SPOON RIVER COLLEGE
PRESIDENT EMPLOYMENT CONTRACT

THIS AGREEMENT made this 22nd day of July, 2026, by and between the BOARD OF TRUSTEES OF SPOON RIVER COLLEGE DISTRICT NO. 534 (hereinafter "College") and Michelle Barkley (hereinafter "Barkley"):

WITNESSETH:

WHEREAS, the College and Barkley desire to enter into an employment relationship in accordance with the terms of this contract;

NOW THEREFORE, for and in consideration of the mutual covenants and promises hereinafter set forth, it is agreed as follows:

1. CONTRACT: This contract by which Barkley will serve as President of the College is for the period beginning August 31, 2026 through June 30, 2028 at which time this contract expires, unless terminated earlier under Sections 12 or 13. This contract may be extended by the parties by mutual agreement entered into between March 1 and June 30 of any contract year. Any extension of the contract, or amendments to the contract during its term, shall be made pursuant to public notice as required by 110 ILCS/3-65 or other applicable law.

2. DUTIES AND RESPONSIBILITIES: Barkley's duties and responsibilities as President of the College are set forth in the by-laws of the Board and in the President's job description. The College shall reserve the right to amend the present job description through Barkley's suggestions or by action of its own following discussion with the President, by the Chairman of the Board, or his/her designee.

3. COMPENSATION:

(a.) Salary

Beginning August 31, 2026, Barkley will be paid an annualized salary of $200,000.00.

The annual salary may be adjusted from time to time as agreed to by both parties, although there is no obligation to do so.

(b.) Fringe Benefits

1. Barkley may participate in the Spoon River College health insurance plan upon the same terms and conditions which may exist from time to time with respect to other administrative professional staff.

2. The College will provide credit cards consistent with College policies for College business.

3. The College will provide reimbursement for reasonable dues and expenses necessary to maintain membership in no more than two (2) clubs and/or organizations of Barkley's choice in District 534, such as, but not limited to, a social membership in a country club, Rotary, Kiwanis, Lions., etc.

4. The College will provide Barkley with term life insurance equal to twice her current salary.

5. The College will provide Barkley with the same vacation and sick leave benefits as provided for other administrative professional staff.

6. The College will reimburse Barkley for all reasonable in-state and out-of-state travel expenses pertaining to College business, including vehicle mileage expense reimbursement. Reimbursement shall be consistent with College policies and reimbursement.

7. Barkley will be entitled to any other benefits provided by the College to other members of the administrative professional staff.

(c.) Professional Development, Organizations, and Conferences

As a means to allow Barkley as President to adequately represent the College at the major regional and national educational conferences, and as a means to assist Barkley as the Chief Executive Officer of the College to maintain opportunities to keep abreast of major developments in the public community colleges in the United States, the College shall provide expenses for:

1. Two (2) national conferences per fiscal year, examples of which are the annual meetings of AACC, ACCT, or ACHE.

2. Barkley is also encouraged to attend appropriate professional meetings at the local and state levels including, but not limited to, those of the Illinois Board of Higher Education, the Illinois Community College Board, Illinois Council of Presidents, and the Illinois Community College Trustees Association. As approved from time to time by the College or in accordance with its general Board policies, reasonable costs of attendance will be paid by the College.

3. The College will provide Barkley with up to $2,000 per year to defray important professional responsibilities within District 534, which involve social interaction with College groups and/or with community leaders and organizations.

4. EVALUATION: The members of the College Board of Trustees shall evaluate Barkley's performance as President by May 31 of each year. This evaluation shall relate directly to Barkley's job description, duties of the President set forth in the By-Laws, and the annual goals and objectives of the College. Failure to evaluate shall not, however, result in this agreement being extended or entitle Barkley to any remedy. Evaluation is done primarily for professional development purposes.

5. RESIDENCY: Barkley agrees that as a condition of employment she will reside within the geographic boundary of District 534 during the term of her employment.

6. PHYSICAL: Barkley shall obtain an annual physical examination by a licensed medical doctor. The expense of said examination not reimbursed by the College's insurance program shall be borne by the College.

7. RECLASSIFICATION: Irrespective of any provision in this contract to the contrary or any Board Policy, it is expressly understood and agreed that the College shall have the right at any time in its sole discretion to reclassify Barkley to another position and title within the community college district for which Barkley is qualified. In that event, Barkley shall perform all acts and duties incident to the position to which she is reclassified. The salary and other benefits of Barkley shall not, however, be reduced during the length of this contract except as otherwise allowed herein.

8. TITLE TO DOCUMENTS AND OTHER WRITINGS: All correspondence, papers, documents, reports, files, filings, work product, and all copies thereof received or prepared by Barkley in the course of performing her duties or as an incident thereto shall immediately upon preparation and receipt by the College, become the sole and exclusive property of the College for any and all purposes. Any and all such items as hereinbefore described shall be provided to and shall remain with the College upon termination of Barkley's appointment as President of the College.

9. CONSULTING ACTIVITIES: Barkley agrees that she shall devote her full time, attention, and energy to the business of the College. However, it is understood and agreed that while serving as President of the College, she may serve as a consultant or evaluator to other agencies, engage in writing activities, teaching, and speaking, all of short-term duration, and at her discretion, subject to the approval of the Chairman of the Board of the College. Any activities related to the above which require Barkley to be absent from the College for more than three (3) successive work days shall be submitted for approval to the Board of Trustees prior to her undertaking of same. In no case shall the College be responsible for any expenses incurred in the performance of any of the aforementioned activities.

10. REFERRALS TO PRESIDENT: The Board of Trustees collectively or individually, shall, unless the circumstances otherwise warrant, endeavor to refer to Barkley all criticisms, complaints, and suggestions called to their attention relative to the President or the community college district for her study and recommendation.

11. TENURE: Barkley acknowledges that she is not eligible for tenure pursuant to Article IIIB of the Illinois Public Community College Act (110 Illinois Compiled Statutes, 805/3B-1, et seg.). Moreover, neither this contract nor other matters regarding her employment shall be deemed to confer tenure status on her, whether expressed or implied. Her rights are limited to those set forth in this contract.

12. DEATH AND DISABILITY: In the event that Barkley should become disabled during the term of this contract and such disability is deemed by the College to prevent her from satisfactorily performing the essential duties of President with or without reasonable accommodation, this contract may be terminated by the College at any time during the contract year in which Barkley's disability commences, and the College agrees to pay her the balance of any salary owed her for the remainder of that particular contract year, in addition to any unused portion of any accrued vacation and sick leave as set forth in Section 3(b) above. Barkley may have the opportunity to discuss with the College the basis for a proposed termination and is granted the option to resign within a specified time as set by the College; however, in the event this option is exercised by the College, Barkley agrees to waive any rights she may have to a hearing with the College concerning her termination or resignation under the "for cause" provisions of Paragraph 13.

In the event of Barkley's death during the term of this contract, the College agrees to make payment to her beneficiary the sum of money representing any unused vacation time which has accrued to her benefit, along with a death benefit equal to three (3) months current salary payable in a lump sum within thirty (30) days following the date of her demise.

13. TERMINATION: This agreement shall terminate at the end of its term, that being June 30, 2028. Barkley may request in writing submitted not earlier than January 1, 2028 and no later than January 31, 2028 that the Board of Trustees inform Barkley by April 1, 2028 whether her employment will be continued after the term. The College reserves the right to terminate this contract for cause at any time, including among other reasons failure to follow Board directives, illegal conduct, unethical or immoral behavior, breach of this Contract, or conduct or performance detrimental to the interests of the College.

The Board of Trustees may also terminate this Agreement and the employment of Barkley at any time, for any reason, without cause, in which case the College agrees to pay and Barkley agrees to accept in satisfaction of all obligations owed to her by the College, a sum of money equal to twelve (12) weeks of Barkley's salary at the time of termination, payable in monthly installments for twelve (12) weeks following her termination. Barkley's entitlement to a monetary severance is conditioned on Barkley executing (and not subsequently exercising any right to revoke) an agreement effectively releasing the

College and its officials, employees, and agents from all claims connected with this Agreement, Barkley's employment with the College and termination of Barkley's employment. It is understood that this severance amount will not be paid if there is a termination for misconduct as defined in the Government Severance Pay Act, 5 ILCS 415/1 et. seq.

Notwithstanding the foregoing, if Barkley obtains new employment, or an offer of new employment, during the twelve-week (12) severance payment period: (a) her entitlement to severance payments may be eliminated by the College, if the new employment has a salary rate equal to or higher than her severance payment amount; and (b) her entitlement to severance payments may be reduced by the College to an amount equaling the difference between the monthly severance amount and the monthly salary rate of her new employment, if the new employment has a salary rate less than her severance payment amount. Within five (5) days of receiving an offer of employment, Barkley is required to inform the Board Chairman in writing of the offer, including the employer, the salary rate, and anticipated start date.

IN WITNESS WHEREOF, Barkley and the College have executed this President's Employment Contract on this 22nd day of July, 2026.

PRESIDENT	**THE BOARD OF TRUSTEES OF SPOON RIVER COLLEGE DISTRICT NO. 534**
By____________________________	____________________________
Michelle Barkley	Kevin Meade, Board Chairman
	____________________________
	Linda M. Butler, Board Secretary

ADDENDUM TO
SPOON RIVER COLLEGE
PRESIDENT EMPLOYMENT CONTRACT

THIS ADDENDUM TO THE PRESIDENT EMPLOYMENT CONTRACT made this 22nd day of July, 2026, by and between the BOARD OF TRUSTEES OF SPOON RIVER COLLEGE DISTRICT NO. 534 (hereinafter “College”) and Michelle Barkley (hereinafter “Barkley”):

The College will provide reasonable moving expenses for Barkley’s initial move to within District 534 to occur between July 22, 2026 and December 31, 2026. Barkley will provide to the College the bills or statements for services rendered for the cost of this expense and the College will pay up to $5,000.00 for initial moving expense incurred by Barkley.

The College will provide for reasonable expense reimbursement for: (a) campus and community visits by Barkley prior to August 31, 2026; and (b) authorized performance of business related to the College by Barkley prior to August 31, 2026.

The College will provide for appropriate liability insurance coverage for authorized performance of business related to the College by Barkley prior to August 31, 2026.

This Addendum is in addition to and does not supersede any terms of the President Employment Contract. This Addendum shall expire on the earlier of the completion of all terms or on December 31, 2026.

IN WITNESS WHEREOF, Barkley and the College have executed this Addendum on this 22nd day of July, 2026.

PRESIDENT	**THE BOARD OF TRUSTEES OF SPOON RIVER COLLEGE DISTRICT NO. 534**
By______________________________	______________________________
Michelle Barkley	Kevin Meade, Board Chairman
	______________________________
	Linda M. Butler, Board Secretary