

AT WILL EMPLOYMENT CONTRACT

This Employment Contract is made this _____ day of _____ 200____ by and between the BOARD OF TRUSTEES of DANVILLE AREA COMMUNITY COLLEGE DISTRICT NO. 507, VERMILION COUNTY, ILLINOIS (hereinafter referred to as the "Board") and _____, **Training Specialist and Coordinator of Community Education** (hereinafter referred to as _____).

WITNESSETH:

For and in consideration of the mutual covenants and agreements herein contained, it is agreed by and between the parties hereto as follows:

1. **DUTIES:** _____ shall be responsible for initiating customized training contracts with businesses and industries and overseeing the design, implementation and evaluation of those contracts, as specified in the position description for the Training Specialist. _____ shall also be responsible for carrying out the duties of the Coordinator of Community Education as specified in the position description of the Coordinator of Community Education. Additional duties and responsibilities may be assigned from time-to-time by the Director, Corporate and Community Education.

2. **COMPENSATION:** The Board shall pay to _____ a gross monthly salary of \$_____. In addition, a total commission of Ten percent (10%) of the net program profits, as determined solely by the Board, shall be paid from any initial training contracts generated by _____, and delivered by another trainer. _____ shall not be entitled to any compensation or commissions for any training contracts generated, delivered, or renewed following termination of this employment relationship.

3. EXEMPT, NON-TENURED POSITION: The Training Specialist position is an exempt position for purposes of the Fair Labor Standards Act. In addition, _____ shall be ineligible for tenure, since the Training Accounts Specialist is a non-faculty position with no assurance of continued employment.

4. VACATION, SICK LEAVE AND OTHER FRINGE BENEFITS: Vacation, sick leave and all other fringe benefits shall be provided in accordance with those provided to all other professional, administrative College employees, as contained in the Board Policies and Procedures, as the same may be changed from time-to-time by the Board.

5. AT-WILL EMPLOYMENT: The Board and _____ expressly agree that the employment relationship between the Board and _____ shall be considered at will. _____ may terminate employment with the Board at any time, with or without cause, and with or without prior notice. The Board may terminate the employment of _____ at any time, with or without cause, and with or without prior notice. This AT WILL EMPLOYMENT CONTRACT supersedes any *contrary* Board policies, procedures or statements of any kind or nature whatsoever. In the event of conflict between any Board policy or procedure and this paragraph, the provisions of this paragraph shall govern.

6. ENTIRE CONTRACT: This AT WILL EMPLOYMENT CONTRACT constitutes the complete and entire agreement between _____ and the Board, and supersedes any prior agreements, practices or representations of any kind. No other promises or agreements, either express or implied, shall be binding unless hereinafter reduced to writing, signed by both _____ and the Board, and supported by adequate consideration.

7. TERM OF CONTRACT: Unless terminated earlier, this AT WILL EMPLOYMENT CONTRACT and the employment relationship between the Board and _____ shall automatically terminate as of _____, 200____. Pursuant to the provisions of Paragraph 5 of this Contract, the employment relationship between the Board and _____ may be terminated at any time prior to the date specified herein, with or without cause. There shall be no assurance of continued employment.

IN WITNESS WHEREOF, the parties have knowingly and voluntarily executed this Employment Contract this _____ day of _____, 200_____.

TRAINING SPECIALIST

BOARD OF TRUSTEES,
DANVILLE AREA COMMUNITY
COLLEGE DISTRICT NO. 507,
STATE OF ILLINOIS

Signature of Employee

By: _____
Secretary