

**FACULTY MEMBER'S CONTRACT  
INDEPENDENCE COMMUNITY COLLEGE  
INDEPENDENCE, KS**

**THIS CONTRACT** is executed between the Board of Trustees of Independence Community College and \_\_\_\_\_.

The Board of Trustees and the Faculty Member agree that:

1. The negotiated agreement between the Board of Trustees and Independence Community College Faculty Association is incorporated into this Contract by reference. The negotiated agreement shall have the same force and effect as though it were set forth in this Contract.
2. The Faculty Member is employed beginning on \_\_\_\_\_ and ending on \_\_\_\_\_ with duties as outlined in Article XVIII.
3. The Faculty Member is employed at the following position:  
\_\_\_\_ Associate Professor  
\_\_\_\_ Professor  
\_\_\_\_ Librarian  
\_\_\_\_ Full-time  
\_\_\_\_ Part-time  
Field(s) \_\_\_\_\_  
\_\_\_\_ Credit Hours Instructional Load
4. The Board of Trustees shall compensate the Faculty Member at the annual rate of \$\_\_\_\_\_, Step \_\_\_\_\_, Class \_\_\_\_\_, plus fringe benefits to be paid in twelve (12) equal monthly installments. Payment shall begin on the 24<sup>th</sup> day of August. If the date paychecks are issued is changed, a 60 day notice must be published prior to the first date of change. The date paychecks are issued can be no later than the first day of the month.
5. If the Faculty Member provides written authorization to the Board, the balance of the Faculty Member's compensation shall be paid in one payment upon completion of all the Faculty Member's contractual obligations. Such payment shall be made no later than May 24<sup>th</sup>. If the date paychecks are issued is changed, a 60 day notice must be published prior to the first date of change. The date paychecks are issued can be no later than the first day of the month. The authorization shall be effective for successive years unless it is revoked in writing by the Faculty Member.
6. The Faculty Member shall return this Contract, duly executed, to the President of the College within thirty (30) days of the date of receipt. If this contract is not executed and returned to said President within thirty (30) days of the receipt the contract shall be null and void.
7. This Contract is subject to the laws of the State of Kansas.
8. This Contract shall continue for the succeeding school year unless the Faculty is provided written notice by April 15<sup>th</sup> of the Board's intent to non-renew it.

WITNESS: By signing the Contract the Board of Trustees and the Faculty Member manifest their agreement to its terms.

\_\_\_\_\_  
Faculty Member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Independence Community College, President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Vice-President of Academic Affairs

\_\_\_\_\_  
Date