

**EMPLOYMENT AGREEMENT**  
**BETWEEN**  
**CHANCELLOR; ILLINOIS EASTERN COMMUNITY COLLEGES**  
**AND**  
**ILLINOIS EASTERN COMMUNITY COLLEGES, DISTRICT #529**

The BOARD OF TRUSTEES (the "Board") of ILLINOIS EASTERN COMMUNITY COLLEGES, DISTRICT #529 (the "District") and Timothy L. Taylor (the "Chancellor"), for the consideration specified herein, enter into the following agreement on this 16<sup>th</sup> day of June, 2026.

- 1. EMPLOYMENT TERM AND RENEWAL.** The District does hereby employ the Chancellor and the Chancellor accepts employment upon the terms and conditions set forth herein, for a period commencing August 1, 2026, and ending on June 30, 2030. The Board and Chancellor shall meet annually to promote open communication about performance evaluation, future performance expectations.

By March 1, 2029, the District may provide the Chancellor with written notice of its intent to renew this Agreement for an additional one (1) year period on the same terms and conditions as are applicable at the expiration of the initial employment term, or upon such other terms and conditions as may be mutually agreed upon in writing by the District and the Chancellor. If no notice of intent to renew is provided by March 1, 2029, this Agreement shall expire on June 30, 2030.

- 2. EVALUATION.** The District and Chancellor agree that open communication and regular discussion regarding performance expectations are important to maintaining a productive working relationship. At or near the conclusion of the Spring term of each year of this Agreement, the Chancellor shall provide the Chair of the Board of Trustees with a written self-appraisal of performance under this Agreement.

The Board Chair shall distribute the Chancellor's self-appraisal to the members of the Board and coordinate the completion of an annual performance evaluation. The Board shall furnish the Chancellor with a written evaluation prior to the end of the fiscal year.

The annual evaluation shall consider progress toward District strategic priorities, Board-established goals and objectives, Chancellor responsibilities under this

Agreement, and such other performance factors as may be determined by the Board.

- 3. SALARY AND BENEFITS.** The Chancellor's base salary in payment for services rendered under this Agreement shall be Two Hundred Twenty Thousand Dollars (\$220,000) annually, paid out bi-weekly. The Chancellor's base salary shall be reviewed annually after the comprehensive performance evaluation, and may be increased but not decreased at the discretion of the Board.

The District shall make such deductions from the Chancellor's salary as are required by law or as may be requested by the Chancellor and agreed to by the District, including deductions for any budget-required furlough holidays.

**Additionally, the District agrees to provide the Chancellor the following:**

**a. Health Insurance.** During the term of this Agreement, the District will provide group medical and dental insurance benefits on the same terms and conditions as other District employees.

**b. Housing Allowance.** The District shall provide as additional compensation a housing allowance in the amount of Fifteen Thousand Dollars (\$15,000.00) annually, paid out bi-weekly. Eligibility for such allowance shall require the Chancellor to maintain a primary residence within the boundaries of Illinois Eastern Community Colleges District #529.

**c. Cell Phone Allowance.** The District shall provide as additional compensation a cell phone allowance in the amount of One Hundred Dollars (\$100.00) per month, paid out bi-weekly.

**d. Life Insurance.** During the term of this Agreement, the District shall obtain for the Chancellor term life insurance on the same terms as the District's plan for its other employees.

**e. District Vehicle.** The District shall provide, insure, and maintain a District-owned vehicle for the reasonable personal and professional use of the Chancellor during the term of this Agreement.

**f. Fuel Allowance.** The District shall provide as compensation to the Chancellor a fuel allowance in the amount of One Thousand Dollars (\$1,000.00) per month, paid out bi-weekly.

**g. Signing Incentive.** Upon execution of this Agreement, the District shall provide the Chancellor with a one-time signing incentive in the amount of Thirty Thousand Dollars (\$30,000.00). Such payment is intended to encourage acceptance of employment and assist with transition and relocation costs.

**h. Completion Incentive.** Upon successful completion of Fiscal Years 2028, 2029, and 2030, and provided the Chancellor remains employed by the District and in good standing at the time of payment, the District shall provide the Chancellor a completion incentive in the amount of Twenty Thousand Dollars (\$20,000.00), payable during the first regular payroll cycle following the completion of each such fiscal year.

All compensation, incentives, allowances, and benefits provided under this Section shall be subject to applicable tax withholding and reporting requirements as required by law.

**4. DUTIES AND OUTSIDE COMMITMENTS.** The Chancellor agrees to perform faithfully the duties of Chancellor and shall be responsible for overseeing the administrative, educational and financial matters pertaining to Illinois Eastern Community Colleges and the entire operations thereof, and such other functions as may be assigned by the Board, to whom the Chancellor shall directly report.

The Chancellor shall be responsible for communicating with the Board of Trustees on a regular and continuing basis so that the Board is advised on a timely basis of matters which might require administrative or policy guidance from the Board.

The Chancellor agrees to devote his full time, skill, labor and attention to his employment with the District during the term of this Agreement; provided, however, that the Chancellor may, with prior notice to the Board, undertake consultation, speaking engagements, writing, lecturing, teaching, professional service, or other professional activities and retain compensation or honoraria derived therefrom, provided such activities do not materially conflict with or interfere with the performance of the Chancellor's duties under this Agreement.

**5. TERMINATION OF AGREEMENT. This Agreement may be terminated upon the occurrence of any of the following events:**

- a. Mutual Agreement. By written agreement of the District and the Chancellor.
- b. Retirement. Upon written notice of retirement submitted by the Chancellor and accepted by the Board.
- c. Death. Upon the death of the Chancellor.
- d. Expiration. Upon expiration or non-renewal of this Agreement in accordance with Section 1.
- e. Disability. Upon the Chancellor's inability to perform the duties of the position, with or without reasonable accommodation, for a period exceeding three (3) consecutive months, as certified by a licensed physician.
- f. Termination for Cause. The Board may terminate this Agreement for Cause. Cause shall mean conduct that is highly detrimental to the District or the Board and materially impairs the Chancellor's continued effectiveness,

including but not limited to: conviction of a felony; fraud, dishonesty, or misappropriation of District assets; willful misconduct; material violation of law; insubordination; or material and continued failure to perform the duties required under this Agreement.

Except in cases involving felony conviction, fraud, dishonesty, or other conduct warranting immediate action, the Chancellor shall receive written notice of the alleged deficiency and shall be provided a reasonable opportunity, not less than thirty (30) calendar days, to correct or cure such deficiency.

Prior to any termination for Cause, the Chancellor shall receive written notice of the specific grounds supporting the proposed action and shall be entitled to appear before the Board, with legal counsel if desired, to respond to such allegations. Such meeting shall be conducted in executive session to the extent permitted by law. The Chancellor shall receive no fewer than fourteen (14) calendar days' notice of such meeting. Following the meeting, the Board shall issue a written determination.

Any termination for Cause during the first fiscal year of this Agreement shall require the affirmative vote of not less than two-thirds (2/3) of the seated members of the Board of Trustees. Thereafter, any termination for Cause shall require the affirmative vote of a majority of the seated members of the Board of Trustees.

- g. Administrative Leave Pending Investigation. The Board may place the Chancellor on paid administrative leave while investigating allegations that could constitute Cause under this Agreement. Such leave shall not constitute disciplinary action and shall not result in a reduction of compensation or benefits pending final Board action.
  - h. Termination Without Cause. The Board may terminate this Agreement without Cause upon written notice to the Chancellor. In the event of termination without Cause, the Chancellor shall be entitled to continued compensation and benefits to the maximum extent permitted by Illinois law, including any statutory or regulatory limitations applicable to Illinois community college presidents and chancellors, unless otherwise mutually agreed in writing by the parties.
6. **MEDIATION**. The parties agree that if any dispute arises regarding whether Cause exists for termination under Section 4(f) of this Agreement, and such dispute cannot be resolved through good-faith discussions, the parties shall first attempt

to resolve the dispute through non-binding mediation pursuant to the Employment Mediation Rules of the American Arbitration Association ("AAA") before initiating litigation or other legal proceedings.

Such mediation shall be requested in writing by either party within thirty (30) calendar days following the Board's written determination regarding termination for Cause.

The parties agree that the mediator shall be selected by mutual agreement of the parties. If no agreement can be reached within ten (10) calendar days after a request for mediation is received, either party may request that the AAA appoint a mediator in accordance with its Employment Mediation Rules.

The parties further agree that mediation shall be scheduled within sixty (60) calendar days following selection of the mediator, unless otherwise mutually agreed by the parties.

Nothing contained herein shall prevent either party from seeking temporary injunctive relief or other remedies available under applicable law following completion of the mediation process.

- 7. LAWS OF ILLINOIS.** It is agreed that this Agreement is subject to the laws of the State of Illinois and that a lawsuit or dispute arising under this Agreement shall be adjudicated in accordance therewith.
- 8. SAVINGS CLAUSE.** In the event any section or portion of this Agreement is held invalid or unenforceable by any agency or court of competent jurisdiction or by reason of any existing or subsequently enacted legislation, such decision or legislation shall apply only to the specific section or portion thereof specifically affected by such decision or legislation and the remaining sections or portions of this Agreement shall remain in full force and effect.
- 9. ENTIRE AGREEMENT AND NOTICES.** This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement, and supersedes all prior contracts, agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written. Any notices or communication permitted by this Agreement shall be deemed sufficient if in writing delivered in person or sent by mail to the residence or office of Chancellor and to the Board Chair at the following addresses:

Timothy L. Taylor, Ph.D.  
209 Shannon Lake Circle  
Anna, IL 62906

and

IECC Board Chair  
c/o Board Secretary  
233 East Chestnut Street  
Olney, Illinois 62450

**10. APPROVAL.** The approval by the Board of this Agreement has been provided and is evidenced by the signature of the Board Chair affixed hereto.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed this 16<sup>th</sup> day of June, 2026.

Board of Trustees of the  
ILLINOIS EASTERN COMMUNITY COLLEGES, DISTRICT #529

By \_\_\_\_\_  
Chair, IECC Board of Trustees

By \_\_\_\_\_  
Dr. Timothy L. Taylor, Ph.D.