

COLLIN COLLEGE

CONTRACT OF EMPLOYMENT

This Contract of Employment ("Agreement") is made and entered into by and between the Board of Trustees (the "Board") of COLLIN COLLEGE (the "College") and CARY A. ISRAEL ("Israel").

I. **EMPLOYMENT**

1.1 Duties. The College employs Israel as the Chief Government Relations Officer. Israel shall assist the College in its efforts to secure approval from the Texas Legislature and the Texas Higher Education Coordinating Board to authorize the College to offer baccalaureate degrees in various disciplines and such other duties as may be prescribed by the Board of Trustees of the College that are accepted by Israel. Israel shall devote such time and energy as necessary to perform his duties in a faithful, diligent, conscientious, and efficient manner. Israel may accept other employment and activities that do not interfere with the performance of his duties in this Agreement. Israel shall comply with all Board of Trustees' directives and College policies, rules, and regulations and state and federal laws, as they exist or may hereinafter be amended or adopted. Israel shall perform his duties with reasonable care, skill and expertise and in a thorough, prompt and efficient manner.

1.2 Term. Israel's employment shall commence on February 12, 2015 and end on May 31, 2015, or terminated earlier as herein provided. Either party may terminate this Agreement, with or without cause, upon thirty (30) day's written notice to the other. This Agreement may be extended by action of the Board of Trustees with the consent and approval of Israel.

1.3 Salary. Israel shall be paid a monthly salary of Eight Thousand Five Hundred Eighty Eight and No/100 Dollars (\$8,588.00), in four (4) equal payments over the term of the Agreement, consistent with College policies.

1.4 Employment Benefits. Israel shall receive employment benefits consistent with employment benefits provided by the College to limited full-time employees of the College and the rules and regulations of the Employee's Retirement System of Texas.

1.5 Travel Expenses. Israel will be reimbursed for reasonable and necessary travel, lodging, meals, and other expenses consistent with College's travel policies and procedures.

1.6 Email Address. Israel will use his current College email address during the term of this Agreement.

1.7 Controlling Law. This Agreement shall be governed by the laws of the State of Texas, and it shall be performable in Collin County, Texas. Venue for any dispute concerning the interpretation or enforcement of this Agreement shall be in Collin County, Texas.

1.8 Complete Agreement. This Agreement embodies the entire understanding and agreement of the parties and supersedes all other agreements and understandings, both written and oral. Any additions, deletions or modifications to the terms and conditions of this Agreement, including, but not limited to, changes in the term of the Agreement or compensation outlined in the Agreement, shall be made only by written addendum signed by both parties or by a new Agreement. Any prior agreement between the parties, oral or written, is terminated and superseded by this Agreement by the parties' mutual consent as of the effective date of this Agreement.

1.9 Notice. Any notice required or permitted to be delivered hereunder shall be deemed to be delivered, whether or not actually received, when deposited in the United States Mail, postage pre-paid, certified mail, return receipt requested, addressed to either party, as the case may be, at the addresses contained herein.

1.10 Conflicts. In the event any conflict between the terms, conditions and provisions of this Agreement and the provisions of the College's Policies, the Texas Education Code or any other state or federal law, then, unless otherwise prohibited by law, the terms of this Agreement shall take precedence over the contrary provisions of the College's Policies and/or any such law.

1.11 Savings Clause. In the event any one (1) or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable, such invalidity, illegality or unenforceability shall not affect any other provision thereof, and this Agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

1.12 Multiple Originals. This Agreement is executed in two (2) originals, one for the Board and one for Dr. Israel, each of which shall constitute but one and the same instrument.

COLLIN COLLEGE

BOARD OF TRUSTEES

By: _____
Its: Chairman, Mac Hendricks

Date: _____

ATTEST: COLLIN COLLEGE
DISTRICT BOARD OF TRUSTEES

By: _____
Its: Secretary, Jenny McCall

Date: _____

Cary A. Israel

Date: _____