

Lake Land College  
Board of Trustees



RESOLUTION NUMBER: 0924-008

DATE: September 9, 2024

*Approve Eighth Addendum to Employment Agreement with  
**Dr. Jonathan "Josh" Bullock, Lake Land College** President, Extending the Term  
through June 30, 2027.*

WHEREAS, the Board of Trustees of Lake Land College, Community College District No. 517 (the "College") has the duty to select and appoint the President of the College in accordance with the laws of the Public Community College Act, to complete an annual performance review of the President of the College, and to approve the issuance of all employment contracts and notices as well as contract language changes; and

WHEREAS, the Board of Trustees entered into an initial three-year employment contract with Dr. Jonathan "Josh" Bullock hereinafter referred to as the "President" commencing July 1, 2013 through June 30, 2016; and

WHEREAS, on April 13, 2015, the Board of Trustees approved an Addendum to Employment Agreement with the President which extended the employment contract an additional three years commencing July 1, 2015 through June 30, 2018; and

WHEREAS, on March 12, 2018, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2021; and

WHEREAS, on September 9, 2019, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2022; and

WHEREAS, on September 14, 2020, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2023; and

WHEREAS, on September 13, 2021, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2024; and

WHEREAS, on September 12, 2022, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2025; and

WHEREAS, on September 11, 2023, the Board of Trustees approved a Resolution and Addendum to Employment Agreement with the President which extended the President's employment for an additional three years through June 30, 2026; and

WHEREAS, the President's annual salary for the 2024-2025 contract year is \$283,672.77; and

WHEREAS, the Board of Trustees has conducted an annual performance review of the President each year since the contract initiation date and the President has successfully met all

essential functions of his role and established performance goals by the Board of Trustees during each review period; and

WHEREAS, the Board of Trustees has established five goals for the President for FY 2025 to include:

1. Guide and support the President's Cabinet and College leaders with implementing strategic projects in support of the priority objectives and FY 2025 action plans of the College's FY 2023-27 Strategic Plan.
2. Maintain an emphasis on beautification of campus grounds and updating of facilities by overseeing implementation of the FY 2025 initiatives of the College's Facility Master Plan.
3. Oversee the continued planning and renovation of the Effingham Technology Center, while facilitating the College's involvement in the Effingham Regional Career Academy.
4. Continue to develop innovative partnerships with community stakeholders (e.g. K-12, businesses, etc.) to promote workforce ready pathways for students, including enhancing the partnership with LIFT.
5. Work closely with academic services to foster innovation in the development, enhancement and communication of career and technical education programs, and aligned dual credit pathways.

WHEREAS, the Board of Trustees appreciates and supports the President's continued leadership of the College; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby, State of Illinois (the "Board") as follows:

Section 1. The Board approves the Eighth Addendum to the President's Employment Agreement (Attached to Resolution as Exhibit A) to extend the term of the President's Agreement for three additional years, through June 30, 2027.

ADOPTED this \_\_\_ day of \_\_\_\_\_, 20\_\_ by the following vote:

AYES:

NAYS:

ABSENT:

BOARD OF TRUSTEES  
LAKE LAND COLLEGE  
COMMUNITY COLLEGE DISTRICT NO. 517  
COUNTIES OF CHRISTIAN, CLARK, CLAY,  
COLES, CRAWFORD, CUMBERLAND,  
DOUGLAS, EDGAR, EFFINGHAM, FAYETTE,  
JASPER, MACON, MONTGOMERY,  
MOULTRIE, AND SHELBY  
STATE OF ILLINOIS

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

Chair

Attest: \_\_\_\_\_

Secretary

**SECRETARY’S CERTIFICATE**

I, \_\_\_\_\_, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of Lake Land College, Community College District No. 517, Counties of Christian, Clark, Clay, Coles, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie, and Shelby, State of Illinois, (the “College District”) and as such official, I am the keeper of the records and files of the Board of Trustees of said College District.

I do further certify that the foregoing Resolution for approval to renew/extend the employment contract with Dr. Jonathan “Josh” Bullock, Lake Land College President, is a true, correct and complete copy of that Resolution as adopted by the Board of Trustees of the College District at a meeting held on the 9<sup>th</sup> day of September, 2024.

I do further certify that the deliberations of the members of the Board of Trustees on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Illinois Open Meetings Act, as amended, and the applicable provisions of the Public Community College Act of the State of Illinois, and that this Board of Trustees has complied with all of the applicable provisions of said Acts and with all the procedural rules of the Board of Trustees.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 9<sup>th</sup> day of September, 2024.

\_\_\_\_\_  
Secretary, Board of Trustees

Exhibit A  
EIGHTH ADDENDUM TO **PRESIDENT'S** EMPLOYMENT AGREEMENT

This Eighth Addendum to President's Employment Agreement is made on September 9, 2024, by and between the Board of Trustees of Lake Land College District No. 517, Counties of Christian, Coles, Clark, Clay, Crawford, Cumberland, Douglas, Edgar, Effingham, Fayette, Jasper, Macon, Montgomery, Moultrie and Shelby and State of Illinois, hereinafter referred to as "Board" and Jonathan Bullock, hereinafter referred to as "President," and the Board and President sometimes collectively referred to as the "Parties", and amends the Employment Agreement executed on March 6, 2013, and as amended on April 13, 2015, March 12, 2018, September 9, 2019, September 14, 2020, September 13, 2021, September 12, 2022 and September 11, 2023.

WHEREAS, the Board and President entered into an Employment Agreement effective July 1, 2013 through June 30, 2016 (herein referred to as the "Agreement") with such Agreement having been extended to June 30, 2026 by First, Second, Third, Fourth, Fifth, Sixth and Seventh Addendums to the Agreement.

WHEREAS, the Parties desire to extend the term of the President's Agreement for three (3) additional years.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants and agreements hereinafter set forth, the Parties hereto acknowledge and agree as follows:

1. The Board hereby extends the President's employment for three (3) additional years, through June 30, 2027.
2. All other terms and conditions in the President's Employment Agreement shall remain in full force and effect, except as set forth in the Addendum entered into on April 13, 2015, the Second Addendum entered into on March 12, 2018, the Third Addendum entered into on September 9, 2019, the Fourth Addendum entered into on September 14, 2020, the Fifth Addendum entered into on September 13, 2021, the Sixth Addendum entered into on September 12, 2022 and the Seventh Addendum entered into on September 11, 2023.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 9<sup>th</sup> day of September, 2024.

PRESIDENT

BOARD

\_\_\_\_\_  
Dr. Jonathan "Josh" Bullock

BY: \_\_\_\_\_  
Mr. Gary Cadwell, Board Chair

ATTEST: \_\_\_\_\_