

NON-TENURED FACULTY EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into this **12th** day of **August 2025** by and between the BOARD OF TRUSTEES OF WILLIAM RAINEY HARPER COMMUNITY COLLEGE DISTRICT NO. 512, COUNTIES OF COOK, KANE, LAKE, AND MCHENRY, STATE OF ILLINOIS (hereinafter referred to as the "Board") and **Ian Sharping** (hereinafter referred to as the "Teacher").

WITNESSETH:

In consideration of the mutual covenants and conditions set forth herein, it is agreed by the parties hereto as follows:

1. The Board hereby employs the Teacher as a non-tenured faculty member for a period of **36 weeks** with such rights, privileges, and duties in that connection as are set forth in this Agreement and subject to Board policies, rules, and regulations, and the terms and conditions of the professional negotiations agreement.
2. The Board shall pay to the Teacher a salary of **\$75,247 (seventy-five thousand two hundred forty-seven and zero cents)** for the term commencing **August 12, 2025** and ending **May 15, 2026** in equal installments, **based on the payment schedule selected (20 payments)**, less any deductions as are agreed upon or otherwise authorized by law.
3. The Teacher is assigned to, and hereby accepts the position of **Assistant Professor, Career and Technical Programs** and shall perform such services and duties in said position as may be designated. The Board retains the right to reassign the Teacher to other instructional positions within his/her professional educational qualifications, and the Teacher agrees to faithfully perform and discharge all such duties as may be assigned.
4. The Teacher shall devote his/her best efforts to the educational program of Harper College, and agrees to comply with all policies, rules, and regulations of the Board.
5. This Agreement shall not be interpreted as a limitation upon the power of the Board to establish the terms and conditions of faculty employment in accordance with, and subject to, the laws of the State of Illinois, Board rules, regulations, and policies, and provisions of the professional negotiations agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the date and year first above written.

COMMUNITY COLLEGE DISTRICT NO. 512

Ian Sharping
Faculty Member

Dr. Avis Proctor
President