performance is rated unsatisfactory by the dean and departmental membership, the chairperson/coordinator shall be given nine months to correct deficiencies and be reevaluated in May or December.
 - 4) Should the reevaluation also indicate unsatisfactory performance, the chairperson/coordinator may be removed for cause.
6. A coordinator of the Introduction to College Program shall be appointed and shall receive \$3,400 in additional compensation for duties which shall occur outside the regular work assignment (day). (Job description in Appendix A.)
- L.** It is recognized that any extended absence by an instructor due to illness requires coverage of his/her assigned courses. Instructors assigned to cover classes will be paid on the basis of part-time instruction rate of pay for the first week and on the overload formula thereafter.

For those occasions in which an instructor is absent because of illness, Board-approved leave of absence, or student trip, it will be the responsibility of the instructor to determine the need for coverage of his/her courses during the period of absence. A substitute will not be automatically provided for each class. It will be the dean's responsibility to secure qualified substitutes with the aid of the department chairperson/ coordinator. Substitutes will be remunerated at the part-time instruction rate. If a substitute is not provided, the instructor shall provide an alternate learning experience for students and document same.

On those occasions when an instructor is absent to attend a Professional Development Activity, full-time members of the staff may be asked to cover classes without pay. Instructors attending PDA will be encouraged to assign to their classes work of an appropriate nature toward the achievement of course objectives.

M. College Calendar

1. See Appendix H for the College calendars.
2. The faculty calendar shall be based on the college calendar with terms defined as follows:

- a. Duty - regular teaching day
- b. Professional Day - day planned by individual departments
- c. Workshop and Preparation Day - day designed for in-service activities or individual preparation.
- d. Examination - period of time designed for terminal course activities.

N. Registration

During registration, if additional assistance is needed, registration work may be made available to full time faculty. All requests to work registration shall be made in writing, in duplicate, and shall be stamped by the appropriate administrator upon receipt, with one copy being retained by the faculty member. Faculty wishing to assist with registration must return the form by the specified deadline date.

All needs for registration assistance during limited student registration will be announced in the college bulletin (Dates & Deadlines).

Remuneration for such service will be paid at the rate of \$20 per hour.

O. Proctoring

All proctoring of special professional examinations, such as the General Education Development (GED), College Level Examination Programs (CLEP), American College Testing (ACT), and proficiency examinations will be done by full-time instructors at the rate of \$10 per hour. Full-time instructors will be given first opportunity to proctor. Instructors administering proficiency examinations must be qualified in that discipline.

P. Academic Freedom

Institutions of higher education are conducted for the common good and not to further the interests of either the individual teacher or the institution as a whole. The common good depends on the free search for truth and its free exposition.

Academic freedom is essential to these purposes and is fundamental for the protection of the rights of the teacher in teaching and of the student in learning. It carries with it duties correlative with rights.

Academic freedom shall be guaranteed to all faculty members and no arbitrary limitations shall be placed upon study, investigation, presentation, and interpretation of facts and ideas concerning man, societies, the physical and biological world, and other branches of learning.

Faculty members shall be free to present instructional materials which are pertinent to the subject and level taught and shall be expected to present all facets of controversial issues in

an unbiased manner.

As an individual of learning and a representative of the college, he/she shall remember that the public may judge the teaching profession and the college by his/her utterances. Hence, he/she shall exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that he/she is not an institutional spokesperson.

If an individual or a group has a complaint about an instructor's conduct in the classroom, material being presented in the classroom, library materials, or other instructional materials, the complaint shall be handled as follows:

1. All complaints shall be submitted in writing and bear the signature of the writer(s).
2. Every attempt to resolve the complaint will be made at the department/dean level.
3. If a resolution does not occur through the above, the Faculty Association President shall be informed of the complaint and shall appoint a committee of faculty members to review the complaint. If the complaint concerns subject matter taught in the classroom, the committee shall consist of faculty members competent in that subject area and the Dean of the area. The committee shall complete its work within one month.
4. After completing its review, the faculty committee shall submit a written recommendation to the President.
5. The President shall review the committee's recommendation and shall forward it, along with his/her own recommendation, to the Board.
6. Any disputed materials shall remain in use in the college until the Board shall take formal specific action to remove the materials.
7. In disposing of a complaint, the Board shall not violate the academic freedom section of this agreement.

Q. Merit Pay Compensation

The Board agrees that the Administration shall commit at least \$200,000 over the life of this Negotiated Agreement for the purpose of establishing a Merit pay performance bonus (SURS non-creditable earnings) at times and with limitations as established and published by the College Administration. The awarding of this Merit pay performance bonus is subject to the sole discretion of the College President and is subject to the approval of the Board of Trustees.

R. Student Success Strategies Extra Duty Assignments

In performing the duties and responsibilities of a faculty advisor in defined structured activities, faculty members can play a key role in the academic and career advising process for Triton College students. Structured opportunities for faculty advising and

other student success related initiatives will be offered. These activities as approved by the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~, in his or her sole discretion, may be offered throughout the year as needed. Faculty participating in these initiatives will be offered a maximum of up to 3 LHE over maximum load per semester (Fall and Spring only). The ratio of duties to LHE is prescribed at a rate of 15 student contact hours to 1 LHE per semester. In no event will more than 3 LHE be compensated per semester and time for duties performed can neither be banked nor rolled over. Compensation hereunder is at the overload rate only.

ARTICLE IV

FACULTY BENEFITS

A. Leaves and Absences

1. Instructor Absences

Instructors shall report any illness or need to be absent from the campus to the office of a dean by 8:00 AM of the day they are to be absent. In case of unanticipated absence, the dean's office should be notified as soon as possible. The appropriate dean shall record absences and forward them to Human Resources.

Should an instructor need to leave the campus during scheduled hours, the instructor's dean should be notified before the instructor leaves. Instructors are not permitted to make arrangement for other staff members to meet their scheduled classes without the approval of the dean.

When the instructor has been on sick leave for more than five (5) teaching days, the **appropriate reporting** Vice President of Academic and Student Affairs may require a written statement from a licensed physician indicating that the faculty member is **“fit for duty.”** ~~“fully released to return to work without restriction.”~~ In such instances, the college will reimburse the instructor for the physician's office-call fee. The instructor will not be charged for leave days due to said required office call.

2. Types of Absences:

a. Sick Leave

- 1) On July 1, each full-time faculty member will be credited with twenty (20) days of sick leave per year. For first-year instructors joining the college after July 1, sick leave will be prorated on a quarterly basis. There shall be no limit on the accumulation of sick leave.
- 2) Upon retirement each full time faculty member will receive terminal reimbursement for up to sixty (60) days of unused sick leave calculated as follows (see Article I, paragraph O):
 - Twelve and one-half percent (12.5%) of the first four hundred (400) accumulated days.
 - Ten percent (10%) of accumulated days over four hundred (400).
 - (See Appendices for example application of formula)

Reimbursement will be based on the average of the five (5) highest consecutive years of base contractual salary. Payment shall be made for only those accumulated days not reported to the State Universities Retirement System for service credit. It shall be the faculty member's option to stipulate the number of accumulated sick days to be reported to SURS.

Reimbursement for unused sick leave will be prorated based on a 156 day academic year and remitted over a five year period with annual payments beginning the first payroll in January after retirement. In the event of the death of a retiree during the five year payment period, payment shall continue to be made to the estate of the retiree until completed.

Retirement for this purpose shall be defined by the State Universities Retirement System. However, age 55 shall be the minimum age to retire and receive terminal reimbursement under this agreement. Instructors will be permitted, upon written application approved by the Faculty Association Executive Committee and the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~, additional days of sick leave when necessary but not beyond the date of qualification for disability payments. Any days so used will be deducted from sick-leave allowances the following years. If the faculty member does not return, any benefits derived under this provision will be repaid to the district. If after six (6) months the payment has not been fulfilled, the Triton Faculty Association will assume the obligation.

b. Court Appearance

An instructor may be absent to appear in court or arbitration as a jury member or as a witness in a court action in which he/she is not a litigant unless this is an outgrowth of performing his/her duties. In such cases, after the second day, he/she will be paid the difference between his/her regular salary and any compensation received for his/her services.

c. Accident Covered by State Compensation Insurance Fund

In cases where an instructor is absent because of work-incurred accident or illness, he/she is entitled to full sick-leave pay. He/she will be paid the difference between his/her salary and any Workers' Compensation received. The instructor's sick-leave record will be charged only for the portion of absence paid for by the district.

d. Parental Leave of Absence (Unpaid)

- 1) A parental leave of absence shall be granted for a period of up to twelve (12) weeks in compliance with the definitions and provisions of the Family Medical Leave Act (FMLA). Any leave in excess of 12 weeks may be granted in accordance with applicable Board Policy.
- 2) If a parental leave becomes effective during the instructor's probationary period, that period shall be extended for an additional length of time equal to the term of the leave for the reason that the evaluation of that instructor and his/her services for tenure purposes will be interrupted by the granting of such leave during the term thereof.

- 3) Insurance benefits ordinarily paid by the Board will be continued during the first twelve (12) weeks of a parental leave. After twelve (12) weeks, up to the one (1) year maximum, the instructor may purchase coverage in the group health plan by paying the unit cost in effect at that time. Accrued benefits will be retained and seniority will accrue during the leave of absence. Upon the one year anniversary date of the first date of long term absence, the COBRA rate will be charged to the employee through the last day of available sick time.

- 4) SURS Disability Benefits

Rules for disability benefits and qualifications are determined by the State University Retirement System (SURS) and should be contacted for application and concerning questions.

- e. Leave for Personal Health and Family Hardship (Unpaid)

Members of the Bargaining Unit may request an unpaid leave in accordance with and subject to Board Policy.

- f. Bereavement

All professional full-time instructors shall be allowed up to three (3) days' leave of absence, with pay, for a death in the immediate family as defined by Illinois State and U.S. Federal law. The dean may approve two (2) additional days if deemed necessary.

- g. Military Leave

- 1) A military leave of absence shall be granted to any faculty member who shall be inducted for military duty in any branch of the Armed Forces of the United States. Military leave shall also be granted for periods of time for the purpose of fulfilling commitments to the National Guard of any reserve component of the United States Armed Forces. Upon return from such leave, a faculty member shall be placed at the same position on the salary schedule that he/she would have been had he/she taught in the college during such period.
- 2) A military leave of absence shall be granted for periods of time for the purpose of fulfilling commitments to the National Guard or any reserve component of the United States Armed Forces. The instructors will receive full pay for a period not to exceed two (2) weeks of time and will pay to the district the amount of compensation received from the Armed Forces during that period. A military leave of absence will not be granted during Summer College unless authorized by the Board of Trustees.

- 3) In cases of involuntary emergency military duty, the instructor will receive full pay for the period of time served and will pay to the district the amount of compensation received from the armed forces during that period.
- h. Other Leaves of Absence (Unpaid)
- 1) Unpaid leaves of absence for one (1) year's duration or less may be granted to individual instructors. Requests for such leaves should be made through the President for Board approval.
 - 2) Application for an unpaid leave of absence must be made prior to March 1 for leaves beginning the following fall, and October 1 for leaves beginning the following spring. These deadline dates may be waived by the Board of Trustees under unusual circumstances.
 - 3) Unless otherwise covered in a specific unpaid leave section, faculty members on unpaid leave may choose to retain the following benefits: Medical/dental insurance; life insurance and disability insurance normally provided by the college; however, all costs associated with these benefits, including that part normally paid by the Board of Trustees for a full-time faculty member, will be paid by the faculty member while on such leave. Under special circumstances, the Board may choose to negotiate continuing benefits.
 - 4) Accrued sick leave, experience credit, and seniority level shall not be increased or decreased during the leave.
 - 5) Any restriction placed on an instructor applying for a leave of absence that will reduce, eliminate, or change the terms of the contract must be made in writing to the instructor and to the President of the Faculty Association.
- i. Personal Use Leave
- 1) All full-time faculty members are entitled to three (3) college days for personal business during each contract year without loss of pay or deduction from sick leave benefits.
 - 2) No explanation other than "Personal business" shall be required except for the following for which prior approval must be obtained from the appropriate dean:
 - a) The first week of a new semester.
 - b) Final exam week if the instructor has exams scheduled for that day.

- c) The school day before and the first day after any extended school break, e.g., Thanksgiving, Christmas, etc., if the instructor has any scheduled classes on that day.
- d) Two (2) or more consecutive days.
- 3) It is understood that if an instructor knows in advance that he/she will have to use a personal business day, he/she shall extend the courtesy and consideration of notifying the proper person in his/her department as far ahead of time as possible so that other arrangements can be made. The "last-minute" or "emergency" use of a personal business day should be the rare exception.
- 4) Unused personal leave days may accrue as sick leave.
- 5) Accrued sick leave, up to three (3) days per contractual year, may be used for Faculty Association business by Faculty Association officers if their personal use days have been exhausted.
- j. Released Time--Faculty Association Officers

Faculty Association Officers shall be granted a reduced teaching load of 15 LHE in total each fall and spring semester and 6 LHE over the summer to be distributed among any Faculty Association officers as determined by the Association; however, no faculty member may utilize the LHEs as any portion of his/her base load. Within the fifteen (15) hours, up to six (6) may be used for librarians or counselors who are elected to office. The Association shall notify the **appropriate reporting** Vice President of Academic and Student Affairs in writing of reduced load by the end of the second week of each semester.

- k. Released Time - IFT/AFT Conventions

One member of the Association who has been elected as an official delegate to the American Federation of Teachers convention and one Association member who has been elected as an official delegate to the Illinois Federation of Teachers convention shall be granted a paid leave to attend the convention if such is necessitated by the convention dates.

B. Retention of Faculty Benefits

- 1. Paid Leave

Any instructor on a paid leave of absence, including sabbatical, shall retain all accrued and continuing benefits without exception during the period of said leave.

C. Retirement

Each full-time faculty member shall participate in the State Universities Retirement System in accordance with that system's regulations.

1. In exchange for timely notice, the amount of which is to be established by publication of an invitation of an offer from the office of the College President as appropriate, the Board agrees that the Administration shall commit at least \$200,000 over the life of this Negotiated Agreement for the purpose of establishing a retirement incentive bonus (SURS non-creditable earnings) at times and with limitations as established and published by the College Administration. This retirement incentive bonus requires the submission of an irrevocable retirement notice and is subject to the approval of the Board of Trustees.
 - a. Discretionary retirement slots as identified above are not pre-determined and are left to the sole discretion of the College President as indicated herein. Such slots shall be offered in groups of two (2) or more and shall be equal in bonus compensation within the group.

D. Post-Retirement Employment:

Due to pending and potential changes in law and SURS regulations, retirees are not guaranteed any form of post-retirement employment. There is no post-retirement program under this Negotiated Agreement and all prior post-retirement programs have fully expired. If the College, in its sole discretion, agrees to post-retirement employment and the State of Illinois or SURS implements a penalty to be imposed upon the college, over and above wage compensation, the post retirement employee is subject to immediate termination, without cause, or any further liability to the College since the employee is a voluntary retiree. Issues regarding post-retirement employment cannot be grieved because retirees are no longer covered by the Negotiated Agreement and are no longer members of the Bargaining Unit. The Board of Trustees shall make the final determination regarding employment and termination of employment.

E. Enrollment in Triton Classes

With the approval of the dean, enrollment in Triton classes, workshops, and seminars shall be available to all full-time faculty at no charge. No more than \$50 of course fees will be waived.

F. Family Scholarship

Enrollment in Triton classes shall be offered at a tuition rate of \$6 per credit hour to the spouse and dependent children of a full-time faculty member, (as defined by the Federal healthcare mandate). In the event a charge back cannot be obtained, the out-of-district tuition will not be assessed. No more than \$50 of course fees will be waived.

1. Triton College Fulltime Faculty retirees shall have available to them the same reduced tuition plan as the then existing members of the Fulltime Faculty Association for

themselves and covered dependents (as identified in the Federal Healthcare mandate) for a period of five (5) years from the last date of fulltime employment.

G. Mileage Reimbursement

Mileage in excess of the usual daily round-trip mileage traveled between home and Triton will be paid for by the college provided the said mileage is incurred while on official college business as defined and regulated by Triton Board Policy. Reimbursement will be at the prevailing Illinois state rate per mile.

H. Implementation of Tuition Reimbursement Plan

It is understood that the college will reimburse full-time contract faculty for the cost of tuition up to a maximum of twelve (12) semester hours per college year (capped at \$400.00 per credit hour) and up to \$40 in fees per course for successful completion of courses for which prior approval has been received. This reimbursement shall not exceed an accumulation of thirty (30) semester hours for those courses enrolled in after July 1, 1971.

1. Conditions of Approval

- a. A course must be offered by a regionally accredited graduate institution if taken for graduate credit and a regionally accredited institution of higher education if taken for undergraduate credit.
- b. Prior to enrolling in a course, a faculty member must submit a Continued Study Proposal to his/her dean for approval. The instructor shall notify the dean in writing within twenty-one (21) days of the starting date of the course of amendments to the proposal, and such amendments must be approved by the appropriate dean. The major criterion for approval would be that the courses contribute to the professional development and instructional skills of the faculty member. Approved courses could be in one of the following areas:
 - 1) In the faculty member's special field or fields if he/she has teaching assignments in more than one area.
 - 2) In a field closely related to the faculty member's special field(s).
 - 3) In courses which are designed to give greater understanding of community college organization, administration, teaching methods, counseling skills, and community relations.
 - 4) In a recognized degree program.

2. Reimbursement Claim

- a. Upon completion of an approved course, the instructor must fill out a Tuition Reimbursement Claim. A copy of the grade report and proof of payment must be attached to this form and submitted to the respective dean. Tuition reimbursement for approved courses will be paid within thirty (30) days after submission. Persons no longer employed by Triton College at the time of the payment date will not qualify for reimbursement.
- b. Payment will be made upon completion of approved courses in which an instructor has received at least a "C" or equivalent in undergraduate and a "B" or equivalent in graduate work.
- c. Under no circumstances will reimbursement be granted for more than twelve (12) semester hours per college year. Summer session will be considered part of the previous college year.

3. Reimbursement - Professional Growth Units

A faculty member may, upon his or her request, utilize reimbursable tuition (unexpended) for Professional Growth Units (PGU) activities in which some type of fee is assessed. The PGU activity must be approved by the dean. PGU value will be deducted from the maximum eligible reimbursable amount of twelve (12) credits per year and a maximum of thirty (30) since 1971.

I. Insurance

1. Group Health and Dental

- a. The premium for all benefits set forth in the Triton College Health and Dental Insurance Plan as adopted by the Board of Trustees shall be paid in part by the Board for each full-time faculty member covered by this Agreement. Each instructor will be provided with specifics regarding these insurance programs.

Coverage shall be provided on a premium co-payment basis with the faculty member share being set forth as follows:

The co-premium schedule is based on twenty-six (26) pay periods per year. The schedule will be prorated over twenty-one (21) pay periods per year for faculty members on that payroll option.

A Preferred Provider Organization (PPO) and Prescription Drug Card (employee to pay \$6 generic drugs/\$10 brand-name drugs/\$12 non-formulary) shall be a part of the health plan.

Responsibility for benefit plan rates will shift to the Health Insurance

Committee. Effective July 1, 2013 the health insurance co-premium will be revised through recommendation of the employee health insurance committee and as approved by the Board of Trustees. The co-premium amount shall be identical to the amount paid by any other full time employee group. The standard effective date shall thereafter be January 1 through December 31, however, the Board of Trustees at their discretion may revise the co-premium at any time with 180 days notice to the affected employees. The co-premium may be revised annually up to a cap of 18%.

- b. Insurance coverage begins immediately; employee has 31 days from the start of employment to enroll. Otherwise the next opportunity is during Open Enrollment (towards the end of the calendar year).
 - 1. The college will reimburse faculty 40 years of age and older for the cost of an annual comprehensive physical examination up to a maximum of \$300. The college will reimburse faculty under 40 years of age for the cost of an annual physical examination up to a maximum of \$200.

c. Maintenance of Efforts

It is the intent of the parties that the benefits provided to faculty members under this health insurance program shall not be diminished during the term of this Agreement. Should, however, either the state or federal government pass legislation mandating all employees/employers to participate in a national or statewide health care plan that diminishes benefits to employees or substantially affects cost to employers, then it is agreed that the current health insurance program will be renegotiated and agreed to between the Association and the Board within six (6) months of when such legislation takes effect.

- d. A joint health insurance review committee of employee groups shall exist. The membership shall be composed of two (2) faculty members (appointed by the TCFA President), two (2) classified employees, two (2) mid-managers, two (2) administrators, one (1) engineer, one (1) exempt member and one (1) police officer. The Associate Vice President of Business shall be one of the administrative members and shall serve as one co-chairperson. Another co-chairperson shall be elected by the committee. Committee members shall serve a two-year term. The College's external plan administrator and the college Human Resources representative shall serve as resource person(s) to the committee.

The committee will be charged with, but not limited to:

- 1) study of plan coverage;
- 2) comparing the plan with other types of plans;

- 3) changes to co-premium rates;
- 4) study of cost savings alternatives; and
- 5) wellness programs

The committee shall convene at least once each semester with the goal of providing the highest quality health insurance coverage in the most cost-effective manner.

Committee recommendations are presented to the Board of Trustees for their review and approval.

2. Group Life Insurance

The board shall pay the total premium for group term life insurance coverage equal to two (2) times each faculty member's base salary (exclusive of overload, summer pay, and any other stipend).

3. IRS Section 125 Salary Reduction Program

- a. The board shall implement and make available to faculty members, at board expense, an IRS Section 125 salary reduction program to the fullest extent provided by the IRS rules and regulations for eligible non-reimbursed medical expenses, and dependent care expenses. All enhancements, reductions, alterations, and changes hereinafter adopted by the IRS shall have a like effect on the plan provided by the board.

This program shall be supplemental to the other insurance coverages contained in the agreement with the association and shall not permit the employee to withdraw from these basic insurance coverages.

- b. Chapter 125 of the Internal Revenue Code shall be utilized to shelter the employee contribution for dependent coverage at no cost to the faculty member.

J. Loss of Faculty Benefits

Any staff member who is absent for a period of thirty (30) consecutive calendar days with no stated reason, or a reason deemed unacceptable by the Board of Trustees, shall be terminated from employment and forfeit all benefits.

ARTICLE V

GRIEVANCE PROCEDURE

OBJECTIVE

It is the declared objective of the Faculty Association and the Board of Trustees and/or its designated representatives to encourage the prompt and informal resolution of complaints of faculty members as they arise and to provide recourse to orderly procedures for the satisfactory resolution of formal complaints.

A. Definition

A grievance shall mean a complaint by a faculty member if he or she believes that there has been a violation, misinterpretation or inequitable application of agreements negotiated by the Board of Trustees in agreement with the Faculty Association. As stated herein, the term "faculty member" shall also mean a group of instructors having the same grievance.

B. General Procedure

Pre-Grievance Stage – Within fourteen (14) calendar days of an event giving rise to a potential grievance where the faculty member or the Association first knew or should have known of the alleged violation, a written summary of the complaint (not a formal grievance) must be presented to each member of the College's executive administration. Following the distribution of this written summary, joint efforts shall be made by the College administration and the Faculty Association Grievance Committee to resolve the complaint. If the complaint is not resolved to the mutual satisfaction of the parties involved within thirty (30) calendar days of the event identified above, the faculty member or the Association must file a formal grievance, by 5:00 P.M. on the thirtieth (30th) day following the event or the matter is considered closed and the faculty member is barred from filing a grievance on said matter. Once the formal grievance is filed, the timeline as set forth below shall be followed.

Step 1 – Grievance Vice President

1. No complaint shall be termed a "formal grievance" until such time as the faculty member submits the case in writing to the Faculty Association Grievance VP and such complaint has been formalized into a writing by the Grievance VP and submitted in individual paper copies or electronically to the College's executive administration, the administrator with immediate supervisory responsibility over the area and the administrative head of human resources. The Grievance VP shall have the right and responsibility to discuss the case with the appropriate chairperson, coordinator, dean, or college official to determine whether the complaint may be settled at this step.
2. If the Faculty Association Grievance VP determines that the grievance cannot be resolved at this step, he/she shall, in conjunction with the Faculty Association Grievance Committee, make the decision whether the complaint has sufficient merit to commit the Faculty Association to Step 2. As soon as the chairperson shall be convinced that the issue cannot be resolved at Step 1, he/she shall prepare a written memorandum to that effect and forward copies to all parties likely to be involved in later steps so that they may prepare to act efficiently when the official grievance

reaches the step at which they are likely to become involved.

Step 2 - Vice President

If the grievance is not satisfactorily resolved through Step 1, an appeal by the grievant or the Faculty Association may be submitted to the appropriate College Vice President or administrator designated by him/her to act upon grievances in the event of the Vice President's absence from campus.

Step 3 - Elected Faculty Association Officers/College President and Vice Presidents

If the grievance is not satisfactorily resolved through Step 2, an appeal by the grievant or the Faculty Association may be submitted to the elected Faculty Association officers and the College President and Vice Presidents.

Step 4 - Arbitration

If the grievance is not satisfactorily resolved at the preceding step, the Association only may submit it to binding arbitration. The Association shall promptly request of the American Arbitration Association that it provide panel(s) of qualified arbitrators from which the parties may make a selection pursuant to the practices of the American Arbitration Association which shall also serve as the Administrator of the proceedings.

1. Authority of the Arbitrator

The arbitrator shall have no right to alter, amend, modify, nullify, ignore, enlarge, add to, delete, subtract from, or change the provisions of this Agreement, or the provisions of written Board Policies or written Board Rules and Regulations. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Board and the Association and shall have no authority to make any decisions or recommendation on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the applicable laws, rules, and regulations having the force and effect of law.

2. Expenses of Arbitration

The fees and expenses of the arbitrator shall be divided equally between the Board and the Association; provided, however, that each party shall be responsible for compensating its own representatives or witnesses. All other expenses shall be borne by the party incurring them.

The parties agree to schedule arbitration hearings insofar as practicable at times when faculty members can be present to testify as witnesses without interfering with their teaching or other assigned duties. Unless the parties mutually agree otherwise, arbitration hearings shall be held at the college's campus in River Grove, Illinois.

C. Appeals

All appeals under this procedure will be accompanied by a written statement which indicates specifically why the disposition of the grievance at the lower level is unsatisfactory.

D. Group Grievances

Grievances presented by groups of faculty members or by the Faculty Association for all faculty members will be submitted initially in writing to the designated Vice President. A grievance which is not satisfactorily resolved by the Vice President may be appealed to Step 3 or the above procedure.

E. Time Limits

1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall be considered a denial and will permit the aggrieved party to proceed to the next step.
2. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits will be considered to be acceptance of the decision rendered at that step.
3. The time limits specified in this procedure may be extended in any specific instance by mutual written agreement.
4. Disposition and Appeal
Submission by the individual within ten school days after the occurrence of the event giving rise to the grievance, or after the grievant had knowledge of the event, as proven by the Board of the event giving rise to the grievance.

Pre-Grievance stage: written complaint within fourteen calendar (14) days formal grievance within thirty calendar (30) days

- Step 1 Disposition within three school days*. Appeals within five school days.
- Step 2 Disposition within five school days*. Appeals within five school days.
- Step 3 Disposition within seven school days*. Appeals within five school days.
- Step 4 Arbitrator to be chosen within fifteen days of appeal from Step 3.

*Assuming the responsible administrator is on campus.

The deadline for filing a notice under this Article is at or before 5PM of the due date. If the deadline for a filing falls on a Saturday, Sunday or Holiday that the College executive offices are closed, it must be filed by 12:00 NOON on the first day of business thereafter.

ARTICLE VI
CONTRACTS, DISMISSALS, EVALUATIONS

A. Selection of All Instructors

The following procedure is to be observed in the selection of all potential instructors for presentation to the Board for employment:

1. All vacancies shall be posted and advertised by the Department of Human Resources.
2. To be considered for employment, an applicant must submit a completed official application along with all required supplemental documents to the Department of Human Resources on or before the application closing date.
3. Immediately after the closing date the Department of Human Resources will make available electronically the documents of applicants to the chair of the hiring committee.
4. When feasible, the dean and department chairperson/coordinator along with members of the committee will review documents and interview candidates as a committee and recommend to the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~ the consensus decision of the committee. In the case of interdisciplinary programs, other appropriate chairpersons or coordinators should be represented on the hiring committee.
5. The **appropriate reporting** Vice President of ~~Academic and Student Affairs~~, in consultation with the Director of Human Resources will recommend an appropriate salary and forward a final recommendation to the President.
6. Initial salary placement will be on the appropriate column and step within the structure of the starting grid as contained in this Agreement. Placement shall be in accordance with Article VII. Section A.1.c.
7. Temporary Full-Time Faculty
 - a. Temporary full-time faculty who shall be defined as those instructors who are issued a contract for two semesters or less but no more than two semesters, may be employed on a time specific special contract for the purpose of filling temporary vacancies as defined by the contract, such as illness, parental leave, and sabbaticals. Temporary full-time instructors are not eligible for Bargaining Unit membership.
 - b. Temporary full-time instructors are to hold the proper academic requirements for the area to which they will be assigned.
 - c. Grants Faculty
 - 1) A new faculty employed under a grant award will be entitled to all of the

regular benefits of this contract, and will be considered a member of the Faculty Association if the faculty is assigned to teach in an existing curriculum. In the event that the grant is terminated, expired, grant funding is reassigned or is unavailable for use for faculty employment; the employee shall be terminated and no longer be entitled to the provisions of this contract.

- 2) A new faculty employed under a grant award and assigned to develop a new curriculum will receive all contract benefits when the curriculum is approved by the Triton College Board of Trustees and the Illinois Board of Higher Education. The tenure provision will not apply until such time as the curriculum is approved. If the grant program is discontinued, the faculty will no longer be entitled to the provisions of this contract.
- 3) For the duration of the grant program, agreements between the granting agency and the college shall supersede the contractual provision.
- 4) Existing faculty who receive grant awards will continue to receive all contractual benefits. If the grant program is discontinued, the faculty will return to his/her former position without the loss of seniority or accrued benefits.
- 5) Faculty who receive a stipend under a grant, and who perform duties and receive compensation over and above those in the Negotiated Agreement shall perform those duties subject to the terms and conditions of the grant and outside the hours of employment under this Negotiated Agreement, and shall also comply with documentation requirements under the grant.

B. Evaluation

1. For tenured faculty members, the objectives of evaluation are:
 - a. To improve the instructor's quality of instruction,
 - b. For staff development.
2. For non-tenured faculty members, the objectives of evaluation are:
 - a. To recommend continued employment,
 - b. To improve the instructor's quality of instruction,
 - c. For staff development.
3. Full-time faculty members shall be evaluated on a regular basis. (See Faculty Handbook for professional review procedures.)

- a. Non-tenured faculty - one (1) assessment per semester.
 - b. Tenured faculty - one (1) time every two (2) years.
 - i) Faculty scheduled for 2012 evaluation shall be evaluated first in order then; before any faculty member in a Dean's Division can be evaluated again, all other faculty of the same Division must be fully evaluated including the completion of the Dean's written evaluation.
4. Written evaluations will be forwarded through the **appropriate reporting** Vice President ~~for Academic and Student Affairs~~ to the Department of Human Resources for inclusion in the faculty member's personnel file.

C. Tenure, Dismissal and Re-employment

1. Tenure, dismissal of tenured faculty members, and re-employment and dismissal of non-tenured faculty members shall be in accordance with the applicable Illinois statutory provisions. (The current statutory provisions are set forth in Appendix E for information purposes only.)
2. Any non-tenured faculty member whose contract has been renewed and who does not signify, in writing, acceptance of the notice of the terms and conditions of employment within thirty (30) days following tender (mailbox rule) of same with the U.S. postal service shall be deemed to have refused said renewal.

D. Termination of Employment

The resignation of an instructor shall be submitted in writing to the **appropriate reporting** Vice President ~~of Academic and Student Affairs~~ no later than 60 days before the start of the fall semester. Bona fide moves for advancement or other unusual circumstances may receive special consideration by the Board of Trustees.

E. Seniority for the Purpose of Retaining Tenured Faculty

1. Determination of seniority: Seniority, the priority that comes because of length of service in the college, will be determined within a department and within the college on the following principles:

Seniority of tenured faculty members is based on the date of beginning continuous full-time employment. Conflicts of seniority among tenured faculty members with the same beginning date of full-time employment shall be resolved by earlier dates of part-time employment, or application for employment, in that order.

2. College-wide seniority and retention of employment: For purposes of retention of employment in the event of a reduction in size of tenured faculty or elimination for one academic year of courses which a tenured faculty member is qualified to teach,

the least senior member in his/her field of qualification shall be first to be dismissed. Dismissal shall be considered only if it is impossible to provide him/her with a full-time program through the elimination of non-tenured, part-time instructors or overload assignments.

3. Teaching Qualifications

Faculty teaching at Triton College must meet minimal academic standards to be qualified to teach, as such qualifications are set forth in this Agreement, and such requirement is applicable throughout this Negotiated Agreement and all College departments. Faculty teaching non-transferable courses must possess at least one degree level higher than the level of the coursework being taught. The minimum degree a faculty member must possess is a Bachelor's degree. Faculty teaching courses for (Illinois Articulation Initiative) IAI transfer to other colleges must have a Masters degree in the subject area taught or a Masters degree and 18 hours of post-graduate study in the subject area taught. All degrees must be issued by an institution accredited by regional or national accrediting agencies recognized by the U. S. Secretary of Education.

Existing bargaining unit members, hired before July 1, 1987, shall be exempted. All others shall be given 6 years time to achieve qualification and must show annual progress of at least 1/6th of the requirement per year. Sabbatical shall be granted to those requiring 30 hours or more (they must stay employed at the college in accordance with the terms and conditions in the Negotiated Agreement or repay the college) to achieve the requisite requirement stated above. Failure to achieve the requisite requirement or to make the requisite progress shall constitute "cause" for immediate termination, regardless of tenure status, and shall relieve the College of any further duty to retrain or rehire, imposed upon the College.

The qualifications of a faculty member to teach specific courses or in particular fields shall be determined by any one or more of the following:

- a. Teaching field specified in a college certificate or employment contract.
 - b. Number of years of teaching experience in his/her field at the college level.
 - c. Graduate degrees or graduate work amounting to at least eighteen (18) hours in the field.
 - d. Where a faculty member cannot qualify to teach in a particular field on the basis of the above criteria, and where no graduate academic preparation is possible, relevant outside work experience may be considered.
4. Administrators do not accumulate faculty seniority during periods of administrative service.

F. Teaching Preference

It is understood that qualified full-time instructors have first preference to teach courses over adjunct instructors. A full-time instructor's basic load may be made up of hours taught in more than one department (if base load cannot be achieved within their home department). The instructor can teach only in the department where he/she appears on the seniority list (and priority of selection is based upon seniority within the department). If courses are available, full time instructor's base load should be made up of hours within their department.

After all full-time faculty have selected their base and overload courses, the dean of an area shall solicit qualified full-time faculty to teach a specific course section. If all qualified full-time faculty (FTF) members decline (or do not respond after a reasonable period of time) that particular section, an adjunct will be assigned. FTF may not bump the adjunct of this particular section unless one of their (FTF) courses has been withdrawn or the scheduling of one of their courses has been changed by the administration.

The college schedule of classes for each division of the College and master schedule of non-instructional activities (services by counselors and librarians) shall be formulated by the appropriate department chairpersons/ coordinators and the dean taking into consideration the needs of the students and the institution. Should there be lack of agreement; the dean shall have final responsibility.

a. Introduction of New Curriculum

Curriculum developed by the Administration shall be brought forth to the Curriculum committee by one of the following methods, in order: Fulltime Faculty; Chair of the Curriculum Committee; President of the Faculty Association; or an Administrator, in the event that all of the previously mentioned persons or parties have not done so.

G. Orderly Withdrawal of Curriculum

1. The Board and the Faculty recognize that circumstances may develop which will require the termination of either a curriculum or a subject (when an organized curriculum does not exist). The college deems it to be essential to minimize the adverse effects which such action may have on the students and the faculty who may be affected by such action. Accordingly, the following policy shall be in effect:

A report following the Internal Program Review (IPR) process shall be submitted to the College Curriculum Committee in October of each year citing those curricula which are subject to Orderly Withdrawal declining curricula. The IPR process (subject to change) is set forth by reference only in Appendix "J" attached hereto. The procedure to determine the continuance or termination of such programs will be as follows:

Preliminary review: The Dean, in consultation with the department chairperson or coordinator (where appropriate), will submit a report for each low rated curriculum or subject (when organized curriculum is not in effect), indicating those factors which appear to be directly responsible for the low rating. All

affected fulltime instructors within the department/subject will be contacted and given the opportunity to provide input at this early stage.

Step One: The Dean's report will include a recommendation for either continuation or termination of the program and may be issued at anytime during the year. If termination of a program/subject is recommended, the rationale will be attached.

a. When a curriculum repeatedly has low rating but extenuating circumstances prevail, those conditions will be explained.

Step Two: A Study Committee shall be appointed by the Curriculum Committee to review the Dean's report and any other information members of the affected department wish to present. The Study Committee shall first convene within one week of the issuance of the Dean's report (or within one week of the start of the next semester if the notice is issued during Summer or Winter break) and shall consist of an administrator from the affected area, the chairperson/coordinator directly involved in the recommendation, a representative of the Business Office, a representative of the Counseling Department, and three instructors from the College Curriculum Committee.

a. The Study Committee shall review the recommendations and provide an opportunity for any instructors affected by the recommendation to address the committee and to submit any information which he/she feels is pertinent to a final decision.

Step Three: The Study Committee shall present its written recommendation to the College Curriculum Committee within 5 weeks. The recommendation may include a majority and a minority report.

Step Four: The College Curriculum Committee will examine the Study Committee report and make its recommendation to the Academic Senate at the next regularly scheduled Academic Senate meeting. The recommendation may include a majority and a minority reports.

Step Five: At that same meeting, the Academic Senate will examine the report(s) and submit a recommendation to the President by the end of the month or before the end of the current semester, whichever is sooner. The recommendation may include a majority and minority report.

a. When a program has been reported to the College Curriculum Committee for termination and a decision has been made by the College President not to forward a recommendation to the Board of Trustees, a program improvement plan will be developed by the faculty and the administration.

b. During the program improvement timeline, the program may be returned to the college curriculum committee for orderly withdrawal if insufficient progress has been made toward improvement. This second recommendation for program/subject termination may be submitted as outlined above and may

be effective with either the Fall or Spring semesters.

Step Six: The College President will examine the recommendation and make a recommendation to the Board of Trustees for their deliberation and action. The recommendation may include a majority and a minority report.

Step Seven: The Board of Trustees shall act on the recommendation of the President at the next available Board of Trustees meeting or as soon thereafter as is practicable. The Board action will be effective for the Fall semester of the same year.

2. The Parties agree to a commitment to retrain displaced faculty due to this Orderly Withdrawal with up to 15 graduate hours (even if they have exhausted the 30 hour maximum) in an area of benefit to the college in an approved course of study subject to the other terms and conditions set forth for tuition reimbursement. This retraining shall be completed within 18 months to be eligible for the reimbursement and shall be accomplished without paid leave by the college, unless the faculty has the use of their own banked hours or is granted an earned sabbatical subject to the approval terms and conditions as set forth in the Negotiated Agreement. If the faculty member from a displaced program applies for and is eligible under the other provisions of this Negotiated Agreement, the Board will give special consideration to the need for a sabbatical, but the Board is not required to grant it.
3. When the instructor has completed retraining and applies for an available position at the college, the instructor will be treated as an internal applicant.
4. District Fiscal Difficulties

In the event that programs must be terminated for fiscal reason, high-cost programs will also be reviewed according to the procedure described above, but the timeline shall be accelerated to the earliest possible semester as determined by public action taken by the Board of Trustees, but in no event shall a faculty member be given less than ninety (90) calendar days notice. A high-cost program is defined as one whose cost exceeds the average cost of programs by fifty percent or more. Any review of these programs for possible termination should consider the popularity and success of the program in terms of the number of graduates and job placements as well as the space of the number of graduates and job placements as well as the space utilization and any other factors which may be the basis for a decision. If it is possible, an early decision should be made to provide as much lead time as possible to the faculty affected.

ARTICLE VII
PROFESSIONAL COMPENSATION

A. Salary Schedule – Incoming Fulltime Faculty

1. Starting salary

- a. Incoming Fulltime Faculty are hired within the parameters of the following starting scale. Placement on this scale is determined by years of experience, teaching experience, academic credentials and consideration is given to other academic related experience, especially in the Community College setting.

- b. Standard starting grid: (Approximately ~~2%~~ 1% increase each fiscal year)

Fiscal Year	Column 1 Masters Degree	Column 2 Masters plus 30 hrs	Column 3 Masters plus 60 hrs	Column 4 Earned Doctorate
2016	\$45,390 to \$48,960	\$50,490 to \$54,366	\$56,100 to \$60,233	\$60,486 to \$65,178
2017	\$46,300 to \$49,940	\$51,500 to \$55,453	\$57,222 to \$61,540	\$61,700 to \$66,482
2018	\$47,226 to \$50,940	\$52,530 to \$56,562	\$58,366 to \$62,770	\$62,930 to \$67,815

Fiscal Year	Column 1 Masters Degree	Column 2 Masters plus 30 hrs	Column 3 Masters plus 60 hrs	Column 4 Earned Doctorate
2019	\$47,698 to \$51,449	\$52,945 to \$57,109	\$58,769 to \$63,391	\$63,471 to \$68,462
2020	\$48,175 to \$51,963	\$53,474 to \$57,679	\$59,356 to \$64,024	\$64,105 to \$69,146
2021	\$48,657 to \$52,484	\$54,009 to \$58,257	\$59,950 to \$64,665	\$64,746 to \$69,838

- c. The starting grid shall remain static throughout the term of the Negotiated Agreement. The College Administration reserves the right to move beyond the Standard Starting Grid at the discretion of the College President; considering factors such as having greater than 5 years experience, demand and availability of faculty in the subject matter being hired.

B. Basic Salary

1. The salary schedule shall consist of four columns:
- Master's
 - Master's plus 30
 - Master's plus 60
 - Earned Doctorate*, Ph.D., Ed.D., M.D., D.D.S., D.A., J.D.

*Must have 32 or more hours in teaching area with at least eighteen (18) graduate hours to qualify for this column.

2. Existing members of the bargaining unit shall receive:
 - a. For the ~~2015-2016~~ **2018 – 2019** academic year, **effective August 29, 2018**, the **prorated annual** base salary of all existing fulltime faculty shall be increased by approximately ~~(Four percent) 4.0%~~ **(Two percent) 2.0%** (rounded to the nearest whole dollar). The basis upon which the **prorated annual** base salary shall be **calculated shall be as base salary was previously** ~~as previously negotiated from the 2014-2015 salary agreement, which indicated that for the purpose of future collective bargaining and for establishing the existing salaries upon which it will be based, the midpoint salary between steps shall be was used as the starting point for bargaining paid as base salary during the 2017-2018 academic year.~~
 - b. For the ~~2016-2017~~ **2019-2020** academic year, the base salary of all existing fulltime faculty shall be increased by approximately ~~(Four percent) 4.0%~~ **Two percent) 2.0%** (rounded to the nearest whole dollar). The basis upon which the base salary shall be calculated shall be as previously paid during the ~~2015-2016~~ **2018-2019** academic year.
 - c. For the ~~2017-2018~~ **2020 – 2021** academic year, the base salary of all existing fulltime faculty shall be increased by approximately ~~(Four percent) 4.0%~~ **Two percent) 2.0%** (rounded to the nearest whole dollar). The basis upon which the base salary shall be calculated shall be as previously paid during the ~~2016-2017~~ **2019-2020** academic year.
- 3.. Horizontal movement (a/k/a column movement) on the salary schedule reflected above for instructors with a master's degree is dependent upon earning additional hours of approved course work or professional growth units as defined in Article VIII, or a combination of approved credit hours and professional growth units. No more than ten professional growth units per column shall be counted. An instructor shall not receive an annual increase in the same academic year in which he/she moves horizontally in column movement.
4. Instructors with less than a master's degree will advance horizontally one column with each 30 semester hours of approved study or professional growth units as defined in Article VIII, or a combination of approved credit hours and professional growth units, beginning with the date of employment. No more than ten professional growth units per column shall be counted toward column movement. An instructor shall not receive an annual increase in the same academic year in which he/she moves horizontally in column movement.
5. Upon receiving sufficient college credits by the first class day of the fall semester and meeting the above eligibility requirements, individuals shall be moved horizontally within the payroll system. Written notification of intent to move must be submitted to the **appropriate reporting** Vice President ~~of Academic and Student Affairs~~ on or before August 15 of the year the movement is contemplated. The necessary documentation shall be submitted on or before the first class day of the fall semester. A signed grade card shall be sufficient documentation pending receipt of the certified college transcript.

6. Only graduate credits from accredited institutions received after the date of conferring the master's degree shall be considered for advancement on the salary schedule. Courses must receive prior approval. Approval shall be the same as for tuition reimbursement requirements as set forth in Article IV. H., 1. a., b. All degrees must be issued by an institution accredited by regional or national accrediting agencies recognized by the U.S. Secretary of Education.

- a. Column movement shall have a specific static value (rounded to the nearest whole dollar).

1. Movement from column 1 to 2 shall be set at eleven (11%) percent.
2. Movement from column 2 to 3 shall be set at eleven (11%) percent.
3. Movement from column 3 to 4 shall be set at eight (8%) percent.

7. For the classes listed here, a 0.8:1 ratio continues, and the instructor will receive \$60 per laboratory hour per semester. (See attached MOU)

PE activity classes, MUS 177, 179, 180, 181,

C. Overload and Summer Rate of Pay

1. Overload payment for teaching faculty is based on a formula based upon the individual full time faculty members annualized base salary for that academic year. Faculty members shall receive one and one-tenth (1.10%) percent of their annualized salary for overload work, but in no event will it be less than the salary paid to the highest paid adjunct faculty member and in no event will it be greater than the percentage increase granted to the base salary over the prior year's overload compensation.

In the event that a faculty member successfully achieves and is granted column movement during the academic year, intervening between overload assignments, an adjustment equal to the value of the column movement shall be made to the compensation ceiling reflected in the immediately proceeding paragraph.

- a. Except as provided in VII.D.1.b., overload shall be paid for all hours taught which exceed the base load of thirty (30) LHE per academic year (Fall and Spring semester). Overload shall be compensated each semester for all LHE taught over fifteen (15); however, if the instructor teaches only fourteen (14) LHE in the Spring semester and an overload payment was made for the Fall semester, the instructor's Spring base pay will be reduced by one (1) LHE times the overload rate paid in the Fall.
- b. Where a twenty-seven (27) LHE base teaching load is applicable, overload shall be compensated in the Fall semester for all LHE taught over fifteen (15). Overload shall be compensated for the Spring semester for all LHE taught which exceed the annual base load of twenty-seven (27) LHE for which overload compensation was not received in the Fall. However, if the instructor was paid

for overload in the Fall and teaches base load in the Spring semester less than the number required to complete the twenty-seven (27) LHE, the instructor's pay will be reduced by one (1) LHE times the overload rate for each LHE less than the twenty-seven (27) LHE base load minimum.

- c. Plunkett Amendment: No faculty member shall be asked to teach an overload course or a summer school course, or any portion thereof, for which he/she is not paid in full. Faculty that serve in an overload capacity as Counselors or Librarians shall be paid an overload rate of \$26 per hour worked.
- 2. Counselors and Librarians Approved to Teach Outside of their Department
 - a. Time worked beyond the eight-hour work day teaching outside of their own department shall be paid at the LHE rate and is not bankable

D. College Work Year

- 1. Work year for the purpose of computing daily compensation for Faculty, shall be 161 days. The academic work year (fall and spring semesters) for the Faculty is one-hundred-sixty-one (161) days in accordance with the faculty calendars. (See Appendix H)

Fall Semester – Fall Faculty Workshop, 75 instructional days, and 4 final exam days.

Spring Semester – Spring Faculty Workshop, 75 instructional days, and 4 final exam days, and Graduation.

All Faculty, Counselors, and Librarians are required to attend the Fall Faculty Workshop, the Spring Faculty Workshop, and Graduation. If a Faculty member, Counselor or Librarian is unable to attend either the Fall or Spring Faculty Workshop day, or Graduation due to illness, a sick day shall be utilized. If a Faculty member, Counselor, or Librarian is unable to attend for any other reason, a personal day shall be utilized. If the Faculty member, Counselor, or Librarian has no sick or personal days accrued, as appropriate, the Faculty member, Counselor, or Librarian's pay shall be reduced at the agreed upon daily rate.

For those counselors hired after July 25, 2002, the Administration has the ability to schedule counselors for more than one late night per week, including Fridays, yet not to exceed two nights per week. In addition, the Administration has the ability to schedule counselors for weekend hours, up to two Saturdays per month. The counselors will follow the regular eight hour workday, forty (40) hours a week. However, if a counselor is called in to work a shift on a Saturday and the shift is less than a eight hour period, then the remaining hours may be worked on the same Saturday or during the regular work week.

- 2. The work period for counselors hired after July 1, 2005 is twelve (12) months. The work year for the purpose of computing the daily compensation shall be 260 days.

- a. Regular paid holidays are:

New Year's Eve Day, New Year's Day, Martin Luther King's Birthday, President's Day, Spring Holiday, Memorial Day, Independence Day, Labor Day, Faculty Holiday, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, and Christmas Day, and two additional floating holidays. (When any regular paid holiday falls on a Saturday, the preceding work day shall be observed. Should it fall on Sunday, the following work day shall be observed.)

A holiday falling within a vacation period shall not constitute a vacation day. A holiday occurring while an employee is on leave of absence for sickness or injury shall not be counted against sick leave.

3. Paid Vacation – 12 month Counselors and Librarians

- a. Paid vacation shall be credited to on July 1 of each year as follows:

From day 1 year 1 – 25 days vacation

From day 1 year 3 – 30 days vacation

From day 1 year 6 – 35 days vacation

- b. Vacation requests for Counselors and Librarian will be submitted on the appropriate form to the immediate supervisor and are to be verified by the Human Resources Office. Whenever possible, the requested time shall be granted. Recommended vacation periods for Counselors are October and February. In the event a 12-month counselor or librarian wishes vacation during other periods, the request shall be granted so long as not more than two 12-month counselors or librarians are on vacation at a given time. Vacation during spring break requires pre-approval from the dean of the area. No vacation will be granted in January or August for Counselors.
- c. Upon separation from employment, unused vacation time to a maximum of thirty (30) days shall be paid on a pro-rata basis.
- d. Upon commencement of an approved leave of absence, unused vacation time accrued but not used, to a maximum of thirty (30) days, may be paid on a pro-rata basis at the option of the 12-month counselor or librarian.

E. Pension Plan

1. Participation in the State Universities Retirement System (SURS) is mandatory from the beginning date of full-time employment.
2. Upon termination of employment, an employee may apply to SURS, in accordance with rules as established by SURS and solely under their control for a refund of the contributions plus interest.

F. Remuneration for Extra-Duty Professional Assignments

1. New instructors whose special qualifications and whose agreement to direct, sponsor, or coach a co-curricular activity are major considerations for their initial employment are expected to fulfill that co-curricular obligation on a continuing basis. In critical areas requiring specific skills and qualifications, namely, head coaching positions, fine arts activities, and sponsorship of the student newspaper, satisfactory fulfillment of a co-curricular obligation on a continuing basis may be a condition of re-employment if:
 - a. The co-curricular position cannot be filled by a qualified member of the college's current instructional staff and/or
 - b. current staffing does not permit the hiring of an additional full-time instructor qualified to fill the co-curricular position and/or
 - c. the department chairperson, dean, and Board of Trustees agree that the position cannot be filled satisfactorily by adjunct faculty.
 - d. Fine Arts Department
 - 1) Fifth Avenue Journal Sponsor: \$3,000 per year plus 3 LHE reduction in load per semester.
 - 2) Art Gallery Director: \$2,500 per year.
 - 3) Director of Bands: \$2,500 per year plus 3 LHE reduced load per semester.
 - 4) Director of Choral Activities: \$2,500 per year plus 3 LHE reduced load per semester.
 - 5) Artistic Director of Theatre \$0 plus 3 LHE release per semester.
 - 6) Director of Competitive Speech Activities: \$2,000 per year plus 3 LHE reduced load per semester.
 - 7) Assistant Director of Competitive Speech Activities: \$1,800 per year.
 - 8) Director of Plays: \$2,500 and 3 LHE hours reduced load per play: one play per semester
 - c. Other Programs (for which full base teaching load is required)

Academic Senate Chairperson	\$3,500 per year
Ariel & Poetry Contest	\$3,000 per year
Chair of Academic Senate Curriculum Committee	\$3,500 per year
Coordinator of Total Fitness Center	\$2,200 per term
	(Fall, Spring, and Summer term)
Faculty Advisor to Phi Theta Kappa	\$1,500 per year

Coordinator of Model Illinois	\$1,500 Spring sem.
Coordinator of Model United Nations	\$1,500 Spring sem.
	\$1,000 Fall sem
Coordinator of Scholars Program	\$2,500 ea. Fall and Spring semester and \$1,250 Summer term
Coordinator of Science Lecture Series	\$1,000 per year
Coordinator of WYSE	\$800 Spring sem.
Coordinator of Writing Assessment	\$3,500 per year
Grant Funded Activities	As recommended by the College President and approved by the Board of Trustees.

Lead Instructors:

Anatomy	\$1,500 per year
Art	\$1,500 per year
Biology	\$1,500 per year
Chemistry	\$1,500 per year
*College Readiness Math	\$2,200 per year
*College Readiness Reading	\$2,200 per year
*College Readiness Writing	\$2,200 per year
Speech	\$1,500 per year
Music	\$1,500 per year

- d. Stipends for extra duty professional assignments may be taken as a dollar amount, as released time at the rate of one (1) LHE of overload per \$500, or as a combination of money and released time. (Stipends are not bankable).
 - e. * It is understood that if the College Readiness Chair is from the English department, there will be two math Lead instructors and one English lead instructor. If the College Readiness Chair is from the Math Department, there will be two English Lead instructors and one Math Lead instructor.
3. If the staffing does not permit the hiring of new full-time faculty; assignments to direct, or sponsor co-curricular activities will be made according to the following priorities:
 - a. Full-time instructors who are currently assigned to direct, sponsor specific activities and who are performing satisfactorily.
 - b. Qualified (as defined within this Negotiated Agreement) full-time members of the department or discipline to which the activity is related but to which an individual is not assigned.
 - c. Qualified full-time faculty members from other departments of the college.
 - d. Personnel hired by the Board of Trustees on special contract.

G. Remuneration for Summer College

1. The Summer session rate of pay for teaching faculty is a formula based upon the individual full time faculty member's annualized base salary for that academic year. Faculty members shall receive one and one-tenth (1.10%) percent of their annualized salary for Summer work, but in no event will it be less than the salary paid to the highest paid adjunct faculty member and in no event will it be greater than the percentage increase granted to the base salary over the prior year's Summer compensation.

In the event that a faculty member successfully achieves and is granted column movement during the academic year intervening between summer college assignments, an adjustment equal to the value of the column movement shall be made to the compensation ceiling reflected in the immediately proceeding paragraph.

At no time will a full-time instructor be issued a contract at a rate less than that paid to an adjunct instructor.

G. Copyrights and Patents

1. Definitions

Inventions – All devices, discoveries, processes, methods, uses, products, or combinations, whether or not patented or patentable at any time under the Federal Patent Act as now existing or hereafter amended or supplemented.

Written Materials – All instructional, literary, art, dramatic, and musical materials or works, computer programs and all other materials, published or unpublished, whether or not copyrighted or copyrightable.

Recorded Materials – All sound, visual, audio-visual, films, tapes, videotapes, kinescopes, or other recordings or transcriptions, published or unpublished, whether or not copyrighted or copyrightable.

Materials – Written materials and recorded materials.

2. It is the intention of the College to develop and utilize the best in teaching methods and techniques. Faculty and the College will share benefits of jointly created materials and inventions under the following terms:
 - a. The College shall have no rights to any materials or inventions that faculty produce independently of College support.
 - b. When the production of materials or inventions involves College support, the faculty member and the responsible administrator shall meet and discuss the proposal. The administrator and faculty member shall produce a written agreement defining the project and shall classify the work in terms of this section.

Where there is College support, the College shall have sole ownership of recorded materials; the faculty member(s) shall have sole ownership of written materials and inventions. Income realized will be shared on the following basis:

- | | Faculty | College |
|-------------------------------------|---------|---------|
| 1) Written materials and inventions | 80% | 20% |
| 2) Recorded materials | 40% | 60% |
- c. The College or the faculty member may relinquish his/her rights at any time to the other, or he/she may offer his/her portion for sale to the other party.
 - d. In the absence of a written agreement, the provisions of this section will not apply. All written agreements require the approval of the Board of Trustees. The written agreements will serve as precedents of what constitutes “College support.”
 - e. Any distribution, sale, release, or disbursement of materials or inventions produced with College support will be subject to the good-faith approval of the College and the faculty member.
 - f. A faculty member’s rights to royalties will be completely retained by the faculty member after leaving the College.
 - g. This section applies to all materials and inventions resulting from Research and Development Grants.
 - h. The terms of external grants and other external funding sources shall determine whether or not “College support” is involved as per this section.

I. Internet and Non-Traditional Course Development

Recognizing the requirements for developing distance education courses, the following procedures and reimbursement amounts are established. {Load limitations are set forth under Article III A.2.b.(3)}

Approval for Development

Prior to the start of a fiscal year, the college will determine the maximum number of Internet courses to be developed with college support. Regardless of receipt of compensation, the development of any online course must be pre-approved by the appropriate department Chairperson or Program Coordinator and Dean. Faculty in the respective departments will be offered the opportunity for course development in their areas. Assignment will be made based on departmental seniority and is subject to the following conditions:

- a. **On-line Instructional Competency**
To ensure quality in the student online experience, basic instructor competencies related to online instruction and quality standards must be met for teaching online

courses. A representative committee that includes faculty and administration will develop these competency and standards, and the method by which they will be assessed. All faculty members who will be developing or teaching an online course for the first time must complete a workshop pertaining to online teaching theory. The workshop will be developed in consultation with the committee and administered by the designee of the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~ and the Professional Development Center. Alternative workshops can be approved by the committee. All instructors are encouraged to complete the assessment and workshop; those instructors who already have documented proficiency in online teaching in accordance with the committee standards are exempt. Exceptions shall be recommended by the Chairperson of the department and Dean of the area and is determined solely by the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~.

1. Instructors possessing Illinois Online Network “Master Online Teacher Certification” (ION) or compliance of ION qualifications as identified at www.ion.uillinois.edu and at a minimum have achieved:
 - a. 4 core ION courses;
 - b. 1 elective ION course;
 - c. ION online teaching practicum;

or equivalent as analyzed and recommended by unanimous agreement of the “online committee” shall determine the ability to teach online at Triton College.

2. Exceptions seeking approval to teach online with the recommendation of the majority of the “online committee” shall be forwarded to the **appropriate reporting** Vice-President of ~~Academic Affairs~~ and are subject to the discretion and approval of the VP.
3. Existing Fulltime Faculty teaching online courses but not in possession of ION certification or an equivalent, shall be grandfathered through the end of the Spring 2014 semester for the achievement of the coursework and the Teaching Practicum. Faculty demonstrating significant progress toward completion shall be granted up to an additional year for completion of the ION certification.
4. NOTE July 1, 2012: Due to the fact that online courses have not regularly been evaluated, all Fulltime Faculty are subject to an initial evaluation of online courses taught, whether or not it is time for the members regularly scheduled faculty evaluation. Thereafter, online courses will be evaluated as a part of the regularly scheduled evaluation process.

b. **Ownership and Use of Online Courses**

A faculty member and the Administration may enter into a mutual agreement to develop an online course which will be owned jointly by the College and the faculty member. Once developed, both the College and the developer may use the course and its content.

The overall body of work must be an originally developed and produced material, and the developer must have the ability to transfer ownership. Copyrighted and/or publisher-owned materials may be utilized as reference materials as allowed by law, but must be ancillary to the course content and interchangeable. There will be no remuneration for updating or adapting of material owned by external parties, including publishing companies.

c. **Development of Courses for Joint Ownership**

Fulltime faculty will have priority for these development assignments. Development will be completed in three phases.

1st semester: Faculty member will develop a course template. The template will undergo a review process to ensure compliance with standards; the review process will be conducted by a peer committee comprised of faculty and appropriate administrators. The template is subject to approval by the peer review committee.

Remuneration: The faculty developer will receive overload release time equal to LHE of the course being developed and will receive \$2,000 stipend when the template is completed and approved. Upon remuneration, the College and developer has joint ownership of the template.

2nd semester: Course template will undergo field testing. Faculty developer will teach the course (v1.0), with a maximum of 15 students. During the field test phase, the instructor is expected to assess the effectiveness of the course, and make modifications as needed. Modifications will be made at the end of the field test phase based on instructor findings and peer committee review. If for any reason the faculty developer is unable or unwilling to proceed with field-testing, a qualified designee can be approved by the chairperson/coordinator in consultation with the appropriate dean.

Remuneration: The faculty member will receive release time equal to the credit hours of the course during the field-testing phase. The faculty member and the College retain joint ownership of the course (v1.0).

3rd or 4th semester: Faculty developer will teach the course with revisions made from field-testing. Final modifications are made to create v2.0. The College and faculty member have joint ownership of the course (v2.0).

The faculty member and the college own v2.0, the version which is the finished product at the end of the 3rd semester, outlined above. If v2.0 requires updating, the College may make modifications, or compensate the faculty to do so. In the case of the latter, the original faculty developer has the first right of refusal to complete update for a \$700 stipend or it may be offered to another faculty member.

Ownership of recorded media and written materials not compensated under this section is already outlined in the contract, Article VII, section h.

- d. **Purchase of Non-reimbursed Online Courses:** Existing (or previously offered at Triton College) online courses may be purchased in whole by the college in agreement by the faculty member by payment of a single non-salary compensation of \$2,000 to the developers. Upon remuneration, the college and developers have joint ownership of the complete course, teaching template and all related material.

J. Pay Periods

Instructors may elect to receive salary payments on either a twenty-one (21) or twenty-six (26) pay period basis. Changes to this section, as necessitated by the implementation of the ERP shall be bargained as to the impact to minimize the impact on any affected faculty member(s).

The Administration at its option may implement mandatory direct deposit.

ARTICLE VIII

FACULTY DEVELOPMENT/RENEWAL

A. **Professional Day**

Professional Day activities will be planned and organized by the individual departments. A department's plans must be submitted and approved by the dean two weeks in advance of Professional Day. A report of the day's activities must be submitted within thirty (30) calendar days to the dean. Funds for expenses will be limited to \$50 per department unless otherwise approved by the dean.

B. **Faculty Development Leave**

On the recommendation of the College President, the Board of Trustees may grant faculty development leaves of variable duration. The number of leaves granted and the amount of remuneration will be determined by the Board. At no time will an instructor on such a leave be expected to earn less than what he/she would be earning on his/her base contractual salary. Proposals for leaves must be submitted in writing to the dean on the prescribed form. Proposals may be initiated by the faculty member or may be recommended by the dean. There must be a reasonable expectation that the college will derive substantial benefit from the leave.

Upon completion of the leave the faculty member will submit a comprehensive report to the dean and the **appropriate reporting** Vice President ~~of Academic and Student Affairs~~, documenting that he/she has fulfilled the purposes for which the leave was granted.

C. **Professional Growth Units**

Professional Growth Units (PGU) may be awarded upon prior approval by the dean for the following types of activities. (NOTE; employees cannot ever collect double pay for same duties):

1. Summer Work Experience (must be directly related to instructional assignment: i.e., Electronic Technician, Air Conditioning Service, etc.). 1 PGU for each 100 hours with 3 PGU maximum per summer. Unless unusual circumstances warrant such approval, PGU for summer employment would be approved for every other summer only.
2. Seminars, workshops (participation requiring significant effort: material development, presentation of paper, etc.). Available only if during non-college work periods; 0.3 PGU per day.
3. Special In-Service Program (programs developed by Triton and offered to staff on voluntary basis). PGU determined by specifics of program; i.e., length, outside effort, day scheduled, etc.
4. Credit courses (graduate or undergraduate; accredited or non-accredited institution if

course has direct application to one's area of instruction). PGU equals actual credits earned.

5. Non-credit courses (courses directly applicable to instructional responsibilities). One to three PGU, depending on length of course and amount of outside effort required. Fifteen hours of class equal one PGU.
6. Special Projects (projects other than college-supported R&D projects beyond the scope of regular duties, special research projects, development of unusually time-consuming instructional aids, etc.). PGU value to be tentatively assessed when the proposal is made and reviewed at the halfway mark. One to three PGU depending on complexity of activity and time requirements. Special projects are evaluated by the Dean of the area.
7. Requests for PGU other than the above must be accompanied by a written rationale and approved by the department chairperson/coordinator before submitting the requests to the dean for his/her approval. See Article IV, H. 3 (Reimbursement).

D. **Sabbatical Leave**

- 1) On the recommendation of the College President, the Board of Trustees may permit members of the professional staff to take sabbatical leaves for the purpose of self-improvement and benefit to the college district. The Faculty Association may make recommendations to the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~ for sabbatical leaves. A sabbatical leave committee will be formed with a faculty member serving as chair.
- 2) Sabbatical leaves may be combined with programs of study, research, or travel which are financed by outside noncommercial agencies such as universities or foundations.
- 3) A maximum of 5% of the professional staff may be on a sabbatical leave at any one time.

- 4) Qualified staff members may be permitted to choose between the following alternatives as to the length of their sabbatical leaves:

Minimum Consecutive Years of Service	Length of Leave	Portion of Regular Salary Paid on Leave
3	1 year	29%
4	1 year	36
5	1 year	43
6	1 year	50
7	1 year	57
8	1 year	64
9	1 year	71
10	1 year	78
11	1 year	85
12	1 year	92
<u>13 or more</u>	<u>1 year</u>	<u>100</u>
3	1 semester	30
4	1 semester	40
5	1 semester	50
6	1 semester	60
7	1 semester	70
8	1 semester	80
9	1 semester	90
10 or more	1 semester	100

5. A staff member shall return for a minimum of one year after a one-semester sabbatical leave and a minimum of two years after a full-year sabbatical leave or repay the district for the amount of sabbatical pay. A staff member shall be required to put in a minimum of three years' service before applying for another sabbatical leave.
6. The leave shall be conditional upon a plan for study, research, travel, or other activity proposed by the applicant and deemed by the Board to benefit the college district, which plan shall be approved by the Board and not thereafter modified without the approval of the Board.
7. The applicant also agrees in writing that if he/she does not return to contractual service in the district, all district remuneration received from the Board during the sabbatical leave will be refunded unless the applicant is prevented from returning because of illness or incapacity.
8. The Board shall pay the instructor's contribution to the State Universities Retirement System during the sabbatical leave computed on the annual full-time salary rate under which the member last received earnings immediately prior to the leave or a proportional part of such rate for a partial year of sabbatical leave credit. At no time will pay exceed 100%, including SURS payment.

9. The amount of any financial grant provided by an outside noncommercial agency shall be considered in the granting of leave.
10. Applications for sabbatical leave will be made to the sabbatical leave committee chairperson. Applications for sabbatical leave must be made prior to February 1 for leaves beginning the following fall and September 15 for leaves beginning the following spring. These deadline dates may be waived by the sabbatical leave committee under unusual circumstances.

E. **Professional Development Activities**

1. To further the educational attainment of the students of the College, faculty understand the need to maintain their own educational expertise through the completion of a minimum of three (3) credit hours in their discipline or related discipline from an accredited institution or six (6) professional development units (PDU) over the course of two (2) academic years. Courses that are not in a faculty member's discipline or a related discipline may be submitted to the PDU Committee for consideration. After review of the course(s) and objectives, the PDU Committee will make a recommendation to the appropriate Dean.

This section applies to all faculty except those who have entered into an irrevocable retirement contract with the Board of Trustees

- a. Participation in Faculty Workshops (Fall and Spring) shall earn .5 PDU credit per workshop for a total of 2 PDU credits for every 2 years.
- b. PDU Committee shall be composed of four (4) Association members appointed by the Association President and two (2) administrators appointed by the College President.
2. Professional development activities refer to conferences, conventions, meetings, seminars, workshops, etc.
3. An instructor may utilize budgeted travel and meeting funds and be absent to attend local, state, and national professional development activities upon the approval of:
 - a) Dean or appropriate administrator for in-radius; and
 - b) Board of Trustees for out-of-radius.
4. Each department or consolidated program unit designated below will be allocated \$1,000 for each full-time faculty member plus \$500 for the department or consolidated program unit. The department or consolidated program unit shall set its own procedure for the allocation of travel allowances for the purpose of professional development and instructional benefit. Fifty percent (50%) of unused faculty travel funds from the previous year will be transferred into the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~² account for faculty professional development and instructional benefits. All funds allocated will be at the discretion

of the **appropriate reporting** Vice President of Academic and Student Affairs. Board approval of all out of radius travel and meetings under this paragraph shall be required.

- a. Departments defined – all areas reporting to a chairperson.
- b. Consolidated Program Unit defined – all areas with coordinators consolidated as follows.
 - 1) All program units with coordinators in the School of Health Careers.
 - 2) Hospitality Industry Administration.
 - 3) Accounting/Business Administration, Computer Information Systems.
 - 4) Service and Technology comprised of Automotive, Criminal Justice.
 - 5) Technical Arts comprised of Architecture, Construction Management, Horticulture, and Visual Communications.
 - 6) Technology comprised of Engineering Technology.
- c. The faculty allocation may be applied to any of the following professional expenses:
 - 1) Membership fees and incidental expenses related to professional teaching organizations as approved by the appropriate Vice President and must be expended, only in accordance with Triton College purchasing procedures manual.
 - 2) Licensing fees and certification fees for associations and agencies related to the faculty members area of teaching specialty at Triton College, as approved by the appropriate Vice President.
 - 3) Subscriptions to professional journals, books, periodicals directly related to the faculty member's teaching area as approved by the appropriate Vice President.
 - 4) Incidental teaching supplies, materials and educationally related equipment purchased by the request of the faculty member, but not individual items normally furnished by the College as approved by the appropriate Vice President.
 - 5) Faculty who have exhausted their 30 hour reimbursement allowance for tuition payment may apply their individual allocation to course reimbursement.

Consolidated Program Unit travel budgets will be administered by the dean in consultation with the coordinators.

5. When a faculty member has been requested to attend a Professional Development Activity (PDA) as an official representative of the college, or when he/she attends a PDA as an officer of the organization holding the PDA, or to present a paper, or to serve as a member of a panel, and such attendance has been approved and/or requested by the administration, he/she shall be reimbursed for all reasonable expenses. Such expenses shall not be charged against the department's budget.
6. In the event that in a given school or budget area there appears to be an excess of travel funds by February 15, the dean may recommend a budget transfer within the school travel accounts to the appropriate Vice President.

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APPENDICES

A. JOB DESCRIPTIONS

1. Faculty
2. Librarian
3. Counselor
4. Department Chairperson/Program Coordinator
5. Coordinator of Introduction to College
6. Chairperson of Counseling Department
7. Chairperson of Library
8. Lead Instructor

B. DISCIPLINARY ACTION

C. INDEPENDENT STUDY

INDIVIDUALIZED INSTRUCTION

D. MANUFACTURER SPECIFIC AUTOMOTIVE PROGRAM FLEXIBLE SCHEDULING

E. TENURE, DISMISSAL, AND RE-EMPLOYMENT

F. SEXUAL HARASSMENT POLICY

G. NONDISCRIMINATION POLICY

H. FACULTY CALENDAR

I. ACADEMIC SENATE

J. ANNUAL INTERNAL PROGRAM REVIEW PROCESS

K. PROFESSIONAL DEVELOPMENT UNITS

L. SICK TIME RETIREMENT CALCULATION EXAMPLES

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE FACULTY

Directly responsible to the Department Chairperson or appropriate administrator.

1. Instructs students in the facts, skills, and appreciations pertaining to the assigned courses.
2. Considers the general and special needs of the students, assists them in meeting their problems, and when necessary, seeks additional help from other college services.
3. Informs students of educational and occupational opportunities.
4. Observes schedule as approved by the department chairperson/ program coordinator and appropriate administrator.
5. Cooperates with the department chairperson/program coordinator, department members, and the appropriate administrators in the development of the curriculum, in the preparation and update of course syllabi, course outlines, and the selection of textbooks.
6. Recommends library books and other instructional materials.
7. Assists in the organization and meetings of advisory committees where applicable.
8. Consults with department chairperson/coordinator on matters pertaining to departmental problems; observes proper channels of communications.
9. When needed, maintains an inventory of assigned equipment and supplies.
10. Submits midterm and final grade reports, deficiency notices, attendance records, and any other reports pertaining to the assigned course.
11. Participates in the formation of policies and regulations and assists in enforcing the regulations.
Informs department chairperson/program coordinator in writing of any pending problem that might have a detrimental effect on the college.
12. Participates in faculty and professional organizations.
13. Attends scheduled monthly departmental/program meetings when there is no conflict with a professional responsibility.
14. Distributes to all students each term a course outline which covers the class requirements, grading procedure, attendance requirements, and objectives the instructor feels are appropriate.

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE LIBRARIAN

Directly responsible to the Coordinator of Library Services.

1. Selects printed and non-book materials for the library collection and requisitions to purchase.
2. Supervises the acquisition of library materials and supplies.
3. Catalogs books and non-book materials.
4. Supervises the preparation and processing for circulation of books, periodicals, and audiovisual software materials.
5. Supervises the circulation and retrieval of library materials.
6. Supervises students in the library and enforces library rules and regulations.
7. Provides instruction, both formal and informal, in the use of library materials and services.
8. Provides reference service to students and faculty.
9. Aids students and faculty members in the selection of materials.
10. Prepares book lists and lists of non-book materials.
11. Prepares news articles, bulletins, displays, etc., to publicize and promote the library.
12. Assists in the preparation of reports on library activities and resources.
13. Directs and supervises the duties of library assistants, clerks, and student aides.
14. Interprets the card catalog for students.
15. Develops and maintains good relations with other departments of the college and with individual members of the faculty.
16. Participates in faculty and professional organizations.
17. Submits required reports.
18. Performs a variety of other professional duties as may be directed by the Coordinator of Library Services.

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE COUNSELOR

Directly responsible to the Department Chairperson.

1. Responsibilities for assisting individual students or community persons to acquire information, develop attitudes, insights, and understanding about themselves and their environment which are necessary for optimal growth and development.
2. Responsible for providing educational, career, personal and life transition counseling.
3. Provides program planning, including course selection, elective choice, degree audits and information on course transferability.
4. Maintains contact with community resources and agencies related to guidance and counseling. When problems which require referral are cited, refers students to a specialist; i.e. legal, psychiatric, medical, etc.
5. Diagnoses student learning problems and works to help students overcome deficiencies.
6. Works with groups of students in effective skill development and to develop a psychological support base for those students needing this form of assistance.
7. Administers and interprets appropriate tests as a part of the counseling process.
8. Registers students and makes schedule changes when serving students.
9. Approves student schedules for probationary students.
10. Works with teams of staff to focus a variety of expertise on particular student and institutional services.
11. Identifies and develops institutional resources to serve the unique interests and needs of students.
12. Responsible for in-service training of all college employees dealing with academic advising.
13. Assists in the planning, facilitation, and evaluation of course offerings in the area of Student Development. Teaches in the area of Student Development as assigned.

14. Participates in the development and implementation of :
 - New Student Orientation
 - Onsite Orientation
 - Student Retention efforts
 - Standard of Academic Progress activities
 - College Information Sessions
15. Is responsible for the development and maintenance of liaison relationships with the faculty in areas assigned.
16. Participation as a member of the advisory committees for occupational programs.
17. Articulates with upper division institutions and college departments as assigned.
18. Performs a variety of other professional duties as may be assigned by the Dean.

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE DEPARTMENT CHAIRPERSON/PROGRAM COORDINATOR

Directly responsible to the Assistant Dean or Dean.

1. Stimulates, promotes, and expedites instructional improvement, and where applicable, assures programs have annual advisory committee meetings.
2. Is specifically involved in single-course curriculum revision within the department. Prepares catalog material for the department.
3. Develops a schedule of classes in a democratic manner with members of the department and then recommends the schedule of semester and summer college classes within departmental jurisdiction.
4. Coordinates examination materials where necessary.
5. Assists in the selection of textbooks and recommends their approval.
6. Formulates, establishes, and maintains a physical and personal environment conducive to support of college objectives and college philosophy.
7. Is responsible for stimulating and heightening performance of all full-time personnel in the department.
8. Holds regular department meetings to consider instructional improvement, change, etc.
9. Develops, for presentation to his/her respective dean, recommendations for full-time staff positions within the department.
10. Evaluates and recommends, with the administration, re-employment of part-time instructors within the discipline; is responsible for academic orientation and academic direction of these instructors.
11. With department members, evaluates the instructors within the department, tenured and non-tenured, for the improvement of instruction. Recommends, with the administration, the granting of tenure to instructors. (In the context used above, “evaluates” is intended to mean classroom visitation for the sole purpose of subject-matter competence.)
12. Orients substitutes to maintain instructional values and continuity; assists in securing substitutes.
13. Develops, submits, and later recommends the approval of all items budgeted for this department.

14. Conducts day-to-day physical and economic details of administration for the department.
15. Is responsible for non-faculty supportive personnel within this department; i.e., aides, lab aides, time cards.
16. Performs a variety of other duties as may be assigned by the appropriate administrator.

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE COORDINATOR OF INTRODUCTION TO COLLEGE

The Coordinator shall be responsible for:

1. Training and monitoring all assigned instructors. A cross-section of the entire campus (faculty, classified, mid-managers, and administrators) teach this course.
2. Recruiting, selecting, and training new instructors.
3. Continually updating the training materials required for the course.
4. Coordinating the scheduling of sections with instructional planning.
5. Processing all instructor evaluation forms.

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE CHAIRPERSON OF COUNSELING DEPARTMENT

POSITION DESCRIPTION

Title: Chair, Counseling Department

Title of Supervisor: Dean, Enrollment Services

I. ESSENTIAL FUNCTION OF THE POSITION

The Counseling Chairperson will provide the overall leadership for the counseling department, specifically the direction for the development, implementation and assessment of programs and services facilitated by the counselors in support of student achievement and personal well-being.

II. QUALIFICATIONS

- a. **EDUCATION:** Master's degree in Counseling or related field preferred
- b. **EXPERIENCE:** Minimum of five years in counseling with at least two years in a community college setting
- c. **SKILLS:** Ability to work effectively with diverse students, faculty, staff, and community members to support a smooth transition for new students into the college community and persistence behaviors of current students; understanding of the counseling profession and its role in student success and customer service; ability to train, supervise, and evaluate employees; effective leadership skills related to team building, collaboration, and conflict resolution; ability to utilize computer software programs; knowledge of federal ADA and FERPA requirements; excellent oral and written communication skills; knowledge of needs of community/commuter college students

III. RESPONSIBILITIES

A. GENERAL LEADERSHIP

1. Ensures that human resources are used effectively and efficiently.
2. Supervises activities of the Counseling department.
3. Monitors faculty and staff and makes recommendations for program and service improvements.
4. Provides leadership for development of new programs and services.
5. Serves on college-wide committees.
6. Performs other duties as assigned by the Dean of Enrollment Services.

B. PERSONNEL MANAGEMENT

1. Supervises faculty, classified, hourly, work-study, and other assigned personnel. Provides guidance and supervision and holds regularly scheduled department meetings to ensure effective communication.
2. Participates in the personnel selection process.
3. Assists with the professional development of all employees.
4. Supervises faculty and staff evaluations.
5. Evaluates assigned faculty (tenured and non-tenured), classified, hourly and work-study personnel.
6. Recommends to the Dean awarding of tenure to qualified faculty.
7. Maintain accurate records of participation and conduct regular assessments to evaluate the effectiveness and efficiency of counseling services

C. PLANNING AND EVALUATION

1. Facilitates the development, implementation, and assessment of strategic planning, articulating how program outcomes and goals are related to the college, division, and department missions.
2. Provide monthly and annual reports as requested.
3. Develops all staffing and instruction schedules in conjunction with the Dean.
4. Responsible for the review, development and implementation of assessment of programs and services.
5. Facilitate the design, implementation and assessment of programs and interventions that support student success
6. Effectively utilize technology to advance the counseling department and achieve its' goals, including maintaining the currency of the Counselors web page

D. FISCAL MANAGEMENT

1. Prepares all appropriate budget (and related) documents for review and approval by the Dean
2. Monitors budget expenditures.
3. Approves and forwards to the Dean, payment of invoices, contracts, travel requests and vouchers as appropriate.
4. Develops, implements, reviews and supervises annual budget process for the Counseling department.

E. PROFESSIONAL ACTIVITIES

1. Participates in professional activities appropriate to chairperson position both on and off campus.

IV. SUPERVISION

a. RECEIVED

The Counseling Chairperson will be supervised by the Dean of Enrollment Services.

b. PROVIDED

The Counseling Chairperson will supervise counselors and clerical personnel.

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE CHAIRPERSON OF LIBRARY

POSITION DESCRIPTION

Title: Chair, Library

Title of Supervisor: Dean, Academic Success

V. ESSENTIAL FUNCTION OF THE POSITION

The Library Chairperson will provide leadership for all functional areas within the Library. Supervise faculty, mid managers, classified positions, hourly employees, and others as assigned. Provide guidance for the assessment, promotion, development and implementation of new and existing programs and services. Facilitate the educational process by promoting an environment for faculty, staff, students and community members that is conducive to learning.

VI. QUALIFICATIONS

- a. **EDUCATION:** Master's degree in Library and Information Science.
- b. **EXPERIENCE:** Minimum of five years experience in a library setting with at least two years in a community college setting.
- c. **SKILLS:** Ability to work effectively with diverse students, faculty, staff, and community members to information literacy; understanding of the library profession and its role in the community, student success, customer service and completion; ability to train, supervise, and evaluate employees; effective leadership skills related to team building, collaboration, and conflict resolution; ability to utilize computer software programs; knowledge of acceptable library practices including archiving; excellent oral and written communication skills; knowledge of needs of community, students, faculty and staff.

VII. RESPONSIBILITIES

A.GENERAL LEADERSHIP

- 1. Assures that human resources are used effectively and efficiently.
- 2. Supervises activities in the Library.
- 3. Monitors faculty and staff and makes recommendations for program and service improvements.
- 4. Provides leadership for development of new programs and services.
- 5. Performs other duties as assigned by the Dean of Academic Success.

B. PERSONNEL MANAGEMENT

1. Supervises faculty, mid managers, classified, hourly, work-study, and other assigned personnel. Provides guidance and supervision and holds regularly scheduled weekly meetings to insure effective communication.
2. Participates in the personnel selection process.
3. Assists with the professional development of all employees.
4. Supervises faculty and staff evaluations.
5. Evaluates assigned mid management, faculty, classified, hourly and work-study personnel.
6. Recommends to the Dean awarding of tenure to qualified faculty.

C. PLANNING AND EVALUATION

1. Responsible for the development, implementation, and assessment of strategic planning.
2. Responsible for monthly and annual reports as requested.
3. Develops all staffing and instruction schedules in conjunction with appropriate supervisors and the Dean.
4. Responsible for the review, development and implementation of assessment.
5. Assists the Dean in the development of grants and monitors and coordinates all existing grants within his/her area of supervision.

D. FISCAL MANAGEMENT

1. Prepares for review and approval by the Dean of all appropriate budget documents.
2. Monitors budget expenditures.
3. Approves and forwards to the Dean, payment of invoices, contracts, travel requests and vouchers as appropriate.
4. Develops, implements, reviews and supervises annual budget process for the Library.

E. FACILITIES AND EQUIPMENT MANAGEMENT

1. Monitors the maintenance of the Library.
2. Recommends renovation projects.
3. Maintains current equipment, and recommends needed improvements.

E. PROFESSIONAL ACTIVITIES

1. Participates in professional activities appropriate to chairperson position both on and off campus.

VIII. SUPERVISION

c. RECEIVED

The Library Chairperson will be supervised by the Dean of Academic Success.

d. PROVIDED

The Library Chairperson will supervise librarians and library personnel.

APPENDIX A – JOB DESCRIPTIONS

DUTIES OF THE LEAD INSTRUCTOR

(these duties are all discipline specific)

The Lead Instructor shall be responsible for supporting the Chairperson in the following areas:

Academic Support for Adjunct faculty:

1. Providing adjunct faculty with sample course outlines and syllabi
2. Clarifying, for adjunct faculty, instructional methods and grade policies, mid-semester procedures and exit procedures.
3. Meeting individually with the Chairperson's newly hired adjunct faculty
4. Being available, on a continuing basis, for adjunct faculty

Assessment:

1. Assisting Chairperson with curriculum assessment and development
2. Working with textbook representatives in choosing materials to recommend to department
3. Serving on a departmental committee to make recommendations for textbooks

Coordination:

1. Meeting regularly with the Chairperson to coordinate efforts, map curriculum and plan innovation
2. Assisting Chairperson in orienting new full-time faculty to subject area best practices

APPENDIX B

DISCIPLINARY ACTION

A. Types of Discipline

At all times, supervisors and employees are encouraged to communicate with one another and to resolve any problems that may arise. However, the Board and the Faculty Association recognize that, from time to time, circumstances will arise which require the just dispensation of discipline. The parties agree that disciplinary action shall be for just cause shown and will be performed in a timely manner. Where applicable, discipline will be performed in a progressive manner. The types of discipline agreed to by the parties are as follows:

1. Oral Warning

The oral warning shall be delivered to the employee by the supervisor and Administrative supervisor of the area. The supervisor shall draft a memorandum of oral warning. A copy of such memorandum shall be served upon the employee who shall sign a copy to acknowledge receipt thereof and to further acknowledge the employee's understanding that the signed copy shall be retained by the supervisor. Such memoranda may be used as evidence in future disciplinary actions with regard to said employee. Like all disciplinary action, under the Weingarten rule, the employee has the right to have one union representative present for the meeting. (In the event that all local chapter union officers are unavailable, the Bargaining Unit Member may contact Local 1600 for representation. In no event will a disciplinary meeting be delayed more than 48 hours based on request for an extension due to unavailability of representation.) The presence or lack of representative shall not delay the process of the disciplinary action. The employee nor their union representative cannot halt, delay, continue or dismiss the disciplinary action. In the event that the employee refuses to sign the disciplinary action as noted herein, the union representative shall sign as a witness to tender.

Investigatory meetings, held for the purpose of determining the facts surrounding an incident or event giving rise to potential discipline, where no disciplinary action is actually issued, does not count as a disciplinary meeting under the Weingarten rule. Employees must participate in investigatory meetings and in the event that another meeting is scheduled giving rise to Weingarten rights, the meeting shall be scheduled in no less than 24 hours, giving opportunity for the employee to seek advice of union representative. Failure to participate in either the investigatory meeting or any disciplinary meeting hereunder may result in an independent cause for discipline.

2. Written Warning and Conference

Where the unsatisfactory performance or conduct giving rise to the oral warning has not been resolved, the employee and supervisor shall meet with the Administrative head of Human Resources to discuss the problem. The Association shall be notified by the College and shall have a right to be present at the meeting in accordance with the process outlined above. At said meeting, acceptable performance shall also be discussed. A written memorandum shall be prepared and given to the employee with copies to the supervisor and the employees Human Resources file. All persons present shall sign said memorandum.

3. Suspension

If the unsatisfactory performance or behavior has not been corrected within the time frame established in the written warning and conference step, a second meeting shall be held with the Supervisor and Administrative head of Human Resources wherein the reasons for a suspension shall be discussed. The Association shall be notified and shall have a right to be present at the meeting.

4. Discharge

If the unsatisfactory performance or behavior has not been corrected after the suspension of the employee, the employee may be discharged from employment with the College. The employee shall be given written notice of the reasons for such discharge and be provided with an opportunity to respond to the Board of Trustees prior to a decision regarding the anticipated discharge. The Association shall be notified and shall have a right to be present at the Board meeting.

5. Exceptions to Progressive Steps

Nothing herein shall limit the right of the College to effect an emergency suspension, with pay. Termination of an employee where the conduct of the employee is flagrant, insubordinate, or otherwise nonremediable shall only be effectuated following the pre-disciplinary meeting provided for in paragraph."B" below.

Said conduct shall include but not be limited to: sleeping during scheduled work shift; conviction of a felony anywhere, during the term of employment, and/or conviction for engaging in criminal activity (not a traffic offense) while on Triton's campus; Bringing a weapon onto the College campus; theft of a thing of value from Triton or persons on Triton's campus; fighting or striking another person; abandonment of the position by absenting themselves for five or more consecutive work days without notifying the supervisor; possession, sale or use of a controlled substance.

B. Pre-Disciplinary Meeting

For discipline other than oral warnings, an agent of the Board shall notify the Association and schedule a pre-disciplinary meeting with the employee and the Association. However, other than for a written warning conference, the meeting hereinafter described shall be mandatory. At this meeting the Board (representative) shall inform the employee of the reason(s) for potential or contemplated discipline. The employee and the Association designated person shall have the right to rebut or clarify the reasons for such discipline.

The persons present at this meeting shall be limited to the employee, one (1) Association designated representative, the supervisor involved, and the designee of the **appropriate reporting** Vice President ~~of Academic and Student Affairs~~. No other persons shall be present.

There shall be compliance with the provisions of this Section prior to the imposition of any discipline provided for in Section A, subparagraphs 3, 4 and 5 thereof.

C. Notification and Measure of Discipline

All levels of disciplinary action against an employee shall be done so in writing with the full reasons stated therein. A copy of such disciplinary action shall be served upon the employee and the Association, except in the case of an oral warning, wherein the provisions of A, 1 of this Article are applicable.

Once the Board has determined the measure of discipline, for that offense only, it shall not be increased for such offense. The disciplinary action taken for the particular offense as regards the affected employee shall not be a precedent for any conduct of a similar nature for any other employee.

D. Removal of Discipline

If requested in writing to Human Resources by an active employee, any single event disciplinary action other than dismissal shall be removed from an employee's file after two (2) years if the employee has received no additional discipline for the same offense. The request must be presented only after the second anniversary of the disciplinary action has passed.

APPENDIX C – INDEPENDENT STUDY/INDIVIDUALIZED INSTRUCTION

INDEPENDENT STUDY

Students may pursue supervised study for one (1) to four (4) semester hours of credit on an independent basis for academic work which reflects a reasonable and moderate extension of courses already approved for community college programs. Independent study may not be used in place of a regularly scheduled academic course.

After consultation with a full-time instructor who approves of the student's Independent Study Proposal and agrees to supervise the independent study, the student must obtain approval of the appropriate chairperson/coordinator and academic administrator.

INDIVIDUALIZED INSTRUCTION

Individualized instruction will mean a method of instruction which provides the means whereby a student may complete a college course at a rate which is determined primarily by the student's ability, motivation, and interest. This method of instruction may be employed for single-section instruction, for teaching large numbers of students enrolled in the same course, and for teaching large or small numbers of students enrolled in several different courses.

Individualized Instruction classes may be taught solely by faculty or by faculty assisted by other supportive personnel. The student/faculty ratio for individualized instruction will be established by the dean in consultation with the department chairperson or coordinator and affected faculty member.

Prior to establishing an individualized instruction system for any program or discipline, extensive study and planning by academic administrators, the department chairperson, and the faculty who teach in that program or discipline are required.

Full-time faculty will not be laid off or reassigned to a different department as a consequence of establishing an individualized instruction program. No instructor will be involuntarily assigned to individualized instruction classes unless he/she has been hired for such an assignment.

Individualized instruction programs will be evaluated periodically to assess their effectiveness. This evaluation is the joint responsibility of the faculty, the chairperson/ coordinator, and administrator.

REMUNERATION FOR INDEPENDENT STUDY/INDIVIDUALIZED INSTRUCTION

Faculty compensation for supervising Independent Study students will be determined as follows:

For each student he/she is directing and supervising, the instructor will be paid for 1/20 LHE per semester hour of independent study credit. One (1) LHE of pay is equal to the instructor's base contractual salary divided by thirty (30).

APPENDIX D - MANUFACTURER SPECIFIC AUTOMOTIVE PROGRAM FLEXIBLE SCHEDULING

To meet the needs of automobile manufacturer sponsors and program students, the manufacturer specific automotive programs may be scheduled on a non-traditional format which accommodates the contractual requirements of the instructor and the college. This format shall feature a Fall Semester that spans from mid-July to the end of the traditional Fall Semester, and a Spring Semester that spans from the beginning of the traditional Spring Semester to mid-June.

Instructor Work Year Options

With prior approval, an instructor may choose one or two options for his/her work year. To select an option, the instructor must submit in writing to the appropriate dean and **appropriate reporting** Vice President of Academic and Student Affairs his/her request for schedule assignment for the following year by February 1 to ensure accurate personnel budgeting.

Option One

The instructor may select to teach a base load (15 LHE) and overload (9 LHE) during each of the traditional semesters. The instructor may also choose to teach during the early start of the Fall Semester (mid-July to the beginning of the traditional Fall Semester) and/or the extended portion of the Spring Semester (end of the traditional Spring Semester to Mid-June).

If this option is chosen:

1. The LHE's taught during the early start or extended portions of the Fall and Spring Semesters shall be paid at the appropriate Summer Salary Schedule Rate; and
2. All provisions of Article III, Section I, Summer College and/or Additional Session Assignments of the Negotiated Agreement shall apply.

Option Two

The instructor may choose to count LHEs taught during the early start portion of the Fall Semester and/or extended portion of the Spring Semester (as previously defined) as a portion of the basic load and overload assignment to a maximum of 24 LHEs per semester.

If this option is chosen, the following conditions apply.

1. The instructor must maintain a one-hundred-sixty-one (161) day work year (as per Article VII, Section D, Paragraph 1.) excluding summer or extra session assignments.

2. Actual instructional days taught during the early start portion of the Fall Semester or extended portion of the Spring Semester will be counted as part of the remainder of required days of each respective semester. The remainder of required days must be scheduled during the traditional semester to accommodate the needs of students, programs, and the college.
3. The instructor may teach during the traditional summer sessions as per the provisions of Article IV, Section I, Summer College and/or Additional Session Assignments of the Negotiated Agreement and if no extenuating circumstances or conflicts exist.

Automotive Internship – Instructor Assignments

Automotive Internships are required courses in manufacturer specific programs. Instructors may select these courses as a portion of their schedule as follows.

1. Automotive Internships will generate LHEs for the instructor on a variable scale based on student participation.

Up to 12 students per class – 1.0 LHE.

13 to 15 students per class – 1.5 LHE.

Over 15 students per class – 2.0 LHE.

2. Automotive Internship LHEs may be counted only as a part of the instructor's overload and will be paid at the applicable overload rate.

APPENDIX E – TENURE, DISMISSAL, AND RE-EMPLOYMENT

An Act to add Article 1113 To the “Public Community College Act,” approved July 15, 1965, as amended:

Be it enacted by the people of the State of Illinois, represented in the General Assembly:

Section 1. Article 1113 is added to the “Public Community College Act,” approved July 15, 1965, as amended, the added Article to read as follows:

ARTICLE 1113 TENURE

(110 ILCS 805/3B-1)

Sec. 3B-1. Definitions. As used in this Article, the following terms shall have the meanings hereinafter stated:

“District” means a Community College District.

“Board” means a Board of a Community College District.

“Faculty Member” means a full time employee of the District regularly engaged in teaching or academic support services, but excluding supervisors, administrators and clerical employees.

“School Year” means a regular academic year or its equivalent excluding summer school.

“Term” means a term within a school year.

“Notice” means a written notice delivered in person or deposited in the US Mail by certified or registered mail, postage prepaid, addressed to the faculty member’s last known address.

(110 ILCS 805/3B-2)

Sec. 3B-2. Tenure. Any faculty member who has been employed in any district for a period of three consecutive school years shall enter upon tenure unless dismissed as hereinafter provided. However, a board may, at its option, extend such period for one additional school year by giving the faculty member notice not later than 60 days before the end of the school year or term during the school year or term immediately preceding the school year or term in which tenure would otherwise be conferred. Such notice must state the corrective actions which the faculty member should take to satisfactorily complete service requirements for tenure. The specific reasons for the one-year extension shall be confidential but shall be issued to the teacher upon request. The

foregoing provision for a three-year period and optional one-year extension shall not be construed to interfere with or abrogate local board rules or contracts which now or hereafter may provide for a lesser period of service before entering upon tenure. A tenured faculty member shall have a vested contract right in continued employment as a faculty member subject to termination only upon occurrence of one or more of the following:

- b. Just cause for dismissal; or
- b) A reduction in the number of faculty members employed by the board or a discontinuance of some particular type of teaching service or program.

(110 ILCS 805/3B-3)

Sec. 3B-3. Dismissal of Non-tenured Faculty Member. Every Board shall provide by rule or contract for a procedure to evaluate the performance and qualification of non-tenured faculty members. If the implementation of such procedure results in a decision to dismiss a non-tenured faculty member for the ensuing school year or term, the Board shall give notice thereof to the faculty member no later than 60 days before the end of the school year or term. The specific reasons for the dismissal shall be confidential but shall be issued to the teacher upon request. If the Board fails to give such notice within the time provided during the third year, or during the fourth year in the case of a one year extension, the faculty member shall enter upon tenure during the ensuing school year or term.

(110 ILCS 805/3B-4)

Sec. 3B-4. Dismissal of Tenured Faculty Member for Cause. If a dismissal of a tenured faculty member is sought for cause, the Board must first approve a motion by a majority vote of all its members. The specific charges for dismissal shall be confidential but shall be issued to the tenured faculty member upon request. The Board decision shall be final unless the tenured faculty member within ten days requests in writing of the Board that a hearing be scheduled. If the faculty member within ten days requests in writing that a hearing be scheduled, the Board shall schedule such hearing on those charges before a disinterested hearing officer on a date no less than 45 days nor more than 70 days after the adoption of the motion. The hearing officer shall be selected from a list of five qualified arbitrators provided by a nationally recognized arbitration organization. Within ten days after the teacher receives the notice of hearing, either the Board and the teacher mutually or the teacher alone shall request the list of qualified hearing officers from the arbitration organization. Within five days from receipt of the list, the Board and the teacher, or their legal representatives, shall alternately strike one name from the list until one name remains. The teacher shall make the first strike. Notice of such charges shall be served upon the tenured faculty member at least 21 days before the hearing date. Such notice shall contain a bill of particulars. The hearing shall be public at the request of either the tenured faculty member or the Board. The tenured faculty member has the privilege of being present at the hearing with counsel and of cross-examining witnesses and may offer evidence and witnesses and present defenses to the charges. The hearing officer, upon request by either party, may issue subpoenas requiring the

attendance of witnesses and production of documents. All testimony at the hearing shall be taken under oath administered by the hearing officer. The hearing officer shall cause a record of the proceedings to be kept and the Board shall employ a competent reporter to take stenographic or stenotype notes of all testimony. The costs of the reporter's attendance and services at the hearing and all other costs of the hearing shall be borne equally by the Board and the tenured faculty member. Either party desiring a transcript of the hearing shall pay for the cost thereof. If, in the opinion of the Board, the interests of the district require it, the Board, after 20 days notice, may suspend the tenured faculty member pending the hearing, but if acquitted, the tenured faculty member shall not suffer the loss of any salary by reason of the suspension. The hearing officer shall, with reasonable dispatch, make a decision as to whether or not the tenured faculty member shall be dismissed and shall give a copy of the decision to both the tenured faculty member and the Board. The decision of the hearing officer shall be final and binding.

(110 ILCS 805/3B-5)

Sec. 3B-5. Reduction in Number of Faculty Members. If a dismissal of a faculty member for the ensuing school year results from the decision by the Board to decrease the number of faculty members employed by the Board or to discontinue some particular type of teaching service or program, notice shall be given the affected faculty member not later than 60 days before the end of the preceding school year, together with a statement of honorable dismissal and the reason therefore; provided that the employment of no tenured faculty member may be terminated under the provisions of this Section while any probationary faculty member, or any other employee with less seniority, is retained to render a service which the tenured employee is competent to render. In the event a tenured faculty member is not given notice within the time herein provided, he/she shall be deemed reemployed for the ensuing school year. For the period of 24 months from the beginning of the school year for which the faculty member was dismissed, any faculty member shall have the preferred right to reappointment to a position entailing service he/she is competent to render prior to the appointment of any new faculty member; provided that no non-tenured faculty member or other employee with less seniority shall be employed to render a service which a tenured faculty member is competent to render.

(110 ILCS 805/3B-6)

Sec. 3B-6. Review under the Administrative Review Act. The provisions of the "Administrative Review Act," approved May 8, 1945, and all amendments and modifications thereof and the rules adopted pursuant thereto, shall apply to and govern all proceedings instituted for the judicial review of final administrative decisions of a hearing officer under Section 3B-4 of this Article. The term "administrative decisions" is defined as in Section 1 of said "Administrative Review Act."

APPENDIX F – SEXUAL HARASSMENT POLICY

TRITON COLLEGE POLICY ON SEXUAL HARASSMENT

Sexual harassment is illegal under both state and federal law. In some cases, it may be subject to prosecution under the criminal sexual conduct law.

In support and implementation of the law, and in an effort to provide an educational environment free from condoned harassment, it is the policies of Triton College that no member of the college community including but not limited to employees or students may sexually harass another. Any employee or student will be subject to disciplinary action for violation of this policy.

Unwelcome requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education;
2. submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual;
3. such conduct has the purpose or effect of unreasonably interfering with an individual's academic or professional performance.

Sexual harassment in any situation is reprehensible. It is particularly damaging when it exploits the dependence and trust inherent in student/faculty or employee/supervisor relationships. When the authority and power inherent in these relationships is abused in this way, there is potentially great damage to the individual, to the person complained of, and to the general climate of the College.

APPENDIX G – NONDISCRIMINATION POLICY

TRITON COLLEGE POLICY ON NON-DISCRIMINATION

It is the policy of Triton College not to discriminate on the basis of race, color, creed, national origin, handicap, age, sex, or marital status in admission to and participation in its education programs, employment policies, or college activities.

Inquiries regarding compliance with state and federal nondiscrimination regulations may be directed to the:

Affirmative Action Officer
Triton College
2000 Fifth Avenue,
River Grove, Illinois, 60171

or to any of the following agencies:

1. Equal Employment Opportunity Commission
Washington Field Office
131 M Street, N.E.
Washington D.C., 20507
(202)663-4000

or the

EEOC - Chicago District Office
500 West Madison St. Suite 2800
Chicago, IL 60661
(312) 353-2714

2. Illinois Department of Human Rights
100 W. Randolph, Suite 10-100
Chicago, IL 60601
(312) 814-6200

3. Office of Civil Rights
U.S. Department of Education
500 West Madison St., Suite 1475
Chicago, IL 60661
(312) 730-1560

APPENDIX H - FACULTY CALENDAR (Insert Page 1 Here)

APPENDIX H - FACULTY CALENDAR (Insert Page 2 Here)

APPENDIX H - FACULTY CALENDAR (Insert Page 3 Here)

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APPENDIX H - FACULTY CALENDAR (Insert Page 9 Here)

APPENDIX H - FACULTY CALENDAR (Insert Page 10 Here)

APPENDIX H - FACULTY CALENDAR (Insert Page 11 Here)

APPENDIX I - PURPOSE AND MEMBERSHIP OF THE ACADEMIC SENATE

PURPOSE AND MEMBERSHIP

OF THE

ACADEMIC SENATE

TRITON COLLEGE

I. GENERAL STATEMENT

The Triton College Academic Senate is a collegial body established by the Faculty Association, the administration, and the Board as the academic committee system of the Faculty Association which encompasses other elements of the college in order to promote widespread input into academic decisions. The Senate is concerned with building consensus on those issues which relate to teaching, learning, and professional activities at the College.

The Senate is principally an elected body. It is an advisory body that reports directly to the College President. When appropriate, the decisions of the Senate are presented to the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~ as well as to the President. The Senate generates proposals as well as considers and evaluates recommendations of its standing committees.

The meetings of the Senate are open to the College community. Through the Senate, all faculty, regular and adjunct, have the opportunity to contribute to the Triton educational community. Student leaders are able to voice student concerns and perspectives as well. At the same time, faculty and students can have an ongoing awareness of the issues under consideration College-wide. The Senate serves in this way as a communication vehicle on academic matters.

Each Senate member regularly reports to his/her constituents on Senate matters. Also, minutes of all Senate meetings and summaries of committee meetings are sent to professional employees of the College and student leaders. To ensure effectiveness, resources of the institution are made available for official business of the Senate and its committees.

The focus of the Senate is academic life and development at the College. The scope of the Senate's responsibility does not, therefore, encompass matters dealt with under the terms of the negotiated agreement, the Illinois Educational Labor Relations Act or the Community College Tenure Act. Hence, the Academic Senate takes no action dealing with wages, hours, and terms and conditions of employment, tenure, and/or any other matters

within the scope of collective bargaining or the tenure law, recognizing that these areas are the exclusive purview of the Triton College Faculty Association (TCFA).

This model of shared academic governance shall be reconsidered on a periodic basis by the Senate Chairperson and the Senate subcommittee chairpersons. The Senate may, by three-fifths majority, make changes in its structure and/or operational procedures. The college will ensure the independence and autonomy of the Academic Senate.

II. PURPOSE

- A. To ensure faculty involvement and full representation in decision-forming processes and the forging of a consensus on academic issues.
- B. To create and maintain direct communication between faculty and the President on academic issues.
- C. To focus faculty interests on building a quality community of learning, that is, on the issues of educational philosophy, academic standards, and practices.
- D. To foster a climate of continuous revitalization in pursuit of excellence.
- E. To decide issues of general concern which require deliberation of those affected.
- F. To establish openness in the shared governance process.

III. MEMBERSHIP

- A. Ex-Officio Members
 - 1. College President or designee
 - 2. Faculty Association President or designee (see attached MOU)
 - 3. TCSA President and Vice President
 - 4. Vice President of Academic and Student Affairs
 - 5. Associate Vice President (from an Academic Area)
 - 6. Associate Vice President Human Resources
 - 7. Two (2) Deans (selected by the deans)

B. Elected Members

Faculty Representatives by Department(s) or Building:

Number of Senators

Fine Arts, Hospitality Industry	2
English, Foreign Language, Librarians	3
Social Science	1
Behavioral Science	1
Undergraduate Center, CIS, Architecture	1
Mathematics	1
Physical Education	1
Science	2
Business	2
Nursing	2
Tech East	2
Tech West	2
Allied Health	2
Counseling/Transfer Specialists	2
TOTAL NUMBER OF FACULTY SENATE SEATS	24

C. Selected Representatives

1. Academic Support Representative (appointed from Academic Support Personnel to a one-year term)
2. Adjunct Faculty Representation (selected by Faculty Association with a one-year appointment)

IV. PROCEDURES

Bylaws will be developed by the Senate in keeping with this document.

APPENDIX J -

TRITON COLLEGE ANNUAL INTERNAL PROGRAM REVIEW PROCESS

The Internal Program Review

The purpose of Triton College's annual Internal Program Review is to promote continuous quality improvement through a systematic, cyclical review process that complements the 5 year ICCB program review. Internal reviews are intended to help gauge program strengths, assist academic planning and budgeting, and identify areas that need attention by assessing both qualitative and quantitative data in a timeframe that allows for regular adjustments.

The Process of Program Review

The review is meant to be a meaningful process that contributes to student success and the well-being of the department and the college. As such it should be evaluative as well as descriptive, directed toward improvement, based on consistent criteria, and result in action. Program information gathered will provide data about size and stability, current and projected resource requirements, space and equipment needs, market demand, strengths and weaknesses, and how the program contributes to the college.

The team involved in the review process consists of the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~, the appropriate Dean, the Department Chair or Coordinator, and the program faculty. Information Services, Business Services, and Research Services will also be involved to the extent of providing requisite institutional data. The review process may begin in the spring and will conclude early fall. It will be led by the appropriate Chair, Coordinator or faculty member. Departmental collaboration will be required in areas with multiple disciplines. The reviewer will be responsible for producing a single report summarizing the program's strengths and recommending potential improvements if warranted. The Chair/Coordinator and Dean will discuss the report in the early fall.

The Program Review Timeline

February – June	Chairs/Coordinators have conversations with the faculty and others to substantiate relevant activities.
June – September	Quantitative data made available.
June – August	Program Review report compiled by Chair/Coordinators.
September 1	Program Review report due to appropriate Dean.
September 1– September 30	Deans review reports with Chairs/Coordinators.
October 15	Report due to VP of Academic Affairs.
January 31	Program status communicated to Chairs and Coordinators and planning based on findings of IPR proceeds.

The Review Criteria

Thoughtful and accurate responses to and reflections upon the common set of qualitative and quantitative criteria set forth below comprise the annual Internal Program Review process. Criteria are subject to annual review and may be updated to more accurately reflect institutional priorities and goals for student success.

Primary Criteria

1. Student Persistence. Program withdrawals are less than 23% in 100-level and below courses, less than 15% in 200-level and above courses. Data will be calculated using difference in enrollments from 10th Day to end of term (EOT).
2. Student Persistence and Retention Activities. 80% of all faculty participation in student persistence and retention activities and programs such as Early Alert and counseling/advising designed to increase student retention. Data will be provided by the Chair/Coordinator and verified by the appropriate dean.
3. Program Enrollment. Annual program enrollments mirror the college's student Full Time Equivalent (FTE) average within 80% of the institution's trend line based on midterm data.
4. Student Enrollment. Programs should average at least 30 FTE over Fall and Spring based on midterm data.
5. Faculty Load. The extent to which faculty are able to make their full load teaching in their program area as indicated on Form 17. Data will be provided by the Chair/Coordinator and verified by the appropriate dean.
6. Environment. Department's climate is conducive to student success and department demonstrates significant continual activity in the majority of the following where applicable: internal and external professional development activities, development and maintenance of academic and business partnerships, mentoring of full- and part-time faculty, inter- and intra-departmental support of instructional initiatives, and pursuit of alternative funding. Narrative will be provided by the Chair/Coordinator and verified by the appropriate dean.
7. Cost Effectiveness. Programs/disciplines will be evaluated using a report that calculates revenues, fees, direct and indirect costs to generate a Relative Cost Factor (RCF). A positive (>0) RCF value will be awarded a point. The formula for $RCF = \frac{\text{total revenue (tuition, fees, and grants)} - \text{total expenses (salary, benefits, square footage cost, departmental costs)}}{\text{total credit hours}}$. Please note: Data for this criteria are available after the annual fiscal cycle is completed and will be provided to appropriate Deans for inclusion in the IPR in September.
8. Curriculum Alignment and Currency. Department reviews and updates curriculum and courses on a regular and frequent basis based on new trends in the discipline, best educational practices, and information provided through assessment processes. Department develops and delivers courses that match Illinois Articulation Initiative (IAI) curricula, OR articulates with 3 individual articulators per ICCB guidelines, OR conforms to accreditation guidelines. If an active advisory committee is required, it meets at least twice per year (unless a program accreditation requires otherwise) and has representation from a minimum of 5 employers/external experts, a high school

representative, and one representative from an articulation partner. Narrative will be provided by the Chair/Coordinator and verified by the appropriate dean.

9. **Assessment.** Participates and completes all relevant annual assessment activities including reports, workshops, and ICCB program reviews. This includes AA, AAS and General Education. Narrative will be provided by the Chair/Coordinator and verified by the appropriate dean.
10. **Completion.** Programs should award at least 30 degrees and certificates within a 2 year period, or to 21% of declared students annually, whichever number is higher.

Secondary Criteria

1. **FTE to FTFE ratio.** Ratio of full time student equivalent (FTE) to full time faculty equivalent (FTFE) by discipline.
2. **Instructional Innovation.** Provides significant, continual evidence of instructional innovation in areas ***such as*** scheduling, interdisciplinary programming, use of technology to enhance learning, uniqueness or strategic value of program/discipline, inventive features related to teaching quality, teaching-related awards and/or accomplishments of faculty, and appropriate balance of course offerings. Narrative will be provided by the Chair/Coordinator and verified by the appropriate dean.
3. **Campus Engagement and Program/Discipline Promotion.** 80% of full time faculty participation in activities ***such as*** student events, graduation, open houses, admissions activities, ongoing development of articulation agreements, community events. Where there are no full time faculty, or no full-time faculty except for the Chair/Coordinator, activities of the Chair/Coordinator should be documented. Narrative will be provided by the Chair/Coordinator and verified by the appropriate dean.
4. **Employment Outlook.** Forecast growth in employment checked at national (10 year forecast), state (10 year) and county (3 year) levels. A positive growth forecast at 2 or more levels will be awarded a point. Narrative will be provided by the Chair/Coordinator and should reference sources used.

Determination of Program Status

Based on the findings of the program review process, the state of a given program may be determined to be *Vital, Viable, Static, or In Decline*. The following formula and rating system will be applied:

Formula: $[\# \text{ of Primary Criteria Met}] + ([\# \text{ of Secondary Criteria Met}] * .7) = \text{Rating Score}$

Note: Secondary criteria are calculated at 70% of the weight of Primary criteria as a way to provide an appropriate emphasis between primary and secondary measures.

- Programs that are **VITAL** will have a rating score of 12.8 – 10.6
- Programs that are **VIALE** will have a rating score of 10.5 – 9.3
- Programs that are **STATIC** will have a rating score of 9.2 – 8.0
- Programs that are **IN DECLINE** will have a rating score of 7.9 or lower

The findings of the internal review process will be used to enhance program strengths and correct program weaknesses. Programs that are rated as Static or In Decline will be expected to move up one level within one year. Programs rated as Static or In Decline that rate the same or lower in the next year will be subject to the orderly withdrawal process, consolidation within other program areas, reallocation of resources, or other appropriate remedial measures.

APPENDIX K -

PROFESSIONAL DEVELOPMENT UNITS

1. PDU (Professional Development Units) Committee

The charge of the PDU Committee is to review faculty activities not outlined in the eligible list and, upon approval, forward acceptance to Human Resources for PDU credit. Representation consists of five (5) faculty members appointed by the Association President, and four (4) academic deans selected by the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~. The Committee selects from among its membership a Chair who must be a faculty member. The PDU Committee will meet at least once each semester.

2. Professional Development

To further the educational attainment of the students of the College, faculty understand the need to maintain educational expertise through the completion of a minimum of six (6) professional development units over the course of every two (2) years. Courses that are not in a faculty member's discipline or a related discipline may be submitted to the PDU Committee for consideration. After review of the course(s) and objectives, the PDU Committee will make a recommendation to the **appropriate reporting** Vice President of ~~Academic and Student Affairs~~.

Attendance at internal workshops will be forwarded to HR automatically and does not require the completion of PDU forms.

Earned PGUs under Article VIII Section C will receive PDU credit. The appropriate dean will forward PGU/PDU credits to the Human Resources department.

3. Professional Development Units

Upon submission of the PDU Completion Form, PDUs will be awarded for eligible publications, exhibits, performances, workshops, seminars, audited courses, and appropriate summer work experiences.

To be awarded PDU credit for eligible activities or publications, a PDU Completion Form must be submitted within sixty (60) calendar days after the eligible publication or activity is completed. Failure to submit the PDU Completion Form within the sixty (60) calendar day period shall result in non-acceptance and rejection of the credit sought. A publication, exhibit, performance, etc., may count only once for PDU credit.

PDU's will be awarded for:

- Authorship or co-authorship of a book in the faculty member's subject field or a related field. The book cannot be published by a vanity press.
- Authorship or co-authorship of an article, story, or poetic work in the faculty member's subject field or a related field. The piece must appear in a refereed journal.
- Exhibit/performance/recital/directing, for faculty members in fine or performing arts. Such activities must be subject to evaluation or review by outside experts in the field who validate that the activity has artistic merit, requires substantial individual effort, and demonstrates professional competence according to the accepted standards of the discipline. Examples of qualified activities include a juried, one-person exhibit at an art gallery, or a solo performance with a recognized symphony that is reviewed by a music critic. Examples of activities that are not qualified include playing an instrument as background music at a conference or exhibiting and selling paintings at a local art fair.
- Summer work experience outside the College to upgrade skills in a field directly related to instructional assignment (i.e., Electronics Technician, etc.). For such activities, one (1) PDU can be awarded for each eighty (80) hours of work experience to a maximum of four (4) PGU credits per summer. Unless unusual circumstances warrant such approval, PDU credit for summer employment would only be approved every other summer.
- Participation in professional workshops, seminars, non-credit courses, and audited courses [typically fifteen (15) class contact hours for each one (1) PDU]. Such workshops, seminars, and courses will be used in PDU credit contingent upon:
 - a. Submission of the PDU Completion Form within sixty (60) days of the conclusion of the eligible workshop, seminar, or course; and
 - b. Demonstration on the PDU Completion Form that the workshop, seminar, or course was applicable to instruction or other institutional responsibilities of the faculty member. The method of demonstration is at the discretion of the faculty member with the approval and adequacy by the appropriate administrator. Demonstration could occur through such means as incorporation of subject matter into an existing course, development of a new course based all or in substantial part on the contents of the workshop presentation of an in-house professional development workshop, based upon the subject, or use of knowledge and skills gained through the workshop in the performance of duties.

Presentations at professional seminars, conferences, etc. <ul style="list-style-type: none"> For a national international individual presentation For national panel or co-presentation For regional or state presentation For individual or local (including internal faculty forum/workshop*) For faculty roundtable presentations 	4.00 PDU Credits 3.00 PDU Credits 2.00 PDU Credits 1.0 PDU Credits 0.50 PDU Credits
Attendance at seminars, conferences, workshops, undergraduate courses, and audited graduate courses. PDUs for attendance will be allocated at the rate of 1.00 PGU for each 15 contact hours. The following should be used to calculate PDUs. <ul style="list-style-type: none"> 2-4 contact hours 5-8 contact hours 9-12 contact hours 13-15 contact hours A series of forums or workshops can lead up to 3 PDU Credits.	 0.25 PDU Credits 0.50 PDU Credits 0.75 PDU Credits 1.00 PDU Credits
Committee Work <ul style="list-style-type: none"> Chairperson (per academic year)** Member (per academic year) 	1.00-3.00 PDU Credit 1.00 PDU Credit

All other professional development activities will be submitted to the dean for approval and forwarded by the faculty member to the PDU Committee for PDU credit.

* Attendance at Fall and Spring Faculty workshop shall each earn .50 PDU credit.

** For the first two years as Chairperson of the Academic Senate and College Curriculum Committee, the faculty member will receive 3.00 PDUs each year.

- Authorship or co-authorship of a chapter in a book. If the chapter comprises a new addition to an existing book that is being revised, then the chapter will be treated as if it were appearing for the first time.

4. Activities not outlined on the following list will be submitted to the PDU Committee for consideration. The PDU Committee will forward PDU approval to Human Resources for PDU credit.

Activity	Is Equivalent To
Authorship of a book	6.00 PDU Credits
Co-authorship of a book	6.00 PDU Credits
Authorship of an article	4.00 PDU Credits
Co-authorship of an article	2.00 PDU Credits
Editing a book	4.00 PDU Credits
Co-editing a book	4.00 PDU Credits
Authorship of a chapter in a book	4.00 PDU Credits
Co-authorship of a chapter in a book	2.00 PDU Credits
Textbook or article review for a publisher	0.25 PDU Credits
Exhibit/performance, etc. <ul style="list-style-type: none"> • For an individual, juried, national exhibit/performance • For a group, juried, national exhibit/performance • For an individual, juried, state or regional exhibit/performance • For group, juried, state or regional exhibit/performance • For local exhibit/performance 	Up to 4.00 PDU Credits 4.00 PDU Credits 3.00 PDU Credits 3.00 PDU Credits 2.00 PDU Credits 1.00 PDU Credit
Development of new courses (including honor courses)	Up to 3.00 PDU Credits
Development of on-line/distance learning courses	1.00-4.00 PDU Credits
Work experience in related vocation area For each 80 contact hours	Up to 4.00 PDU Credits 1.00 PDU Credits
Officer of professional organization <ul style="list-style-type: none"> • Per calendar year for national or international • Per calendar year for state or regional • Per calendar year for local • Per calendar year for 16 contact hours of work as a Board member 	(Max of 4.00 PDU per organization) 2.00 PDU Credits 1.00 PDU Credit 0.50 PDU Credit 1.00 PDU Credit
Participation on a visitation team for North Central or comparable accreditation organization For each 16 contact hours	1.00 PDU Credit

APPENDIX L –

ARTICLE IV, Paragraph A.2. Sick time retirement calculation examples

Upon retirement each full time faculty member will received terminal reimbursement for up to sixty (60) days of unused sick leave calculated as follows:

- Twelve and one-half percent (12.5%) of the first four hundred (400) accumulated days.
- Ten percent (10%) if accumulated days over four hundred (400).

1. Example One:

If Faculty member has accumulated: 500 sick days

- First 400 days x 12.5% = 50.00 days
 - Balance of 100 x 10% = 10.00 days
 - Total of 60.00 days
- (Maximum allowed terminal reimbursement equals 60 days)

Reimbursement will be for maximum of 60 days

2. Example Two:

If Faculty member has accumulated: 623 sick days

- First 400 days x 12.5% = 50.00 days
 - Balance of 223 x 10% = 22.30 days
 - Total of 72.30 days
- (Maximum allowed terminal reimbursement equals 60 days)

Reimbursement will be for maximum of 60 days

3. Example Three:

If Faculty member has accumulated: 419 sick days

- First 400 days x 12.5% = 50.00 days
 - Balance of 19 x 10% = 00.19 days
 - Total of 50.19 days
- (Below Maximum allowed terminal reimbursement)

Reimbursement will be for 50.19 days

However, if the faculty member chooses to report 180 sick days to SURS for one additional year of service:

4. Example Four:

If Faculty member has accumulated: 500 sick days – 180 days reported to SURS = 320 days

- First 320 days x 12.5% = 40.00 days
 - Balance of 0 x 10% = 00.00 days
 - Total of 40.00 days
- (Below Maximum allowed terminal reimbursement)

Reimbursement will be for 40.00 days

Note: Examples are accurate as of July 1, 2012 and the SURS rules effective and in place on that date.

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ACADEMIC CALENDAR

FALL SEMESTER 2018

August 2018						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	






September 2018						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October 2018						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2018						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December 2018						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	16
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	15
SUNDAY	15

KEY:	Holiday/No Classes		Chairpersons Return		Faculty Workshop	
	Final Examination		First Day of Classes			

August 16	Dept. Chairpersons Return
August 17	Faculty Workshop
August 20	Credit Classes Begin
September 3	Holiday – No Classes – Labor Day
October 9	Faculty Holiday – No Classes
October 12	Mid-semester, Mid-term due date
October 15	Second Seven-Week Classes Begin
November 21-25	Thanksgiving Recess
December 10-13	Final Exams
December 19	Grades Due by 3:00 p.m.

ACADEMIC CALENDAR SPRING SEMESTER 2019

January 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		






February 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2019						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2019						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	15
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	15
SUNDAY	14

KEY:	Holiday/No Classes		Chairpersons Return		Faculty Workshop	
	Final Examination		First Day of Classes			

January 17	Dept. Chairpersons Return
January 18	Faculty Workshop
January 21	Holiday – No Classes – MLK Day
January 22	Credit Classes Begin
March 15	Mid-semester, Mid-term due date
March 18-24	Spring Break
March 25	Second Seven-Week Classes Begin
April 19-21	Spring Recess, No Classes
May 14-17	Final Exams
May Graduation TBA	
May 21	Grades Due by 7:30 p.m.

ACADEMIC CALENDAR

SUMMER SEMESTER 2019

May 2019						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June 2019						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July 2019						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2019						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	31	31

KEY:

Holiday/No classes



First Day of Classes



First Five-Week Session	
May 27	Holiday – No Classes – Memorial Day
May 28	Credit Classes Begin
June 28	End of first five-week sessions
July 3	Grades Due by 7:30 p.m.
Eight Week-Session	
June 10	Credit Classes Begin
July 4	Holiday – No Classes – July 4 th Observance
August 2	End of eight-week sessions
August 7	Grades Due by 7:30 p.m.
Second Five-Week Session	
July 1	Credit Classes Begin
July 4	Holiday – No Classes – July 4 th Observance
August 2	End of second five-week sessions
August 7	Grades Due by 7:30 p.m.

ACADEMIC CALENDAR

FALL SEMESTER 2019

August 2019						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	31	31

September 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	16
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	15
SUNDAY	14

KEY:

Holiday/No Classes



Chairpersons Return



Faculty Workshop



Final Examination



First Day of Classes



August 15	Dept. Chairpersons Return
August 16	Faculty Workshop
August 19	Credit Classes Begin
September 2	Holiday – No Classes – Labor Day
October 8	Faculty Holiday – No Classes
October 11	Mid-semester, Mid-term due date
October 14	Second Seven-Week Classes Begin
Nov. 27-Dec. 1	Thanksgiving Recess
December 9-12	Final Exams
December 18	Grades Due by 3:00 p.m.

ACADEMIC CALENDAR SPRING SEMESTER 2020

January 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	






February 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	15
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	14
SUNDAY	14

KEY:	Holiday/No Classes		Chairpersons Return		Faculty Workshop	
	Final Examination		First Day of Classes			

January 16	Dept. Chairpersons Return
January 17	Faculty Workshop
January 20	Holiday – No Classes – MLK Day
January 21	Credit Classes Begin
March 16-22	Spring Break
March 20	Mid-semester, Mid-term due date
March 23	Second Seven-Week Classes Begin
April 10-12	Spring Recess, No Classes
May 11-14	Final Exams
May Graduation TBA	
May 20	Grades Due by 7:30 p.m.

ACADEMIC CALENDAR SUMMER SEMESTER 2020

May 2020						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2020						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

KEY:

Holiday/No classes



First Day of Classes



First Five-Week Session	
May 25	Holiday – No Classes – Memorial Day
May 26	Credit Classes Begin
June 26	End of first five-week sessions
July 2	Grades Due by 7:30 p.m.
Eight Week-Session	
June 8	Credit Classes Begin
July 3	Holiday – No Classes – July 4 th Observance
July 31	End of eight-week sessions
August 5	Grades Due by 7:30 p.m.
Second Five-Week Session	
June 29	Credit Classes Begin
July 3	Holiday – No Classes – July 4 th Observance
July 31	End of second five-week sessions
August 5	Grades Due by 7:30 p.m.

ACADEMIC CALENDAR

FALL SEMESTER 2020

August 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2020						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	16
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	15
SUNDAY	15

KEY:

Holiday/**No Classes**



Chairpersons Return



Faculty Workshop



Final Examination



First Day of Classes



August 20	Dept. Chairpersons Return
August 21	Faculty Workshop
August 24	Credit Classes Begin
September 7	Holiday – No Classes – Labor Day
October 13	Faculty Holiday – No Classes
October 16	Mid-semester, Mid-term due date
October 19	Second Seven-Week Classes Begin
November 25-29	Thanksgiving Recess
December 14-17	Final Exams
December 22	Grades Due by 3:00 p.m.

ACADEMIC CALENDAR SPRING SEMESTER 2021

January 2021						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2021						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	15
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	14
SUNDAY	13

KEY:

Holiday/No Classes



Chairpersons Return



Faculty Workshop



Final Examination



First Day of Classes



January 14	Dept. Chairpersons Return
January 15	Faculty Workshop
January 18	Holiday – No Classes – MLK Day
January 19	Credit Classes Begin
March 15-21	Spring Break
March 12	Mid-semester, Mid-term due date
March 22	Second Seven-Week Classes Begin
April 2-4	Spring Recess, No Classes
May 11-14	Final Exams
May Graduation TBA	
May 19	Grades Due by 7:30 p.m.

ACADEMIC CALENDAR SUMMER SEMESTER 2021

May 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2021						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2021						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2021						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

KEY:

Holiday/No classes



First Day of Classes



First Five-Week Session	
May 31	Holiday – No Classes – Memorial Day
June 1	Credit Classes Begin
July 2	End of first five-week sessions
July 7	Grades Due by 7:30 p.m.
Eight Week-Session	
June 14	Credit Classes Begin
July 5	Holiday – No Classes – July 4 th Observance
August 6	End of eight-week sessions
August 11	Grades Due by 7:30 p.m.
Second Five-Week Session	
July 5	Holiday – No Classes – July 4 th Observance
July 6	Credit Classes Begin
August 6	End of second five-week sessions
August 11	Grades Due by 7:30 p.m.

ACADEMIC CALENDAR

FALL SEMESTER 2021

August 2021						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				






September 2021						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2021						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December 2021						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	16
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	15
SUNDAY	15

KEY:	Holiday/No Classes		Chairpersons Return		Faculty Workshop	
	Final Examination		First Day of Classes			

August 19	Dept. Chairpersons Return
August 20	Faculty Workshop
August 23	Credit Classes Begin
September 6	Holiday – No Classes – Labor Day
October 12	Faculty Holiday – No Classes
October 15	Mid-semester, Mid-term due date
October 18	Second Seven-Week Classes Begin
November 24-28	Thanksgiving Recess
December 13-16	Final Exams
December 22	Grades Due by 3:00 p.m.

ACADEMIC CALENDAR SPRING SEMESTER 2022

January 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	16
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	14
SATURDAY	15
SUNDAY	15

KEY:

Holiday/No classes



Chairpersons Return



Faculty Workshop



Final Examination



First Day of Classes



January 13	Dept. Chairpersons Return
January 14	Faculty Workshop
January 17	Holiday – No Classes – MLK Day
January 18	Credit Classes Begin
March 14-20	Spring Break
March 11	Mid-semester, Mid-term due date
March 21	Second Seven-Week Classes Begin
April 15-17	Spring Recess, No Classes
May 16-19	Final Exams
May Graduation TBA	
May 24	Grades Due by 2:30pm.

ACADEMIC CALENDAR

SUMMER SEMESTER 2022

May 2022						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June 2022						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

KEY:

Holiday/No classes



First Day of Classes



First Five-Week Session	
May 30	Holiday – No Classes – Memorial Day
May 31	Credit Classes Begin
June 30	End of five-week sessions
July 6	Grades Due by 7:30 p.m.
Eight Week-Session	
June 13	Credit Classes Begin
July 4	Holiday – No Classes – July 4 th Observance
August 5	End of eight-week sessions
August 10	Grades Due by 7:30 p.m.
Second Five-Week Session	
July 5	Credit Classes Begin
July 4	Holiday – No Classes – July 4 th Observance
August 5	End of eight-week sessions
August 10	Grades Due by 7:30 p.m.

ACADEMIC CALENDAR

FALL SEMESTER 2022

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

DAYS OF INSTRUCTION INCLUDING EXAMS	
MONDAY	16
TUESDAY	16
WEDNESDAY	16
THURSDAY	16
FRIDAY	15
SATURDAY	15
SUNDAY	15

KEY:

Holiday/No classes



Chairpersons Return



Faculty Workshop



Final Examination



First Day of Classes



August 18	Dept. Chairpersons Return
August 19	Faculty Workshop
August 22	Credit Classes Begin
September 5	Holiday – No Classes – Labor Day
October 11	Faculty Holiday – No Classes
October 14	Mid-semester, Mid-term due date
October 17	Second Seven-Week Classes Begin
November 23- 27	Thanksgiving Recess
December 12- 15	Final Exams
December 20	Grades Due by 3:00 p.m.

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16178

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 at a cost of \$44,030.11 for FY19. This is \$555.89 less than the FY18 renewal. The renewal period runs from September 1, 2018 through August 31, 2019.

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.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
-------------------------------------------	------------------------------------------	-------------------

Related forms requiring signature: Yes ____ No X

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.

Thank you for the opportunity to quote you! Please reach out to me with any questions!



ACCOUNT MANAGER NOTES:

-Nicole Smith
847-419-7551
nicsmit@cdwg.com

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
JXPC547	7/19/2018	JXPC547	0334944	\$44,030.11

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Microsoft Desktop Education w/Enterprise CAL - license & software assurance Mfg. Part#: 2UJ-00003-ILCC UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET	726	2476143	\$56.70	\$41,164.20
Microsoft Office SharePoint Server - license & software assurance - 1 serve Mfg. Part#: H04-00232 UNSPSC: 43232915 Electronic distribution - NO MEDIA Contract: MARKET	2	2355614	\$453.65	\$907.30
Microsoft Windows Server - External Connector License & Software Assurance Mfg. Part#: R39-00374 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET	1	2379801	\$182.21	\$182.21
Microsoft Windows Server Datacenter Edition - license & software assurance Mfg. Part#: 9EA-00039 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: MARKET	40	4325198	\$44.41	\$1,776.40

PURCHASER BILLING INFO Billing Address: TRITON COLLEGE ACCTS PAYABLE 2000 5TH AVE RIVER GROVE, IL 60171-1995 Phone: (708) 456-0300 Payment Terms: NET 30 Days-Govt/Ed	SUBTOTAL	\$44,030.11
	SHIPPING	\$0.00
	GRAND TOTAL	\$44,030.11

DELIVER TO	Please remit payments to:
Shipping Address: TRITON COLLEGE MICHAEL GARRITY 2000 5TH AVE RIVER GROVE, IL 60171-1995 Phone: (708) 456-0300 Shipping Method: ELECTRONIC DISTRIBUTION	CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515

Need Assistance? CDW•G SALES CONTACT INFORMATION



Nicole Smith

(877) 850-4777

nicssmit@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 28, 2018

ACTION EXHIBIT NO. 16179

**SUBJECT: SERVICE RENEWAL AGREEMENT WITH CHICAGO AREA
INTERPRETER REFERRAL SERVICES (CAIRS)**

RECOMMENDATION: That the Board of Trustees approve the updated fee and scheduling Agreement for Chicago Area Interpreter Referral Services (CAIRS) providing interpreter services to Triton College. This CAIRS fee Agreement is effective August 1, 2018 and shall continue until updated by CAIRS. Services are provided at an “on call” basis and the College pays no fee unless CAIRS services are ordered. Based on the College’s past experience, services are projected not to exceed \$200,000 per fiscal year.

RATIONALE: The College is required to provide interpretive services to eligible students. Triton College Center for Access and Accommodative Services uses CAIRS for sign-language interpreting services for approximately 6-7 students per semester. This Agreement has identical language to prior Board approval Agreements with an increase in their hourly fees for their services.

Submitted to Board by: Sean Sullivan
(Vice President) Sean Sullivan

Board Officers’ Signatures Required:

<hr style="border: none; border-top: 1px solid black;"/> Mark R. Stephens Chairman	<hr style="border: none; border-top: 1px solid black;"/> Diane Viverito Secretary	<hr style="border: none; border-top: 1px solid black;"/> Date
----------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------	----------------------------------------------------------------------

Related forms requiring signature: Yes ☐ No ☒



RATES AND POLICIES University CLIENTS

Effective August 1, 2018

REQUESTING SIGN-LANGUAGE INTERPRETING SERVICES

Requesting interpreter services through CAIRS is easy!

STEP 1: Contact CAIRS

Option 1: Email: info@CAIRS.net

Option 2: Through the website: www.CAIRS.net
(use request tab on homepage)

Option 3: Fax: 312-895-4313

Option 4: Phone: 312-895-4300

CAIRS Business Hours are 9:00AM - 5:00PM c.s.t. Monday - Friday

CAIRS office is closed on the following days: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. **NOTE:** In the event that a holiday falls on a Saturday, the office will be closed on the preceding Friday. In the event that a holiday falls on a Sunday, the office will be closed on the following Monday.

STEP 2: Provide the following 13 pieces of required information to request a sign-language interpreter.

ALL REQUESTS MUST BE MADE IN WRITING AND MUST INCLUDE THE FOLLOWING INFORMATION:

1. School name, address and Customer ID#
2. Student name
3. Class name (subject type and topic of assignment)
4. Class location and room number
5. Instructors name
6. Day(s) of week
7. Start and end dates
8. Days that there are no classes
9. Time duration of assignment (start and end times)
10. Preferred minimum skill level and interpreting capability (ASL, PSE, ESL, SEE, Tactile, Oral, etc.)
11. On-site contact person's name, phone number and email address
12. Billing contact person's name, address, and phone number (if different from contact person)
13. Parking details AND any additional information (dress code, if photo ID is required, etc.)

IMPORTANT NOTES:

- **All 13 pieces of information are required before a coordinator can look for an interpreter.** The customer is solely responsible for providing all the required information.
- **Once an assignment is booked and an interpreter is secured, it is at that point that the customer is responsible for all charges.**
- If the request will take place in less than two business days or is an emergency in nature please place the order and then call CAIRS at 312-895-4300 to confirm receipt of the order. These requests will include additional fees as noted on page three of this document.
- Occasionally, multiple interpreters are needed to fill requests exceeding two hours in length, in these instances the client will be billed for all fees per interpreter.
- All next-day assignment requests **must** be received no later than 4:30 PM to be processed on the same day. These requests will include additional fees as noted on page three of this document.
- **Interpreter assignment requests for locations which have a lower concentration of available interpreters may incur travel costs.**

STEP 3: CAIRS will work diligently with the customer to obtain a high quality certified interpreter. Once an interpreter is secured. CAIRS will contact the customer with the interpreter's information. **CAIRS provides only licensed interpreters.**

All jobs are assignment specific and not time specific (i.e., an interpreter secured to interpret a Math class cannot then be asked to interpret an Advisement meeting unless both were originally requested for the assignment).

ASSIGNMENT LENGTH

- All assignments are charged a standard service fee (see assignment rates on page three).
- In most cases, a single interpreter can work alone for up to two hours.
- While the majority of assignments are two hours or less in length and will require only one interpreter, CAIRS reserves the right to contract with two interpreters for a two hour or less assignment based upon the Deaf consumers preferences and needs, workload intensity, size of group involved, or topic content.
- Assignments exceeding two hours require a second interpreter due to the mental and physical demands of interpreting. If a second interpreter is unavailable, the available interpreter will be asked if they are willing to work the assignment alone with additional breaks as necessary.
- Assignments over two hours with only one interpreter will be charged at one and a half times the hourly rate.
- **Overtime** - Assignments that exceed the originally requested time period are billed in 15-minute increments and are subject to the interpreter's individual schedule. Overtime availability is not guaranteed.

CANCELLATION AND ALTERATION POLICIES

CAIRS continually demonstrates a high success rate in filling customer requests. Occasionally, due to significant volume during peak periods or insufficient advanced request notice, CAIRS may be unable to fill an assignment. If that should occur, CAIRS will notify the customer and explore the possibility of rescheduling the assignment. **The customer will never be charged for an unfilled assignment.**

Cancellations to Scheduled Assignments

- **Cancelled without charge** - Assignments may be cancelled without charge up to two full business days prior to the scheduled assignment date, (i.e. for an assignment on Friday the customer must call before 5:00 PM on the Tuesday before to avoid paying the full amount of the assignment. If the customer calls after 5:00 PM on Tuesday the customer will be responsible for paying for the full amount of the assignment.)
- **Cancelled with charge** - Occasionally a Deaf consumer will miss an appointment or meeting. CAIRS must be notified when the customer becomes aware that a Deaf consumer is going to miss a scheduled assignment! **CAIRS remains contractually obligated to compensate the interpreters for all requests cancelled with less than two full business days prior notice. Consequently, CAIRS must hold customers contractually obligated for these charges.**
 - If the customer notifies us less than two full business days prior to the assignment that the Deaf consumer will not be at the appointment, the customer will be responsible for paying for the full amount of the assignment.
 - If an interpreter arrives at an assignment and the Deaf consumer is not there or an interpreter is notified upon arrival at the assignment that the Deaf consumer is not coming, the customer will be responsible for paying for the full amount of the assignment.

Alterations to Scheduled Assignments

- **Less than two full business days prior notice** - Any changes to a scheduled interpreter assignment with less than two full business days prior notice but more than one full business day prior will result in cancellation of the original assignment with full charge and the creation of a new assignment with a Short-Notice Fee.
- **Less than one full business day prior notice** - Any changes to a scheduled interpreter assignment with less than one full business day prior notice will result in cancellation of the original assignment with full charge and the creation of a new assignment with an Emergency Fee and Travel Time Fee to and from the assignment.
- **Same location multiple emergency assignments** - If an interpreter is at the location of a scheduled assignment and other emergency assignment requests are made for the same location, Emergency or After-Hours fees will apply to all additional assignments, but Travel Time fees will only apply to the first and last assignment (to and from the assignment location, with a maximum of three hours travel per assignment). Again, this is contingent on the individual interpreters' availability.

ASSIGNMENT RATES

	Advanced Notice <i>More than 2 Business Days Prior Notice</i>	Short Notice <i>Less than 2 Business Days Prior Notice</i>	Emergency <i>Same or 1 Business Day Prior Notice</i>	Legal Consulting	Legal Recording	Tactile/ Trilingual	Audio/Video Taping/ Performance	Holidays
Standard Service Fee	\$106	\$106	\$106	\$142	\$176	\$124	\$144	Varies
Additional Time <i>(in excess of 2 hours)</i>	\$53 per hour	\$53 per hour	\$53 per hour	\$71 per hour	\$88 per hour	\$62 per hour	\$72 per hour	1.5 Times Scheduled Rate
Additional Fees	None	\$55 Short Notice Fee	\$60 Emergency Notice Fee	Additional Fees will apply based on when the request for the assignment is placed. Requests with less than two business day's prior notice will incur a \$55 Short Notice Fee; same or one business day prior notice will incur a \$60 Emergency Notice Fee.				
Travel Time Fee	No travel with Advanced Notice	No travel with Short Notice	\$53 per hour up to 3 hour maximum	Travel Time Fees will apply based on when the request for the assignment is placed. Requests with less than one business day prior notice or after business hours notice will incur Travel Time at \$53 per hour to and from the assignment with a three hour maximum.				

ALL FEES ARE PER INTERPRETER PER ASSIGNMENT

- **Legal Consultation:** Legal consultations are assignments where legal counsel is present but where no official recording is taken. These assignments include intake interviews, advice and counsel in attorney offices, settlement conferences, and other discussions, conversations and meetings with attorneys present.
- **Legal Recording:** Legal recordings are assignments where an official recording is taken or there is an independent fact finder present or presiding. These assignments include depositions, recordings, arbitration proceedings, court proceedings and trials.
- **Tactile:** Tactile assignments are those for individuals who are Deaf and Blind.
- **Trilingual:** Trilingual assignments are those that include a foreign language.
- **Performance:** A scripted live performance for an audience. *(Additional two hours of prep time added to all performances.)*
- **Audio/Video Taping:** this includes all audio/video taped assignments that are recorded and may be used at a later date.
- **Holidays:** Holiday rates apply to assignments that take place on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
- **Credit Card Payments:** Payments by credit card will incur a \$5.00 processing fee.
- **Terms:** Due upon receipt

Special Note: CAIRS prides itself with the quality of our freelance interpreters. While engaged to provide professional services, the customer may become familiar with various interpreters CAIRS contracts with and wish to extend an offer of employment. CAIRS values the working relationship with each freelance interpreter, but also does not desire to hinder the opportunities that may present themselves. The customer agrees to reimburse CAIRS one-third of the interpreters' earnings within the past year at CAIRS or \$4,000, whichever is greater, should the customer extend an offer of employment and it be accepted.

CAIRS Scheduling & Pricing Guide for Jobs with Less Than Two Full Business Days Prior Notice – *Does not include after business hours calls*

Day You Call to Make Your Request	Day of Interpreting Services									
	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT. / SUN.	MONDAY	TUESDAY	WEDNESDAY	THURSDAY
MONDAY Request Placed on Monday For: MONDAY, TUESDAY or WEDNESDAY	Emergency Fee AND Travel Time Fee	Emergency Fee AND Travel Time Fee	Short-Notice Fee	NO ADDITIONAL FEES	NO ADDITIONAL FEES	NO ADDITIONAL FEES				
TUESDAY Request Placed on Tuesday For: TUESDAY, WEDNESDAY or THURSDAY		Emergency Fee AND Travel Time Fee	Emergency Fee AND Travel Time Fee	Short-Notice Fee	NO ADDITIONAL FEES	NO ADDITIONAL FEES	NO ADDITIONAL FEES			
WEDNESDAY Request Placed on Wednesday For: WEDNESDAY, THURSDAY or FRIDAY			Emergency Fee AND Travel Time Fee	Emergency Fee AND Travel Time Fee	Short-Notice Fee	NO ADDITIONAL FEES	NO ADDITIONAL FEES	NO ADDITIONAL FEES		
THURSDAY Request Placed on Thursday For: THURSDAY, FRIDAY, SATURDAY, SUNDAY or MONDAY				Emergency Fee AND Travel Time Fee	Emergency Fee AND Travel Time Fee	Short-Notice Fee	Short-Notice Fee	NO ADDITIONAL FEES	NO ADDITIONAL FEES	
FRIDAY Request Placed on Friday For: FRIDAY, SATURDAY, SUNDAY, MONDAY or TUESDAY					Emergency Fee AND Travel Time Fee	Emergency Fee AND Travel Time Fee	Emergency Fee AND Travel Time Fee	Short-Notice Fee	NO ADDITIONAL FEES	NO ADDITIONAL FEES

PLEASE NOTE THE FOLLOWING:

- All Fees are Per Interpreter
- Next day assignment requests received after 4:30 PM will not be processed until 9:00AM the next business day
- CAIRS defines a 'Business Day' as 9:00AM to 5:00PM, Monday through Friday. **In order to avoid additional fees your request must be received more than two full 'business days' prior to the date of interpreting service (HOLIDAYS DO NOT COUNT AS BUSINESS DAYS).** Fees are based on the amount of advance notice in terms of 'business days' not hours, (i.e. 48 hours is not the same as two 'business days')
- **Holiday Rates Apply for the Following Days:** New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Labor Day, and Christmas Day
- CAIRS is closed on major holidays and you must consider those days as **non-business days** when scheduling an assignment; holidays do not count as a 'business day'. **CAIRS Office is Closed on the Following Days:** New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. **PLEASE NOTE:** In the event that a holiday falls on a Saturday, the office will be closed on the preceding Friday. In the event that a holiday falls on a Sunday, the office will be closed on the following Monday.

CAIRS • 4801 Southwick Dr., Suite 610 • Matteson, IL 60443 • 312-895-4300 Phone • 312-895-4313 Fax

CAIRS College Rates and Policies – Effective August 1, 2018

Page 6

Mentoring Verification Form

CAIRS strives to support the interpreter community through various means, including, but not limited to, partnering with Interpreter Training Programs (ITPs) in the Practicum component of their degree and certificate programs. In doing so, student interpreter interns are paired with licensed mentor interpreters on CAIRS assignments, for the purpose of observing the work of the mentor and/or performing some or all of the interpreting work in a supervised environment. To foster mentoring relationships coincides with our mission "to improve the overall wellbeing of the Deaf and Hard of Hearing Community through consistent excellence in provision of services as well as community education, leadership and advocacy." Cooperation between CAIRS, our customers, mentor interpreters and ITPs will allow interns to gain real-world learning experiences that not only satisfy graduation requirements for students of the interpreting profession, but also ensure the availability of skilled, qualified interpreters in the years ahead.

CAIRS will supply mentor interpreters with an Intern Consent Form for customers who wish to document the deaf/hard of hearing consumer's permission for the intern's involvement in writing. This form will be signed upon arrival by the deaf/hard of hearing and hearing consumers, as well as the licensed interpreter(s) and the intern. CAIRS recognizes that, while organizations may give consent for intern attendance, individual consumers may prefer not to allow interns, or request that they only observe rather than perform interpreting services. Mentors and interns will honor such preferences and right of refusal as expressed upon arrival at each assignment.

Furthermore, there is never an additional cost to customers when an intern is permitted to attend an assignment.

Would your organization be willing to participate in the education and professional development of student interpreter interns? Please check one of the boxes below to state whether your organization will permit interns to accompany mentor interpreters to your facilities.

- ☐ Our organization **approves** the attendance of interns at any of our facilities for any assignment unless otherwise noted.
- ☐ Our organization **does not approve** the attendance of interns at any of our facilities for any assignment unless otherwise noted.

X

Signature

Print Name

Date

Name of Organization

If you have any questions, please feel free to contact CAIRS at 312-895-4300 or info@cairs.net.

ACKNOWLEDGEMENT

I have received, read, understand and agree to the terms and conditions of CAIRS Rates and Policies as outlined on the previous pages. On behalf of my organization, I accept these terms and conditions as binding upon us. My signature indicates authorization to secure interpreting services and responsibility for payment on behalf of my organization named below.

PRINT ALL INFORMATION BELOW (Required Information with *)

*Company Name

*Company Address (Line 1)

Company Address (Line 2)

*Company Address (City, State, Zip Code)

*Send Invoice to (Email Address)

**If there is more than one service location
or more than one authorized user, please
attach a separate piece of paper with that
information.**

Billing Information: *(if different from above)*

Billing Address (Line 1)

Billing Address (Line 2)

Billing Address (City, State, Zip Code)

*Contact Person Name

Contact Person Title

*Contact Person Phone Number

Contact Person Fax Number

Contact Person Email Address

*Contact Person Signature Date

Billing Contact Person Name

Billing Contact Person Title

Billing Contact Person Phone Number

Billing Contact Person Fax Number

Billing Contact Person Email Address

Fax, Email or Mail the Completed Form to:
312-895-4313 Fax • info@CAIRS.net
CAIRS • 4801 Southwick Dr. • Suite 610 • Matteson, IL 60443

PLEASE NOTE: All invoices are due upon receipt

CUSTOMER ID: _____

**COOPERATIVE AGREEMENT
BETWEEN
ALL PAWS VETERINARY CLINIC
AND
TRITON COLLEGE, DISTRICT #504, RIVER GROVE, ILLINOIS**

Agreement made by and between **All Paws Veterinary Clinic** hereinafter referred to as “Veterinary Clinic” and Community College District 504, commonly known as **Triton College**, hereinafter referred to as “Triton”.

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

I. GENERAL PROVISIONS:

- A. This affiliation is for the sole and limited purpose of providing clinical training in the Veterinary Assistant Program (the “Program”) to students enrolled at Triton under the auspices of the Veterinary Clinic.
- B. Nothing herein shall be deemed to create any association, partnership, or joint venture between Veterinary Clinic and Triton.
- C. Students or trainees enrolled at Triton who participate in this program at Veterinary Clinic 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 Veterinary Clinic or faculty and Veterinary Clinic, and such students and faculty are not to be considered as employees of Veterinary Clinic for any purpose, and are not entitled to any of the benefits that accrue to or are provided by Veterinary Clinic to its employees, including the accrual of tenure at Triton.
- D. No participant 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. Each party certifies that it is an equal opportunity employer.
- 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 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 Veterinary Clinic upon request.

Veterinary Clinic 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 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. Veterinary Clinic will provide proof of insurance to Triton College and shall include a blanket additional insured endorsement naming Triton College.

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

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

II. VETERINARY CLINIC SHALL:

- A. Maintain the standards required for approval and/or accreditation for the educational program(s) and provide all requested documentation or certifications as required for Triton to maintain the necessary accreditation.
- B. Make available, and permit the use of, the following by Triton faculty and students:
1. Animal care and patient service facilities, clinical areas;
 2. Rooms, or areas, in which students may hold discussions and receive clinical instruction;
 3. Supplies and equipment commonly available for animal care, and sources of information for educational purposes;

- 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 Veterinary Clinic in matters related to Program.
- E. Assure that students, while performing as such, will not replace members of Veterinary Clinic staff.

III. TRITON SHALL:

- A. Assume responsibility for any necessary approval by the Illinois Community College Board or other accrediting agencies.
- B. Provide qualified faculty members, who are competent in veterinary medicine.
- C. Plan all clinical instruction, hours, days, and places of assignment in cooperation with the Veterinary Clinic.
- D. Be solely responsible for student grading and the assignment of grades and credits.
- E. Advise students of the requirement to observe policies, procedures, and other regulations imposed by Veterinary Clinic in connection with professional conduct and animal 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. Veterinary Clinic may resolve any problem situation in favor of the animals' welfare and restrict, limit, or end student involvement until any incident in question can be clarified by Veterinary Clinic 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 Veterinary Clinic.
- G. Comply with the removal of a student from Veterinary Clinic if after a conference it is the reasonable opinion of Veterinary Clinic that the student's performance or conduct is detrimental to patients or Veterinary Clinic personnel.
- H. Require students to carry proof of health insurance.

IV. VETERINARY CLINIC AND TRITON COLLEGE 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, animal care, and animal 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 parties.
- B. This writing shall constitute the sole agreement between the parties and shall be authorized by the authorized agent of each party.
- 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 fourteen (14) months through June 30, 2019.
- 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. Veterinary Clinic assumes full responsibility for the payment of all federal, state and local taxes incurred by Veterinary Clinic 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. Veterinary Clinic 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. Veterinary Clinic certifies that it maintains a written sexual harassment policy in conformance with 775 ILCS 5/2-105.
- M. If Veterinary Clinic has more than 25 employees, Veterinary Clinic 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 VETERINARY CLINIC SHALL BE SENT TO:

All Paws Veterinary Clinic
1324 Ryan Pkwy,
Algonquin, IL 60102

NOTICES TO TRITON COLLEGE SHALL BE SENT TO:

Debra Baker, Vice President
Triton College
2000 North Fifth Avenue
River Grove, Illinois 60171

With a copy to:

Sarie Winner
Kusper & Raucci Chartered
33 North Dearborn Street
Suite 1530
Chicago, Illinois 60602

FOR ALL PAWS VETERINARY CLINIC:

TITLE _____

TITLE _____

DATE _____

FOR TRITON COLLEGE:

TITLE Mark R. Stephens, Chairman

TITLE Diane Viverito, Secretary

DATE _____

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

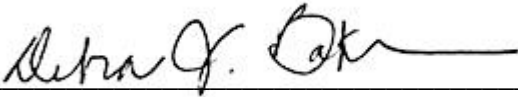
ACTION EXHIBIT NO. 16181

SUBJECT: EXAMITY INC. ONE-YEAR AGREEMENT

RECOMMENDATION: That the Board of Trustees approve the Agreement with Examity Inc., to facilitate online monitoring and verification of proctoring for online courses in order to maintain test integrity. The contract shall run for one (1) year, beginning September 1, 2018 and shall not exceed a cost to the college of \$5,000 during the 12 month agreement.

RATIONALE: This Agreement will provide a service solution that includes student test monitoring and student ID-facial verification. This solution is for online-proctoring for those online-courses in Blackboard that are tied to additional academic program regulations. This Agreement calls for five levels of test security: ID verification; facial comparisons; identification of inappropriate behaviors; biometric verification; and recording of proctoring-sessions. This Agreement serves as part of Triton's effective practice and strategies for online learning and student success, this Agreement providing the College with the essential tools to maintain online test integrity.

Submitted to Board by: _____


(Vice President) Debra J. Baker

Board Officers' Signatures Required:

_____ Mark R. Stephens Chairman	_____ Diane Viverito Secretary	_____ Date
-----------------------------------------------------	----------------------------------------------------	----------------------

Related forms requiring signature: Yes X No _____
304/351

EXAMITY SERVICES AGREEMENT

This Services Agreement (the “Agreement”) is entered into as of the 1st day of September, 2018 (the “Effective Date”), by and between Triton College, with an address of 2000 Fifth Ave. River Grove, IL 60171 (“Customer”) and Examity Inc., with an address of 34 Main Street, Floor 2, Natick, MA 01760 (“Examity”). Customer and Examity hereby agree as follows:

1. Services: Examity owns certain proprietary products (including proprietary hardware and software) related to the monitoring of online examinations, including without limitation the Examity web site (the “Examity System”). Utilizing the Examity System, Examity agrees to provide the online examination services to Customer further detailed on Exhibit A attached hereto (the “Services”).
2. Examity Obligations: Examity shall provide the Services as detailed on Exhibit A attached hereto. Nothing contained herein shall prohibit Examity from providing the same or similar Services to any other parties, including without limitation competitors of Customer. Examity shall make each examination recording available to Customer and the applicable class instructor (“Customer Parties”) through the Examity System for thirty (30) days after such recording is made. All recordings will be archived for an additional thirty (30) days (except that any red-flagged examination will be archived for an additional one (1) year period) and will be available upon request from Examity so long as all parties comply with all laws, including without limitation the Family Educational Rights and Privacy Act (FERPA) and applicable state and federal freedom of information laws. After such period, recordings will be destroyed. Requests for all recordings shall be made by the Customer Parties to the applicable Examity account manager. Examity represents that it is duly authorized and empowered to execute, deliver and perform the Agreement; that such action does not conflict with or violate any provision of law, rules or regulation, contract, deed of trust, or other instrument to which it is a party or to which any of its property is subject; and that this Agreement is a valid and binding obligation enforceable in accordance with its terms. Examity agrees that it will make best or reasonable efforts to accommodate Service requests as referenced in Section 3 below, but it cannot guarantee that all requests (even requests made prior to twenty-four hours before an examination) will be accommodated.
3. Customer Obligations: Prior to any examination, Customer shall provide, in electronic form, to Examity the examination, the names of all students taking the examination and all examination rules and requirements. Each request for Services for an examination, along with all submissions as referenced above, shall be made no later than twenty-four (24) hours prior to such examination; provided, however, that Examity shall make reasonable efforts to accommodate any requests made within twenty-four (24) hours of an examination. Customer represents and warrants that it is duly authorized and empowered to execute, deliver and perform the Agreement and provide the student and exam information referenced above; that such action does not conflict with or violate any provision of law, rules or regulation, contract, deed of trust, or other instrument to which it is a party or to which any of its property is subject; and that this Agreement is a valid and binding obligation enforceable in accordance with its terms. Customer commits to purchase the Services as set forth on Exhibit A attached hereto.
4. Process: Examity will provide Customer with unique identifying login information for each student for an examination. Each student will register on the Examity web site prior to an examination, and log in to an examination using the information referenced above. Examity will use reasonable efforts utilizing the Examity System to verify each student’s identity but shall have no liability or responsibility therefor. Once an examination is complete, Examity shall, within 72 hours after completion, provide the examination proctoring and auditing results to the applicable Customer

Parties. Along with such results, Examity shall provide a report (the “Reports”) listing any student behavior, actions or inactions, which Examity determines, in its sole discretion, could or may constitute cheating or dishonesty with respect to the applicable examination. Examity shall have no other responsibility with respect to any examination or the Services, and Customer hereby acknowledges that actual determinations of student cheating or dishonesty shall be made by Customer or the applicable Customer Parties, and Examity shall have no liability or responsibility with respect thereto. Examity makes no representations that the Reports will be accurate or determine student dishonesty. Examity shall not take, or be responsible for taking, any disciplinary action against any student.

5. Fees: In consideration for the Services, Customer shall pay to Examity the fees set forth on Exhibit B attached hereto. Examity shall bill Customer monthly for all fees due, and payment shall be due upon receipt of the applicable invoice.
6. Term: Subject to Section 7, the term (the “Term”) of this Agreement shall be as set forth on Exhibit C attached hereto.
7. Termination: This Agreement may be terminated, with or without cause, by either party upon sixty (60) days written notice to the other party; provided that, if either party breaches any of the terms of this Agreement, the non-breaching party may, in addition to any other remedy, terminate this Agreement immediately. Upon termination or expiration of this Agreement, all amounts due Examity shall be paid within thirty (30) days. Upon termination or non-renewal by Customer, or upon termination for Customer breach by Examity, all commitments, as set forth on Exhibit A, not met shall be paid to Examity within thirty (30) days. All examination materials shall be delivered to Customer by Examity promptly after termination or expiration of this Agreement. This provision shall survive termination or expiration of this Agreement.
8. Indemnification: Each party (the “Indemnifying Party”) agrees to defend, indemnify and hold harmless the other party, its trustees, officers, managers, employees and agents, from and against any and all claims, damages, obligations, losses, liabilities, costs or debt, and expenses (including but not limited to attorney’s fees) arising from or relating to the Indemnifying Party’s breach of this Agreement, including its representations and warranties hereunder. In addition, Customer agrees to defend, indemnify and hold harmless Examity, its officers, managers, employees and agents, from and against any and all claims, damages, obligations, losses, liabilities, costs or debt, and expenses (including but not limited to attorney’s fees) arising from or relating to any claim by any student related to any Services provided under or related to this Agreement, unless such claim results from the negligence or misconduct of Examity. This provision shall survive termination or expiration of this Agreement. Each party agrees to fully defend and indemnify in the event of a claim for trademark, patent or copyright infringement arising from or related to the Examity intellectual property.
9. Ownership: Customer and Examity hereby agree that the Examity System is owned in its entirety by Examity.
10. Confidentiality: Customer agrees to protect the Examity System and keep confidential any and all data or other information that Customer obtains from the Examity System to the extent permissible under the law. Customer further agrees that it will not share, disburse, exchange, sell or otherwise disclose any Examity provided proprietary information, including without limitation individual student login information, to any third party unless required to do so by law, rule or regulation. Examity agrees that it will not share, disburse, exchange, sell or otherwise disclose any Customer provided proprietary information, including without limitation examinations, university rules and

student information, to any third party. Each party is responsible for ensuring that its employees, officers, managers and agents understand the obligation to adhere to this provision. This provision shall survive termination or expiration of this Agreement.

11. Disclaimer of Warranties and Limitation of Liability: THE EXAMITY SYSTEM AND SERVICES, INCLUDING, WITHOUT LIMITATION, ALL CONTENT, SOFTWARE, AND FUNCTIONS MADE AVAILABLE ON OR ACCESSED THROUGH OR SENT FROM THE EXAMITY WEB SITE, ARE PROVIDED “AS IS,” “AS AVAILABLE,” AND “WITH ALL FAULTS.” TO THE FULLEST EXTENT PERMISSIBLE BY LAW, EXCEPT AS SPECIFICALLY REFERENCED ABOVE, EXAMITY MAKES NO REPRESENTATIONS OR WARRANTIES OR ENDORSEMENTS OF ANY KIND WHATSOEVER (EXPRESS OR IMPLIED) ABOUT: (A) THE EXAMITY SYSTEM AND SERVICES; (B) THE CONTENT AND SOFTWARE ON AND PROVIDED THROUGH THE EXAMITY SYSTEM AND SERVICES; (C) THE FUNCTIONS MADE ACCESSIBLE ON OR ACCESSED THROUGH THE EXAMITY SYSTEM AND SERVICES; AND (D) SECURITY ASSOCIATED WITH THE TRANSMISSION OF SENSITIVE INFORMATION THROUGH THE EXAMITY SYSTEM OR SERVICES. EXAMITY DOES NOT WARRANT THAT THE EXAMITY SYSTEM, ANY OF THE EXAMITY SYSTEM’S FUNCTIONS OR ANY CONTENT CONTAINED THEREIN WILL BE UNINTERRUPTED OR ERROR-FREE; THAT DEFECTS WILL BE CORRECTED; OR THAT THE EXAMITY SYSTEM OR THE SERVERS THAT MAKES IT AVAILABLE ARE FREE OF VIRUSES OR OTHER HARMFUL COMPONENTS. EXAMITY, AND ITS MANAGERS, OFFICERS, EMPLOYEES AND OTHER REPRESENTATIVES, SHALL NOT BE LIABLE FOR THE USE OF THE EXAMITY SYSTEM AND SERVICES INCLUDING, WITHOUT LIMITATION, THE CONTENT AND ANY ERRORS CONTAINED THEREIN. SOME JURISDICTIONS LIMIT OR DO NOT ALLOW THE DISCLAIMER OF IMPLIED OR OTHER WARRANTIES SO THE ABOVE DISCLAIMER MAY NOT APPLY TO THE EXTENT SUCH JURISDICTION’S LAW IS APPLICABLE TO THIS AGREEMENT. IN NO EVENT, WHETHER BASED IN CONTRACT OR TORT (INCLUDING NEGLIGENCE), SHALL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR INDIRECT, SPECIAL OR PUNITIVE DAMAGES OF ANY KIND, OR FOR LOST OR INACCURATE DATA, ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT, THE SERVICES OR THE PARTIES’ RELATIONSHIP. THIS PROVISION SHALL SURVIVE TERMINATION OR EXPIRATION OF THIS AGREEMENT.

12. General Provisions.

- a. Independent Contractor. Customer and Examity are and at all times will act as independent contractors in all matters relating to this Agreement. None of the parties is an agent or franchisee of any other party for any purpose and has no power or authority to bind or commit any other party to any obligation in any way. No party is, nor will act as, an employee of the other party for any purpose within the meaning or application of any federal, state, or local employment laws, unemployment insurance laws, social security laws, workers’ compensation laws, accrual of tenure, or industrial accident laws, or under any other laws or regulations that impute any obligation or liability to a party by reason of any employment relationship.
- b. Waiver and Amendment. Except as otherwise expressly provided, this Agreement may be amended and observance of any provision of this Agreement may be waived (either generally or in any instance, retroactively or prospectively) only upon written consent of the parties.
- c. Entire Agreement. The parties intend that this Agreement be controlling over and supersede additional or different terms of any order, confirmation, invoice or similar document, unless expressly agreed upon in writing by both parties. This Agreement supersedes all proposals, oral

or written, all negotiations, memoranda of understanding, letters of intent, conversations or discussions between or among the parties relating to the subject matter of this Agreement.

- d. Counterparts; Delivery. Customer and Examity hereby agree that this Agreement is executed upon the Effective Date, regardless of the date of the parties' signatures. This Agreement also may be executed in any number of counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.
- e. Assignment. Neither party may assign this Agreement or the rights and obligations hereunder, including without limitation by operation of law, without the prior written consent of the other party; provided, however, that Examity, and its successors and assigns, may assign this Agreement and the rights and obligations hereunder without the consent of Customer in the event of an Acquisition. "Acquisition" is hereby defined as (a) any merger, business combination, consolidation or purchase of outstanding equity of Examity, or its successors or assigns, in a business combination after which the voting securities of Examity, or such successor or assign, outstanding immediately prior thereto represent (either by remaining outstanding or by being converted into voting securities of the surviving or acquiring entity) less than 50% of the combined voting power of the voting securities of Examity, or such successor or assign, or such surviving or acquiring entity outstanding immediately after such event (other than as a result of a financing transaction); (b) any sale of all or substantially all of the equity or assets of Examity, or its successors or assigns (other than in a spin-off or similar transaction); (c) any other form of business combination or acquisition of the business of Examity, or its successors or assigns, in which Examity, or its successors or assigns, is the target of the acquisition; or (d) a conversion into a corporation, or a merger to effectuate the same.
- f. Governing Law. This Agreement shall be interpreted, construed and enforced under the laws of the State of Illinois, without regard to conflicts of laws, regardless of the location of the performance of Services hereunder. All disputes, controversies or differences arising between the parties arising from or in relation to or in connection with this Agreement, or the breach thereof, which fails to be amicably settled by the parties, will be subject to the jurisdiction of the state or federal courts located in Cook County, Illinois.
- g. Validity. It is the intent of the parties that in case any one or more of the provisions contained in this Agreement shall for any reason be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect the rest of the provision or the other provisions of this Agreement, and shall be construed as if such invalid, illegal or unenforceable provision or portion thereof had never been contained herein.
- h. Notices. All notices given under this Agreement must be in writing and signed by a person authorized to sign on behalf of the party and sent via express or certified mail to the addresses set forth above.
- i. Taxes. Examity assumes full responsibility for the payment of all federal, state and local taxes incurred by Examity as a result of this Agreement.
- j. Authorized Agent. This Agreement is executed by an authorized representative of Customer in the representative's official capacity only and the representative shall have no personal liability under this Agreement.
- k. Business Licenses. Examity represents that it possesses all professional or business licenses required by law, if any, and all qualifications necessary to fully perform its obligations.

Non-Discrimination and Workplace Conduct. Neither party shall discriminate on the basis of race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental handicap, an unfavorable discharge from military service, or any other factor as prohibited by law

in the hiring, employment, promotion or training of personnel. Each party certifies that it is an equal opportunity employer. Each party certifies that it maintains a written sexual harassment policy and drug free workplace in conformance with applicable state law.

Survival. This Section 12 shall survive termination or expiration of this Agreement.

[signature page follows]

IN WITNESS WHEREOF, the parties have hereunto affixed their respective signatures effective as of this ____ day of _____, 2018.

COMMUNITY COLLEGE DISTRICT 504

Name: Mark R. Stephens
Title: Chairman

EXAMITY INC.

Name: Michael London
Title: Manager

Exhibit A

Services

Examity shall authenticate, live monitor (as applicable) and record (as applicable) online examinations for Customer classes as requested by Customer Parties. Services shall be available 24 hours a day, 7 days a week, subject to the terms and conditions of this Agreement.

There shall be five levels of Service are defined below, which shall be requested by Customer:

Level AA – Automated authentication

Level LA – Live authentication

Level 1 – Automated proctoring (includes Level AA)

Level 2 – Record & review proctoring (includes Level LA)

Level 3 – Live proctoring (includes Level LA)

Customer commits that it will purchase at least \$5,000 of Services at the fee rates set forth on Exhibit B attached hereto, during the first 12 months of this Agreement.

ABOUT EXAMITY®'s FairExam Levels of Test Security

Examity® came as a direct result of marketplace needs. There was no cost-effective way for institutions to maintain online test integrity. Examity's® robust software and global proctoring capabilities are ideal. Around-the-clock service coupled with flexibility drives test providers to select Examity®.

Examity® offers five levels of security with live, recorded, and automated options. The solution also includes single sign-on, integration and dedicated account management. Examity® supports affordable education/testing and that is reflective in all projects and pricing.

Level AA: Auto-Authentication - Designed for lower stakes assessments and meeting accepted standards. Test takers snap pictures of their ID and face, answer challenge questions and enter a biometric keystroke signature to verify identity.

Level LA: Live Authentication - Live Authentication is best suited for tests that matter more. Level LA ensures an agreed-to understanding of exam rules and “clean” test environment. Challenge questions, ID verifications, facial comparisons, keystroke analysis and full recordings help make this level our most reliable authentication.

Level 1: Auto-Proctoring - Examity®'s fully automated proctoring solution. After auto-authentication is complete, Examity® captures audio, motion, and systemic changes to identify inappropriate behaviors.

Level 2: Record and Review Proctoring - After live-authentication, each test is recorded from start to finish and is later viewed by a human, in its entirety, to ensure that no rules have been violated

Level 3: Live Proctoring - After completing the live-authentication process, Examity® monitors the test-taker's surroundings and entire desktop throughout the exam. This is considered the most secure approach within the online proctoring industry. An advantage to this level is that Examity® may comment and troubleshoot in real-time during the test.

Exhibit B

Fees

FairExam® Levels	“Pay as you go” First hour price	“Pay as you go” Additional hour price
Level AA: Auto-Authentication	N/A	N/A
Level LA: Live-Authentication	\$6.00	N/A
Level 1: Auto-Proctoring (includes Level AA)	\$9.00	\$3.00/hour
Level 2: Record and Review Proctoring (includes Level LA)	\$12.00	\$5.00/hour
Level 3: Live Proctoring (includes Level LA)	\$15.00	\$7.00/hour

This pricing is subject to the escalators set forth in Exhibit C, as applicable.

Non-auto (Level LA, Level 2, and Level 3) services, which are scheduled within 24 hours of examination, shall result in an additional charge of \$5.00 (per student per examination). Non-auto (Level LA, Level 2, and Level 3) cancellations or changes within 24 hours of examination will result in a \$5.00 charge per occurrence. Full payment will be required for any no-shows.

Examity will attempt to collect from the applicable student all (i) additional charges (the additional \$5.00 per hour) for Services scheduled within 24 hours of an examination by the student and (ii) charges for any no-shows or changes/cancellations within 24 hours of an examination by the student, but Customer shall be responsible for such charges if Examity is unable to collect such fees.

Please initial

___X___ Triton College agrees to pay all fees in Exhibit B.

Implementation Fee

Examity hereby waives the implementation fee of \$5,000.

Exhibit C

Term

YOU MUST CHECK ONE OF THESE OPTIONS FOR THE AGREEMENT TO BE PROCESSED

[initial which is applicable]

 X The Term shall begin on the Effective Date and expire on the date which is one (1) year thereafter. This Agreement shall automatically renew for successive one (1) year periods, unless either party provides notice of non-renewal at least thirty (30) days prior to the end of the initial or any renewal term. The “Pay as you go” pricing for each Level, as set forth on Exhibit B, shall increase by \$0.75 for each hour in each year of this Agreement after the initial year.

 The Term shall begin on the Effective Date and expire on the date which is three (3) years thereafter. The “Pay as you go” pricing for each Level, as set forth on Exhibit B, shall increase by \$0.50 for each hour in each of the second and third years of this Agreement.

 The Term shall begin on the Effective Date and expire on the date which is five (5) years thereafter. The “Pay as you go” pricing for each Level, as set forth on Exhibit B, shall increase by \$0.25 for each hour in each of the second, third, fourth and fifth years of this Agreement.

 The Term shall begin on the Effective Date and expire on the date which is one (1) year thereafter.*

* If you choose this option, you should expect the “Pay as you go” pricing for each Level to increase by at least \$1.00 for each hour in any subsequent contract.



**ASSOCIATED HEALTH EDUCATION AFFILIATION AGREEMENT
BETWEEN THE DEPARTMENT OF VETERANS AFFAIRS (VA)
AND AN EDUCATIONAL PROGRAM**

Use when trainees are enrolled in an educational program approved by an accrediting body recognized by the U.S. Department of Education or by the Council for Higher Education Accreditation (CHEA)

VISN 12 VA Great Lakes Health Care System

VA NETWORK

Edward Hines, Jr., Veterans Affairs Hospital, Hines Illinois

VA HEALTHCARE FACILITY (including city and state)

Triton College, River Grove, IL

NAME OF EDUCATIONAL INSTITUTION (including city and state)

Surgical Technology - Associate of Applied Science (AAS) Degree

PROGRAM/DISCIPLINE AND DEGREE(S)

This agreement, when duly executed and approved by the Department of Veterans Affairs (VA), establishes an affiliation between VA, its Veterans Integrated Service Networks, the listed VA facility or facilities, and the listed educational program for the academic purposes of enhanced patient care, education, and research. VA and the affiliated educational institution have a shared responsibility for the academic enterprise. The affiliated institutions accept primary responsibility for the integrated education programs conducted with VA while VA retains full responsibility for the care of VA patients and administration of its healthcare system. Additional responsibilities are delineated below.

RESPONSIBILITIES

1. The affiliated educational institution has the following responsibilities:

- A. Operate, manage, and assume overall educational responsibilities for the educational program and maintain accreditation by an agency that is recognized by the U.S. Department of Education or by the Council for Higher Education Accreditation (CHEA).
- B. Select trainees that meet qualifications as agreed upon by the educational institution and VA.
- C. Evaluate the trainee's performance and conduct in mutual consultation with VA staff and according to the guidelines outlined in the approved curriculum and accepted standards.

2. VA has the following responsibilities:

A. Operate and manage the VA facility and maintain accreditation by the Joint Commission and other accrediting entities as appropriate.

B. Appoint qualified healthcare professionals, as appropriate, as full-time or part-time staff of the facility to provide supervision of trainees and provide Veteran patient care.

C. Participate with the affiliated school in the academic programs of education and research, provide a quality learning environment, and supply sufficient resources for appropriate conduct of such programs.

D. Establish minimal qualifications for trainees coming to VA for clinical education.

E. Evaluate the trainee's performance and conduct in mutual consultation with the program director and according to the guidelines outlined in the approved curriculum and accepted standards.

F. Orient trainees and faculty to the VA facility and inform them that they are subject to VA rules and regulations while in a VA facility.

G. Dismiss any trainee from VA assignment in accordance with VA Handbook 5021, Part VI, Paragraph 15 or Paragraph 18, whichever paragraph applies.

H. VA will ensure that all trainees and faculty who will be assigned to VA receive VA appointments, to include issuance of appropriate letters of appointment documenting their appointment as VA employees.

I. Assure that staff with appropriate credentials will supervise trainees.

J. Assure that trainees with occupational injuries (including exposure to infectious or environmental hazards), will be assessed and, in emergency cases, initially treated at VA. Workers compensation coverage for trainees will be that which is provided under the Federal Employees' Compensation Act.

K. Appoint VA staff and appropriate school program faculty to the VA Partnership Council and its subcommittees. School program faculty will be chosen based on the extent of involvement in the VA training program and geographic proximity to the VA facility.

L. Conduct periodic reviews of academic programs and policies according to VA policies.

TERMS OF AGREEMENT

Ultimate responsibility for the control and operation of VA facilities and programs rests with VA. Ultimate responsibility for academic education rests with the affiliated institutions. Through this agreement, a collaboration is created with VA to enhance patient care, education, and research.

The participating institutions and VA comply with Title VI of the Civil Rights Act of 1964, section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Public Law 104-191, the Age Discrimination Act of 1975, and all related regulations, and assure that they do not, and will not, discriminate against any person on the basis of race, color, sex, disability, or age under any program or activity receiving federal financial assistance.

Nothing in this agreement is intended to be contrary to state or federal laws. In the event of conflict between terms of this agreement and any applicable state or federal law, that state or federal law will supersede the terms of this agreement. In the event of conflict between state and federal law, federal law will govern.

Properly appointed faculty members and trainees of the sponsoring institutions, when at VA healthcare facilities or on VA assignment at offsite facilities and while furnishing professional services covered by this agreement, will have personal liability protection by the provisions of the Federal Employees' Liability Reform and Tort Compensation Act, 28 U.S.C. 2679 (b)-(d). The liability, if any, of the United States for injury or loss of property, or personal injury or death shall be governed exclusively by the provisions of the Federal Tort Claims Act.

Amendments must be bilaterally executed in writing, signed by authorized representatives of both agencies. No oral or unilateral amendments will be effective. Only terminations done in accordance with the terms of this agreement may be done unilaterally.

Should disagreement arise as to the interpretation of the provisions of this agreement that cannot be resolved between the parties' designated Points of Contact, the area(s) of disagreement will be reduced to writing by each party and presented to the authorized officials at both participating entities. If settlement cannot be reached at this level, the disagreement will be raised to the next level in accordance with the parties' procedures for final resolution. Both parties will proceed diligently in performing their obligations under this agreement pending final resolution of any dispute arising hereunder.

TERMINATION OF AFFILIATION AGREEMENT

This affiliation agreement is in force until 6/30/23 *[insert a date that is not to exceed ten years in the future and that allows for completion of the last training cycle during that period]* and supersedes any previous affiliation agreement. It may be terminated in writing at any time by mutual consent with due consideration of patient care and educational commitments, or by written notice by either party 6 months in advance of the next training experience.

SIGNATURES FOR ACADEMIC INSTITUTION

Signature of Dean or Equivalent Responsible Official for the Educational Institution or Program

August 28, 2018

Date of Signature

Mark R. Stephens

Typed Name of Individual Signing Above

Chairman - Board of Trustees

Typed Title of Individual Signing Above

SIGNATURES FOR DEPARTMENT OF VETERANS AFFAIRS

Signature of Responsible VA Official for Educational Program

Date of Signature

Fred Luchette, MD

Typed Name of Individual Signing Above

Chief, Surgical Service Line

Typed Title of Individual Signing Above

Signature of VA Designated Education Officer

Date of Signature

Sharon Coghlan Gerc, MS, RN-BC, NHA, COHN-S

Typed Name of Individual Signing Above

Acting Chief, Education Service

Typed Title of Individual Signing Above

*Signature of Director or Equivalent Responsible Official for VA
Healthcare Facility*

Date of Signature

Steven E. Braverman, M.D.

Typed Name of Individual Signing Above

Hospital Director

Typed Title of Individual Signing Above



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BETWEEN THE DEPARTMENT OF VETERANS AFFAIRS (VA)
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VISN 12 VA Great Lakes Health Care System

VA NETWORK

Edward Hines, Jr., Veterans Affairs Hospital, Hines, Illinois

VA HEALTHCARE FACILITY (including city and state)

Triton College, River Grove, IL

NAME OF EDUCATIONAL INSTITUTION (including city and state)

Sterile Processing Technician - Associate of Applied Science (AAS) Degree

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- C. Evaluate the trainee's performance and conduct in mutual consultation with VA staff and according to the guidelines outlined in the approved curriculum and accepted standards.

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- B. Appoint qualified healthcare professionals, as appropriate, as full-time or part-time staff of the facility to provide supervision of trainees and provide Veteran patient care.
- C. Participate with the affiliated school in the academic programs of education and research, provide a quality learning environment, and supply sufficient resources for appropriate conduct of such programs.
- D. Establish minimal qualifications for trainees coming to VA for clinical education.
- E. Evaluate the trainee's performance and conduct in mutual consultation with the program director and according to the guidelines outlined in the approved curriculum and accepted standards.
- F. Orient trainees and faculty to the VA facility and inform them that they are subject to VA rules and regulations while in a VA facility.
- G. Dismiss any trainee from VA assignment in accordance with VA Handbook 5021, Part VI, Paragraph 15 or Paragraph 18, whichever paragraph applies.
- H. VA will ensure that all trainees and faculty who will be assigned to VA receive VA appointments, to include issuance of appropriate letters of appointment documenting their appointment as VA employees.
- I. Assure that staff with appropriate credentials will supervise trainees.
- J. Assure that trainees with occupational injuries (including exposure to infectious or environmental hazards), will be assessed and, in emergency cases, initially treated at VA. Workers compensation coverage for trainees will be that which is provided under the Federal Employees' Compensation Act.
- K. Appoint VA staff and appropriate school program faculty to the VA Partnership Council and its subcommittees. School program faculty will be chosen based on the extent of involvement in the VA training program and geographic proximity to the VA facility.
- L. Conduct periodic reviews of academic programs and policies according to VA policies.

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Nothing in this agreement is intended to be contrary to state or federal laws. In the event of conflict between terms of this agreement and any applicable state or federal law, that state or federal law will supersede the terms of this agreement. In the event of conflict between state and federal law, federal law will govern.

Properly appointed faculty members and trainees of the sponsoring institutions, when at VA healthcare facilities or on VA assignment at offsite facilities and while furnishing professional services covered by this agreement, will have personal liability protection by the provisions of the Federal Employees' Liability Reform and Tort Compensation Act, 28 U.S.C. 2679 (b)-(d). The liability, if any, of the United States for injury or loss of property, or personal injury or death shall be governed exclusively by the provisions of the Federal Tort Claims Act.

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SIGNATURES FOR ACADEMIC INSTITUTION

*Signature of Dean or Equivalent Responsible Official for the
Educational Institution or Program*

August 28, 2018

Date of Signature

Mark R. Stephens

Typed Name of Individual Signing Above

Chairman - Board of Trustees

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Signature of Responsible VA Official for Educational Program

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Fred Luchette, MD

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Chief, Surgical Service Line

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Signature of VA Designated Education Officer

Date of Signature

Sharon Coghlan Gerc, MS, RN-BC, NHA, COHN-S

Typed Name of Individual Signing Above

Acting Chief, Education Service

Typed Title of Individual Signing Above

*Signature of Director or Equivalent Responsible Official for VA
Healthcare Facility*

Date of Signature

Steven E. Braverman, M.D.

Typed Name of Individual Signing Above

Hospital Director

Typed Title of Individual Signing Above



**ASSOCIATED HEALTH EDUCATION AFFILIATION AGREEMENT
BETWEEN THE DEPARTMENT OF VETERANS AFFAIRS (VA)
AND AN EDUCATIONAL PROGRAM**

Use when trainees are enrolled in an educational program approved by an accrediting body recognized by the U.S. Department of Education or by the Council for Higher Education Accreditation (CHEA)

VISN 12 VA Great Lakes Health Care System

VA NETWORK

Edward Hines, Jr., Veterans Affairs Hospital, Hines, Illinois

VA HEALTHCARE FACILITY (including city and state)

Triton College, River Grove, IL

NAME OF EDUCATIONAL INSTITUTION (including city and state)

Ophthalmic Technician - Associate of Applied Science (AAS) Degree

PROGRAM/DISCIPLINE AND DEGREE(S)

This agreement, when duly executed and approved by the Department of Veterans Affairs (VA), establishes an affiliation between VA, its Veterans Integrated Service Networks, the listed VA facility or facilities, and the listed educational program for the academic purposes of enhanced patient care, education, and research. VA and the affiliated educational institution have a shared responsibility for the academic enterprise. The affiliated institutions accept primary responsibility for the integrated education programs conducted with VA while VA retains full responsibility for the care of VA patients and administration of its healthcare system. Additional responsibilities are delineated below.

RESPONSIBILITIES

1. The affiliated educational institution has the following responsibilities:

- A. Operate, manage, and assume overall educational responsibilities for the educational program and maintain accreditation by an agency that is recognized by the U.S. Department of Education or by the Council for Higher Education Accreditation (CHEA).
- B. Select trainees that meet qualifications as agreed upon by the educational institution and VA.
- C. Evaluate the trainee's performance and conduct in mutual consultation with VA staff and according to the guidelines outlined in the approved curriculum and accepted standards.

2. VA has the following responsibilities:

A. Operate and manage the VA facility and maintain accreditation by the Joint Commission and other accrediting entities as appropriate.

B. Appoint qualified healthcare professionals, as appropriate, as full-time or part-time staff of the facility to provide supervision of trainees and provide Veteran patient care.

C. Participate with the affiliated school in the academic programs of education and research, provide a quality learning environment, and supply sufficient resources for appropriate conduct of such programs.

D. Establish minimal qualifications for trainees coming to VA for clinical education.

E. Evaluate the trainee's performance and conduct in mutual consultation with the program director and according to the guidelines outlined in the approved curriculum and accepted standards.

F. Orient trainees and faculty to the VA facility and inform them that they are subject to VA rules and regulations while in a VA facility.

G. Dismiss any trainee from VA assignment in accordance with VA Handbook 5021, Part VI, Paragraph 15 or Paragraph 18, whichever paragraph applies.

H. VA will ensure that all trainees and faculty who will be assigned to VA receive VA appointments, to include issuance of appropriate letters of appointment documenting their appointment as VA employees.

I. Assure that staff with appropriate credentials will supervise trainees.

J. Assure that trainees with occupational injuries (including exposure to infectious or environmental hazards), will be assessed and, in emergency cases, initially treated at VA. Workers compensation coverage for trainees will be that which is provided under the Federal Employees' Compensation Act.

K. Appoint VA staff and appropriate school program faculty to the VA Partnership Council and its subcommittees. School program faculty will be chosen based on the extent of involvement in the VA training program and geographic proximity to the VA facility.

L. Conduct periodic reviews of academic programs and policies according to VA policies.

TERMS OF AGREEMENT

Ultimate responsibility for the control and operation of VA facilities and programs rests with VA. Ultimate responsibility for academic education rests with the affiliated institutions. Through this agreement, a collaboration is created with VA to enhance patient care, education, and research.

The participating institutions and VA comply with Title VI of the Civil Rights Act of 1964, section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Public Law 104-191, the Age Discrimination Act of 1975, and all related regulations, and assure that they do not, and will not, discriminate against any person on the basis of race, color, sex, disability, or age under any program or activity receiving federal financial assistance.

Nothing in this agreement is intended to be contrary to state or federal laws. In the event of conflict between terms of this agreement and any applicable state or federal law, that state or federal law will supersede the terms of this agreement. In the event of conflict between state and federal law, federal law will govern.

Properly appointed faculty members and trainees of the sponsoring institutions, when at VA healthcare facilities or on VA assignment at offsite facilities and while furnishing professional services covered by this agreement, will have personal liability protection by the provisions of the Federal Employees' Liability Reform and Tort Compensation Act, 28 U.S.C. 2679 (b)-(d). The liability, if any, of the United States for injury or loss of property, or personal injury or death shall be governed exclusively by the provisions of the Federal Tort Claims Act.

Amendments must be bilaterally executed in writing, signed by authorized representatives of both agencies. No oral or unilateral amendments will be effective. Only terminations done in accordance with the terms of this agreement may be done unilaterally.

Should disagreement arise as to the interpretation of the provisions of this agreement that cannot be resolved between the parties' designated Points of Contact, the area(s) of disagreement will be reduced to writing by each party and presented to the authorized officials at both participating entities. If settlement cannot be reached at this level, the disagreement will be raised to the next level in accordance with the parties' procedures for final resolution. Both parties will proceed diligently in performing their obligations under this agreement pending final resolution of any dispute arising hereunder.

TERMINATION OF AFFILIATION AGREEMENT

This affiliation agreement is in force until 6/30/23 *[insert a date that is not to exceed ten years in the future and that allows for completion of the last training cycle during that period]* and supersedes any previous affiliation agreement. It may be terminated in writing at any time by mutual consent with due consideration of patient care and educational commitments, or by written notice by either party 6 months in advance of the next training experience.

SIGNATURES FOR ACADEMIC INSTITUTION

*Signature of Dean or Equivalent Responsible Official for the
Educational Institution or Program*

August 28, 2018

Date of Signature

Mark R. Stephens

Typed Name of Individual Signing Above

Chairman - Board of Trustees

Typed Title of Individual Signing Above

SIGNATURES FOR DEPARTMENT OF VETERANS AFFAIRS

Signature of Responsible VA Official for Educational Program

Date of Signature

Fred Luchette, MD

Typed Name of Individual Signing Above

Chief, Surgical Service Line

Typed Title of Individual Signing Above

Signature of VA Designated Education Officer

Date of Signature

Sharon Coghlan Gerc, MS, RN-BC, NHA, COHN-S

Typed Name of Individual Signing Above

Acting Chief, Education Service

Typed Title of Individual Signing Above

*Signature of Director or Equivalent Responsible Official for VA
Healthcare Facility*

Date of Signature

Steven E. Braverman, M.D.

Typed Name of Individual Signing Above

Hospital Director

Typed Title of Individual Signing Above

TRITON COLLEGE, District 504
Board of Trustees

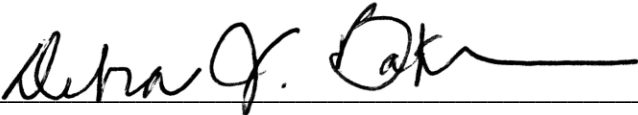
Meeting of August 28, 2018

ACTION EXHIBIT NO. 16183

SUBJECT: **ADDENDUM TO CLINICAL AFFILIATION AGREEMENT WITH ALBANY CARE**

RECOMMENDATION: That the Board of Trustees approve an addendum to the May 15, 2018 Clinical Affiliation Agreement with Albany Care. The addendum modifies insurance policy liability limits for the duration of the Agreement.

RATIONALE: The current Clinical Affiliation Agreement between the parties established a liability insurance limit of two million dollars (\$2,000,000) per occurrence and five million dollars (\$5,000,000) in aggregate. The site, which is a member of the Generations Healthcare Network, has approached the college to request a reduction of the liability insurance limit to one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in aggregate. The Addendum will permit Triton students the use of this healthcare facility under the terms and conditions of the existing agreement between the parties in A/E #16104.

Submitted to Board by: 
(Vice President) Debra J. Baker

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
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Related forms requiring signature: Yes X No

**Addendum to Triton College
Clinical Affiliation Agreement with Albany Care
(Action Exhibit #16104, approved May 15, 2018):**

The Parties agree to reduce the professional liability insurance limits for the duration of the Clinical Affiliation Agreement with Albany Care (hereinafter the "Agreement"), entered into by the Parties on May 15, 2018. Insurance limits shall be reduced from two million (\$2,000,000) per occurrence and five million (\$5,000,000) in aggregate to one million (\$1,000,000) per occurrence and three million (\$3,000,000) in aggregate.

Section 1.E of the Agreement, pages 1-2, shall be revised and shall now read as follows:

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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) 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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) aggregate**. Hospital will provide proof of insurance to Triton upon request.

Unless stated herein, all other terms and conditions of the Agreement shall remain unchanged. In the event of a conflict between this Addendum and the Agreement, this Addendum shall prevail.

In witness thereof, a duly authorized representative of Triton College and a duly authorized representative of Albany Care execute this Agreement in the representative's official capacity only and the representative shall have no personal liability under this Agreement.

FOR THE COLLEGE:

**Triton College
River Grove, Illinois**

SIGNATURE ATTESTING

Mark R. Stephens
Chairman, Triton College Board of Trustees

Date

FOR ALBANY CARE

**Albany Care
Evanston, Illinois**

SIGNATURE ATTESTING

TBD
Title, Albany Care

Date

TRITON COLLEGE, District 504
Board of Trustees

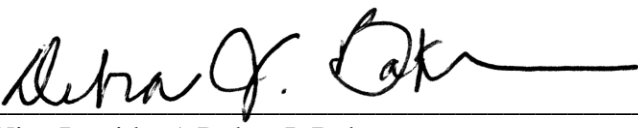
Meeting of August 28, 2018

ACTION EXHIBIT NO. 16184

SUBJECT: **ADDENDUM TO CLINICAL AFFILIATION AGREEMENT WITH
BRYN MAWR CARE**

RECOMMENDATION: That the Board of Trustees approve an addendum to the May 15, 2018 Clinical Affiliation Agreement with Bryn Mawr Care. The addendum modifies insurance policy liability limits for the duration of the Agreement.

RATIONALE: The current Clinical Affiliation Agreement between the parties established a liability insurance limit of two million dollars (\$2,000,000) per occurrence and five million dollars (\$5,000,000) in aggregate. The site, which is a member of the Generations Healthcare Network, has approached the college to request a reduction of the liability insurance limit to one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in aggregate. The Addendum will permit Triton students the use of this healthcare facility under the terms and conditions of the existing agreement between the parties in A/E #16103.

Submitted to Board by: 
(Vice President) Debra J. Baker

Board Officers' Signatures Required:

<hr style="border: none; border-top: 1px solid black;"/> Mark R. Stephens Chairman	<hr style="border: none; border-top: 1px solid black;"/> Diane Viverito Secretary	<hr style="border: none; border-top: 1px solid black;"/> Date
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Related forms requiring signature: Yes X No

**Addendum to Triton College
Clinical Affiliation Agreement with Bryn Mawr Care
(Action Exhibit #16103, approved May 15, 2018):**

The Parties agree to reduce the professional liability insurance limits for the duration of the Clinical Affiliation Agreement with Bryn Mawr Care (hereinafter the "Agreement"), entered into by the Parties on May 15, 2018. Insurance limits shall be reduced from two million (\$2,000,000) per occurrence and five million (\$5,000,000) in aggregate to one million (\$1,000,000) per occurrence and three million (\$3,000,000) in aggregate.

Section 1.E of the Agreement, pages 1-2, shall be revised and shall now read as follows:

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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) 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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) aggregate**. Hospital will provide proof of insurance to Triton upon request.

Unless stated herein, all other terms and conditions of the Agreement shall remain unchanged. In the event of a conflict between this Addendum and the Agreement, this Addendum shall prevail.

In witness thereof, a duly authorized representative of Triton College and a duly authorized representative of Bryn Mawr Care execute this Agreement in the representative's official capacity only and the representative shall have no personal liability under this Agreement.

FOR THE COLLEGE:

**Triton College
River Grove, Illinois**

SIGNATURE ATTESTING

Mark R. Stephens
Chairman, Triton College Board of Trustees

Date

FOR BRYN MAWR CARE

**Bryn Mawr Care
Chicago, Illinois**

SIGNATURE ATTESTING

TBD
Title, Bryn Mawr Care

Date

TRITON COLLEGE, District 504
Board of Trustees

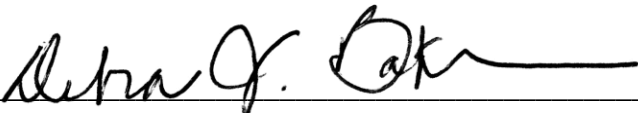
Meeting of August 28, 2018

ACTION EXHIBIT NO. 16185

SUBJECT: **ADDENDUM TO CLINICAL AFFILIATION AGREEMENT WITH GENERATIONS AT OAKTON PAVILLION**

RECOMMENDATION: That the Board of Trustees approve an addendum to the May 15, 2018 Clinical Affiliation Agreement with Generations at Oakton Pavillion. The addendum modifies insurance policy liability limits for the duration of the Agreement.

RATIONALE: The current Clinical Affiliation Agreement between the parties established a liability insurance limit of two million dollars (\$2,000,000) per occurrence and five million dollars (\$5,000,000) in aggregate. The site, which is a member of the Generations Healthcare Network, has approached the college to request a reduction of the liability insurance limit to one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in aggregate. The Addendum will permit Triton students the use of this healthcare facility under the terms and conditions of the existing agreement between the parties in A/E #16099.

Submitted to Board by: 
(Vice President) Debra J. Baker

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
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Related forms requiring signature: Yes X No _____

**Addendum to Triton College
Clinical Affiliation Agreement with Generations at Oakton Pavillion
(Action Exhibit #16099, approved May 15, 2018):**

The Parties agree to reduce the professional liability insurance limits for the duration of the Clinical Affiliation Agreement with Generations at Oakton Pavillion (hereinafter the "Agreement"), entered into by the Parties on May 15, 2018. Insurance limits shall be reduced from two million (\$2,000,000) per occurrence and five million (\$5,000,000) in aggregate to one million (\$1,000,000) per occurrence and three million (\$3,000,000) in aggregate.

Section 1.E of the Agreement, pages 1-2, shall be revised and shall now read as follows:

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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) 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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) aggregate**. Hospital will provide proof of insurance to Triton upon request.

Unless stated herein, all other terms and conditions of the Agreement shall remain unchanged. In the event of a conflict between this Addendum and the Agreement, this Addendum shall prevail.

In witness thereof, a duly authorized representative of Triton College and a duly authorized representative of Generations at Oakton Pavillion execute this Agreement in the representative's official capacity only and the representative shall have no personal liability under this Agreement.

FOR THE COLLEGE:

**Triton College
River Grove, Illinois**

SIGNATURE ATTESTING

Mark R. Stephens
Chairman, Triton College Board of Trustees

Date

FOR GENERATIONS AT OAKTON PAVILLION

**Generations at Oakton Pavillion
Evanston, Illinois**

SIGNATURE ATTESTING

TBD
Title, Generations at Oakton Pavillion

Date

TRITON COLLEGE, District 504
Board of Trustees

Meeting of August 28, 2018

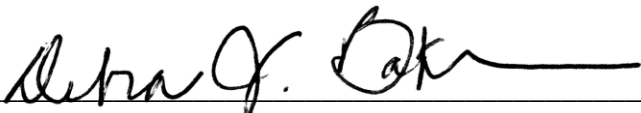
ACTION EXHIBIT NO. 16186

SUBJECT: **ADDENDUM TO CLINICAL AFFILIATION AGREEMENT WITH
GENERATIONS AT REGENCY**

RECOMMENDATION: That the Board of Trustees approve an addendum to the May 15, 2018 Clinical Affiliation Agreement with Generations at Regency. The addendum modifies insurance policy liability limits for the duration of the Agreement.

RATIONALE: The current Clinical Affiliation Agreement between the parties established a liability insurance limit of two million dollars (\$2,000,000) per occurrence and five million dollars (\$5,000,000) in aggregate. The site, which is a member of the Generations Healthcare Network, has approached the college to request a reduction of the liability insurance limit to one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in aggregate. The Addendum will permit Triton students the use of this healthcare facility under the terms and conditions of the existing agreement between the parties in A/E #16100.

Submitted to Board by: _____


(Vice President) Debra J. Baker

Board Officers' Signatures Required:

Mark R. Stephens
Chairman

Diane Viverito
Secretary

Date

Related forms requiring signature: Yes X No _____

**Addendum to Triton College
Clinical Affiliation Agreement with Generations at Regency
(Action Exhibit #16100, approved May 15, 2018):**

The Parties agree to reduce the professional liability insurance limits for the duration of the Clinical Affiliation Agreement with Generations at Regency (hereinafter the "Agreement"), entered into by the Parties on May 15, 2018. Insurance limits shall be reduced from two million (\$2,000,000) per occurrence and five million (\$5,000,000) in aggregate to one million (\$1,000,000) per occurrence and three million (\$3,000,000) in aggregate.

Section 1.E of the Agreement, pages 1-2, shall be revised and shall now read as follows:

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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) 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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) aggregate**. Hospital will provide proof of insurance to Triton upon request.

Unless stated herein, all other terms and conditions of the Agreement shall remain unchanged. In the event of a conflict between this Addendum and the Agreement, this Addendum shall prevail.

In witness thereof, a duly authorized representative of Triton College and a duly authorized representative of Generations at Regency execute this Agreement in the representative's official capacity only and the representative shall have no personal liability under this Agreement.

FOR THE COLLEGE:

**Triton College
River Grove, Illinois**

SIGNATURE ATTESTING

Mark R. Stephens
Chairman, Triton College Board of Trustees

Date

FOR GENERATIONS AT REGENCY

**Generations at Regency
Evanston, Illinois**

SIGNATURE ATTESTING

TBD
Title, Generations at Regency

Date

TRITON COLLEGE, District 504
Board of Trustees

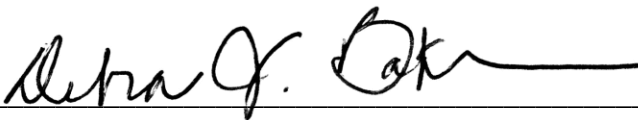
Meeting of August 28, 2018

ACTION EXHIBIT NO. 16187

SUBJECT: **ADDENDUM TO CLINICAL AFFILIATION AGREEMENT WITH GREENWOOD CARE**

RECOMMENDATION: That the Board of Trustees approve an addendum to the May 15, 2018 Clinical Affiliation Agreement with Greenwood Care. The addendum modifies insurance policy liability limits for the duration of the Agreement.

RATIONALE: The current Clinical Affiliation Agreement between the parties established a liability insurance limit of two million dollars (\$2,000,000) per occurrence and five million dollars (\$5,000,000) in aggregate. The site, which is a member of the Generations Healthcare Network, has approached the college to request a reduction of the liability insurance limit to one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in aggregate. The Addendum will permit Triton students the use of this healthcare facility under the terms and conditions of the existing agreement between the parties in A/E #16101.

Submitted to Board by: 
(Vice President) Debra J. Baker

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
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Related forms requiring signature: Yes X No _____

**Addendum to Triton College
Clinical Affiliation Agreement with Greenwood Care
(Action Exhibit #16101, approved May 15, 2018):**

The Parties agree to reduce the professional liability insurance limits for the duration of the Clinical Affiliation Agreement with Greenwood Care (hereinafter the "Agreement"), entered into by the Parties on May 15, 2018. Insurance limits shall be reduced from two million (\$2,000,000) per occurrence and five million (\$5,000,000) in aggregate to one million (\$1,000,000) per occurrence and three million (\$3,000,000) in aggregate.

Section 1.E of the Agreement, pages 1-2, shall be revised and shall now read as follows:

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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) 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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) aggregate**. Hospital will provide proof of insurance to Triton upon request.

Unless stated herein, all other terms and conditions of the Agreement shall remain unchanged. In the event of a conflict between this Addendum and the Agreement, this Addendum shall prevail.

In witness thereof, a duly authorized representative of Triton College and a duly authorized representative of Greenwood Care execute this Agreement in the representative's official capacity only and the representative shall have no personal liability under this Agreement.

FOR THE COLLEGE:

**Triton College
River Grove, Illinois**

SIGNATURE ATTESTING

Mark R. Stephens
Chairman, Triton College Board of Trustees

Date

FOR GREENWOOD CARE

**Greenwood Care
Chicago, Illinois**

SIGNATURE ATTESTING

TBD
Title, Greenwood Care

Date

TRITON COLLEGE, District 504
Board of Trustees

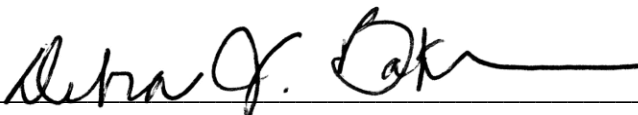
Meeting of August 28, 2018

ACTION EXHIBIT NO. 16188

SUBJECT: **ADDENDUM TO CLINICAL AFFILIATION AGREEMENT WITH WILSON CARE**

RECOMMENDATION: That the Board of Trustees approve an addendum to the May 15, 2018 Clinical Affiliation Agreement with Wilson Care. The addendum modifies insurance policy liability limits for the duration of the Agreement.

RATIONALE: The current Clinical Affiliation Agreement between the parties established a liability insurance limit of two million dollars (\$2,000,000) per occurrence and five million dollars (\$5,000,000) in aggregate. The site, which is a member of the Generations Healthcare Network, has approached the college to request a reduction of the liability insurance limit to one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in aggregate. The Addendum will permit Triton students the use of this healthcare facility under the terms and conditions of the existing agreement between the parties in A/E #16097.

Submitted to Board by: 
(Vice President) Debra J. Baker

Board Officers' Signatures Required:

<hr/> Mark R. Stephens Chairman	<hr/> Diane Viverito Secretary	<hr/> Date
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Related forms requiring signature: Yes X No _____

**Addendum to Triton College
Clinical Affiliation Agreement with Wilson Care
(Action Exhibit #16097, approved May 15, 2018):**

The Parties agree to reduce the professional liability insurance limits for the duration of the Clinical Affiliation Agreement with Wilson Care (hereinafter the "Agreement"), entered into by the Parties on May 15, 2018. Insurance limits shall be reduced from two million (\$2,000,000) per occurrence and five million (\$5,000,000) in aggregate to one million (\$1,000,000) per occurrence and three million (\$3,000,000) in aggregate.

Section 1.E of the Agreement, pages 1-2, shall be revised and shall now read as follows:

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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) 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 **one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) aggregate**. Hospital will provide proof of insurance to Triton upon request.

Unless stated herein, all other terms and conditions of the Agreement shall remain unchanged. In the event of a conflict between this Addendum and the Agreement, this Addendum shall prevail.

In witness thereof, a duly authorized representative of Triton College and a duly authorized representative of Wilson Care execute this Agreement in the representative's official capacity only and the representative shall have no personal liability under this Agreement.

FOR THE COLLEGE:

**Triton College
River Grove, Illinois**

SIGNATURE ATTESTING

Mark R. Stephens
Chairman, Triton College Board of Trustees

Date

FOR WILSON CARE

**Wilson Care
Chicago, Illinois**

SIGNATURE ATTESTING

TBD
Title, Wilson Care

Date

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16189

**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: 1/23/18, 2/27/18, 3/27/18, 4/17/18, 4/30/18, 5/15/18, and 6/19/18 and if appropriate, release the Closed Session Minutes of 1/23/18, 2/27/18, 3/27/18, 4/17/18, 4/30/18, 5/15/18, and 6/19/18.

RATIONALE: In keeping with the Illinois Community College Act, the Board of Trustees review Closed Session minutes to determine availability through Freedom of Information requests.

Submitted to Board by: _____


(President) Mary-Rita Moore

Board Officers' Signatures Required:

Mark R. Stephens
Chairman

Diane Viverito
Secretary

Date

Related forms requiring signature: Yes ☐ No ☒

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

Meeting of August 28, 2018

ACTION EXHIBIT NO. 16190

SUBJECT: DESTRUCTION OF CLOSED SESSION VERBATIM RECORDINGS

RECOMMENDATION: That the Board of Trustees approve the destruction of six (6) verbatim recordings of the Closed Sessions of the Board of Trustees made on August 23, 2016, September 27, 2016, October 18, 2016, November 15, 2016, December 20, 2016 and January 24, 2017 in accordance with Illinois law.

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.

Submitted to Board by: Sean Sullivan
(Vice President) Sean O'Brien Sullivan

Board Officers' Signatures Required:

_____	_____	_____
Mark R. Stephens	Diane Viverito	Date
Chairman	Secretary	

Related forms requiring signature: Yes ☐ No ☒

Confirmation of Board Poll

Pavement Base Stabilization – M Building

Three firms submitted timely bids for Pavement Base Stabilization – M Building Project. An advertisement for bid was placed in the Chicago Tribune - West Cook County Zone. Immediately after the closing hour for receiving bids, which was at 1:00 p.m. local time, Monday, July 23, 2018, three bids were publicly opened and read aloud in room A-302 by Alida Carpenter, Purchasing, and witnessed by John Lambrecht, Triton O & M, Gaspare Pitrello, Arcon Associates, Inc., and representatives of A Lamp Concrete Contractors and Misfit Construction Company.

A fourth bid (Abbey Paving) was not delivered to Business Services until after the set bid opening time and was opened later by Alida Carpenter, Purchasing, and Jim Reynolds, Finance. The Abbey Paving Bid was non-conforming due to its late arrival in the Triton College Business Office nor would it have been the lowest bid.

It is recommended that the Board of Trustees accept the proposal from A Lamp Concrete Contractors in accordance with their low specified bid of \$69,510.50. This item was competitively bid according to state statutes.

Purchasing Schedule B41.04, Pavement Base Stabilization – was approved by a Board Poll conducted on July 24, 2018 with a 7-0 affirmative vote and the student trustee voted “yes.”

Recommendation along with tabulation is attached.

COMPANY

NET COST

A Lamp Concrete Contractors
1900 Wright Boulevard
Schaumburg, IL 60193

\$69,510.50

APPROVED:



Sean O'Brien Sullivan
Vice President – Business Services

A/C Number	02-703510-530400010-FY19
A/C Name	Maintenance Services
Budget	\$ 1,600,000.00
Prev. Expend.	\$ 460,760.00
Schedule	\$ 69,510.50
Balance	\$ 1,069,729.50

Memorandum

July 24, 2018

To: Sean Sullivan
V.P. Business Services

From: John Lambrecht
Associate Vice President, Facilities



RE: Pavement Base Stabilization – M Building Recommendation



Operations & Maintenance

Triton College received 4 bids from vendors for Pavement Base Stabilization – M Building.

Arcon Associates has carefully reviewed the bids and recommends that the Total Base Bid A of \$69,510.50 be awarded to A Lamp Concrete Contractors. I support this recommendation and agree that the bid should be awarded to A Lamp Concrete Contractors in the total amount of \$69,510.50.

Thanks, and please feel free to call with any questions,

John



July 24, 2018

Mr. John Lambrecht
Associate Vice President of Facilities
Triton College
2000 Fifth Avenue
River Grove, Illinois 60171

RE: BID RECOMMENDATION
PAVEMENT BASE STABILIZATION - REMOVAL - M BUILDING
TRITON COLLEGE
PROJECT NO. 18032.2

Dear Mr. Lambrecht:

On Monday, July 23rd at 1:00 P.M. three (3) sealed bids were publicly opened and read for the Pavement Base Stabilization - Removal - M Building project. The low qualified bidder was A Lamp Concrete Contractors, Inc, in the Base Bid A amount of \$69,510.50.

We contacted A Lamp Concrete Contractors, Inc, and they have confirmed their bid. The project requirements were reviewed and A Lamp Concrete Contractors, Inc demonstrated an understanding of the scope of work and project time line. A Lamp Concrete Contractors, Inc has performed on numerous ARCON projects with favorable results.

Therefore, ARCON Associates, Inc. recommends that the Board of Trustees, Triton College award the contract for the Pavement Base Stabilization - Removal - M Building project to the low qualified bidder, A Lamp Concrete Contractors, Inc in the Base Bid A amount of \$69,510.50.

Attached is the Bid Tabulation Sheet for your review.

Sincerely,
ARCON Associates, Inc.

Gaspare P. Pitello, ALA
Associate Principal

Attachments
WMS/dls
J:\Triton College\18032 Asphalt Repairs @ Building M & Miscellaneous Locations\1 Docs\Bidding\18032.2 LOR.wpd

Project: Pavement Base Stabilization / Removal
 Owner: Triton College
 Project No.: 18068.2
 Bid Date/Time: Monday, July 23, 2018 @ 1:00 P.M.



	CONTRACTOR	BID BOND	BASE BID A	BASE BID B	UNIT PRICE NO. 1 (Removal and Replacement of Pavement Base)
1	Brother's Asphalt Paving, Inc	x	\$70,000.00	\$210,600.00	\$207.00
2	Abbey Paving, Inc *	x	\$76,950.00	\$190,315.00	n/a
3	A Lamp Road Builders	x	\$69,510.50	\$88,835.00	\$100.00
4	Misfits Construction Company	x	\$98,000.00	\$184,000.00	\$195.00
5					
6					
7					
8					
9					
10					

* Abbey Paving Bid was non-conforming as it was not delivered to Business Office until after the set Bid Open Time.

Welding Equipment

The following firms have been invited to submit bids for welding equipment. An advertisement for bid was placed in the Chicago Tribune-west cook county zone. Immediately after the closing hour for receiving bids which was 1:00 p.m., local time, Tuesday, July 21, 2018 they were publicly opened and read aloud in room A 300. Bids were opened by Alida Carpenter, Purchasing Manager, and Nancy Schafer, Purchasing Assistant.

COMPANY
Welding Industrial Supply Company
2200 N Western Ave.
Chicago, IL 60647

NET COST
\$50,253.24

It is recommended that the Board of Trustees accept the proposal submitted by Welding Industrial Supply Company (WISCO) in accordance with their low specified bid. These items were competitively bid according to state statutes.

Recommendation along with tabulation is attached.

APPROVED:



Sean O'Brien Sullivan
Vice President - Business Services

A/C Number	06-10300501-580600005
A/C Name	Perkins Equipment Instructional
Budget	\$30,254.10
Prev. Expend.	0.00
Schedule	30,254.10
Balance	\$0.00

A/C Number	06-10300501-540900505
A/C Name	Perkins Non-Capital Equipment
Budget	\$19,999.14
Prev. Expend.	0.00
Schedule	19,999.14
Balance	\$0.00

DISTRIBUTION:
B.

Triton College
Welding Equipment
Bid Summary

Description	Model Number	Quantity	Welding Industrial Supply Company (WISCO)		EWS Welding Supply, Inc.		Praxair Distribution Inc.	
			Each	Price		Price	Each	Price
Lincoln Electric Power MIG 256 One-PAK Magnum 250LX SG, that includes: <ul style="list-style-type: none"> POWER MIG® 256 with Magnum® PRO 250L Magnum® 250LX Spool Gun (K2490-1) Dual Cylinder Mounting Kit (K1702-1) Regulator (K586-1) Input Cable 	Lincoln Electric K3069-1	6	\$ 3,333.19	\$ 19,999.14	\$ 3,573.92	\$ 21,443.52	\$ 3,740.00	\$ 22,440.00
Lincoln Electric Precision Tig 275 Tig/Stick Welder Ready-Pak Package, which includes: <ul style="list-style-type: none"> Precision TIG 275 (208/230/460/1/60) Under-Cooler Cart Water Cooler Foot Amptrol Harris Argon/Helium Flowmeter Regulator and 10 ft Hose (3100338) PTW-20 Pro-Torch TIG Torch (250 amp, 25 ft.) Zippered Torch Cover Parts Kit Water Hose (2 included) 15 ft. 2/0 Work Cable and Clamp 	Lincoln Electric K2618-1	6	\$ 5,042.35	\$ 30,254.10	\$ 5,619.21	\$ 33,715.26	\$ 5,658.00	\$ 33,948.00
Total Cost				\$50,253.24		\$55,158.78		\$56,388.00

To: Jim Reynolds, Executive Director of Finance
 CC: Dr. Henry Bohleke, Dean, Technology & Business
 From: Antigone Sharris, Chair, Engineering Technology
 Date: July 29, 2018
 Subject: Bid approved for Welders



Per bid summary below, the bid award goes to Welding Industrial Supply (WISCO), for a total of \$50,253.24:

Triton College
 Welding Equipment
 Bid Summary

Description	Model Number	Quantity	Welding Industrial Supply Company (WISCO)		EWS Welding Supply, Inc.		Praxair Distribution Inc.	
			Each	Price		Price	Each	Price
Lincoln Electric Power MIG 256 One-PAK Magnum 250LX SG, that includes: <ul style="list-style-type: none"> POWER MIG* 256 with Magnum* PRO 250L Magnum* 250LX Spool Gun (K2490-1) Dual Cylinder Mounting Kit (K1702-1) Regulator (K586-1) Input Cable 	Lincoln Electric K3069-1	6	\$ 3,333.19	\$ 19,999.14	\$ 3,573.92	\$ 21,443.52	\$ 3,740.00	\$ 22,440.00
Lincoln Electric Precision Tig 275 Tig/Stick Welder Ready-Pak Package, which includes: <ul style="list-style-type: none"> Precision TIG 275 (208/230/460/1/60) Under-Cooler Cart Water Cooler Foot Amptrol Harris Argon/Helium Flowmeter Regulator and 10 ft Hose (310033B) PTW-20 Pro-Torch TIG Torch (250 amp, 25 ft.) Zippered Torch Cover Parts Kit Water Hose (2 included) 15 ft. 2/0 Work Cable and Clamp 	Lincoln Electric K2618-1	6	\$ 5,042.35	\$ 30,254.10	\$ 5,619.21	\$ 33,715.26	\$ 5,658.00	\$ 33,948.00
Total Cost				\$50,253.24		\$55,158.78		\$56,388.00

Mailing List

American Welding & Gas, Inc
3900 W North Ave
Stone Park, IL 60165

Welding Industrial Supply (WISCO)
2200 N Western Ave
Chicago, IL 60647

Airgas, Inc.
1601 Nicholas Blvd
Elk Grove Village, IL 60007

EWS Welding Supply, Inc
1161 Mc Cabe Ave
Elk Grove Village, IL 60007

Praxair Distribution, Inc.
880 Lively Blvd
Elk Grove Village, IL 60007

Porter Pipe & Supply Co
401 S Rohlwing Rd
Addison, IL 60101

Weldstar Co-Location 1
1750 Mitchell Rd
Aurora, IL 60505