

LITTLE BIG HORN COLLEGE PRESIDENT'S CONTRACT

This agreement made and entered into this 13th day of February, 2020 between the President, Dr. David Yarlott, Jr. and Little Big Horn College Board of Trustees. This contract begins on the date of July 1, 2020, and ends on June 30, 2024.

This salary placement shall be agreed upon by the Board of Trustees, and the President. It is agreed that President David Yarlott, Jr. will receive an annual salary equivalent to \$117,000.00 during the 2020-2024 fiscal years. In addition will be provided a \$20,000.00 living allowance (utilities, house payments, vehicle repairs, etc.) and have use of an assigned college vehicle, fuel and maintenance provided by the college. Also, will be allowed on all flights to fly Comfort Plus or First Class if any flights longer than 2 hours.

1. The President is responsible to the Board of Trustees for the overall leadership and administration of the College. This shall include development of the College's instructional and student support programs, budget preparation, personnel administration, College-community relations and the overall supervision of the College.
2. The President in his contacts with the public will act as an ambassador of the College, promoting goodwill, presenting a positive image and seek opportunities that would benefit the College.
3. The President in situations where the Board has not developed a policy for administrative action, the President shall act on his own discretion, and report these acts to the Board. The President in emergency situations will act as sole authority to take action necessary to continue the functions of the college in a manner that protects the health and safety of the students and employees.
4. The President will be evaluated on an annual basis from the Board of Trustees and College employees. The evaluation shall be conducted annually by December 15 of each year. The President will be notified of the evaluation results in the month of January and a copy of the evaluation will be placed in the President's personnel file.
5. A contract will be presented to the Board of Trustees on or before the month of February. The President and Board of Trustees will negotiate a new contract on or before the month of March following the evaluation.
6. Sick leave shall be accrued at four (4) hours per pay period.
7. Vacation leave shall be accrued at eight (8) hours per pay period. Leave accrues continuously during employment, but no more than 160 hours may be carried over to the new fiscal year. Any unused annual leave over 160 hours will be compensated at the end of the fiscal year.
8. A fringe benefit package of 15% is available to the President, which includes a 2% life insurance and other options.
9. Any contract rehiring of the President shall be presented to the Board of Trustees in the month following completion of an evaluation. If the President is not to be hired, the President is entitled to notice four (4) months prior to the separation date.

10. The President in the situation of separating from the college will provide four (4) months prior written notice of separation date to the Board of Trustees.

The Board of Trustees reserves the right to adjust the salary in the event Fiscal Year appropriations are not high enough to meet the projected budget. *In the event of a significant increase in revenue, the President reserves the right to negotiate an increase in salary for the following fiscal years.*

David Yarbott, Jr.

President

4/14/20

Date

Michael S. ...
Board of Trustee Chairman

4/14/20

Date