

**AMENDMENT TO  
EMPLOYMENT AGREEMENT  
between  
COMMUNITY COLLEGE DISTRICT OF MONROE COUNTY, MICHIGAN  
and  
KOJO A. QUARTEY**

THIS AMENDMENT (AMENDMENT) to the AGREEMENT entered into on August 1, 2018, between the **Community College District of Monroe County, Michigan** (College) and **Kojo A. Quartey** (President) is entered into June 24, 2024. This AMENDMENT is intended to and does supersede the Articles and sub-Articles identified below from the same numbered provisions of the August 1, 2018, Agreement (AGREEMENT) and the August 30, 2019, Amendment to that AGREEMENT. However, except as specifically modified below by this AMENDMENT the provisions of the August 1, 2018, AGREEMENT and the August 1, 2019, Amendment to that AGREEMENT remain in full force and effect.

**ARTICLE I — Term and Title**

The College hereby continues to employ President to serve as President of the College pursuant to the terms of this AMENDMENT and the unamended provisions of the August 1, 2018, AGREEMENT and the August 1, 2019, Amendment to that AGREEMENT. The term of this AMENDMENT shall continue to be for three contract years, beginning July 1, 2024. (Each "contract year" of the AMENDMENT shall be the period of July 1 – June 30).

President's contract continues to be for a rolling three-year period. Beginning on July 1, 2025, and at the completion of each subsequent contract year (July 1 – June 30), the contract will automatically add another contract year to the contract, maintaining the contract's length of three years provided the President or Board of Trustees takes no action to modify the contract or give notice to terminate the contract. The current three-year contract term is for the period July 1, 2024, and goes through June 30, 2027.

**ARTICLE II — Annual Base Salary**

For the contract y of July 1, 2024 – June 30, 2025, the College hereby agrees to pay the President a base salary at the annualized rate of Two Hundred Twenty-Five Thousand and 00/100 Dollars (\$225,000.00) in equal or nearly equal installments, payable in accordance with MCCC's normal payroll practices and procedures.

The determination of whether there will be any increases will be entirely

discretionary with the Board of Trustees. The President fully accepts and concurs with this discretionary authority by the Board of Trustee.

In exercising its discretion, the Board may choose to consider its assessment of any combination of relevant factors including but not limited to:

- Board's evaluation of the President's performance
- Increases in enrollment
- Increases in overall revenue
- Increases in grant funding
- Decreases in institutional expenditures
- The College's overall financial performance

**Contract Years Two (July 1, 2025 – July 30, 2026) and Three (July 1, 2026 – June 30, 2027) of Agreement:** The College further agrees to pay the President, at a minimum, the same annual base salary rate of pay during the second and third contract years of employment under this Agreement, and in all future "roll over" contract years. The determination of whether there will be any salary increases during contract year two and/or contract year three of this Agreement, and/or in any future "roll over" contract years, will be entirely discretionary with the Board of Trustees. The President fully accepts and concurs with this discretionary authority and decision by the Board of Trustees.

**ARTICLE III — Fringe Benefits**

B. **Community Engagement Expenses:** During his employment under this Agreement, the College shall provide the President the gross sum of \$25,000.00 (twenty-five thousand dollars), for each contract year, beginning with the contract year July 1, 2024 – June 30, 2025, to be used at his discretion to enhance College and community relations. This amount will be divided equally or as nearly equally as possible over the contract year and paid as part of the President's regular pay payable in accordance with MCCC's normal payroll practices and procedures. The President will be solely responsible for any tax consequences of these

payments.

- C. **Annual Housing Allowance**: The College shall pay, over the course of each contract year, beginning with the contract year July 1, 2024 – June 30, 2025, an annual housing allowance of Twenty Thousand (\$20,000.00) Dollars, to be paid in equal or nearly equal installments, payable in accordance with MCCC's normal payroll practices and procedures. The President shall be solely responsible for the tax consequences of this payment.
- D. **Automobile Allowance**: The President shall receive, for each contract year beginning with the contract year July 1, 2024 – June 30, 2025, Twenty-Five Thousand (\$25,000) Dollars to be paid in equal or nearly equal installments and payable in accordance with MCCC's normal payroll practices and procedures, to cover all automobile expenses such as maintenance, mileage, gasoline, vehicle lease, insurance, registration and all other miscellaneous expenses related to vehicle use. The President shall be solely responsible for the tax consequences of this payment.
- E. **Longevity Incentive**: The President will receive a longevity incentive of Forty Thousand Dollars (\$40,000.00) if he remains employed through June 30, 2025. Thereafter, the President will accrue the right to receive Sixty Thousand Dollars (\$60,000.00) in deferred compensation as a longevity incentive for every three full contract years of service to the College he completes under this Agreement (for example, if he completes the full period of July 1, 2025 – June 30, 2028). The Board of Trustees will not, for any reason, pay this longevity incentive in the event of resignation by the President or in the event of termination of this Agreement, with or without cause, or if for any other reason the full three contract year period is not completed. The President shall be solely responsible for the tax consequences of these payment(s). The terms of this paragraph will be subject to the terms of a written nonqualified deferred compensation plan meeting the requirements of the Internal Revenue Code.

- F. **Mobile Phone**: The President shall receive, for each contract year beginning with the contract year July 1, 2024 – June 30, 2025, Twenty-Two Hundred Dollars (\$2,200), to be paid in equal or nearly equal installments and payable in accordance with MCCC's normal payroll practices and procedures, toward ongoing mobile phone use and expenses. The President shall be solely responsible for the tax consequences of this payment.
- G. **Annual Physical**: The College encourages the President to have an annual physical, which is a benefit covered under the health insurance plan in which he participates.

#### **H. ARTICLE IV - Travel Expenses**

In accordance with the College's policies as may be in effect from time-to-time, the College shall reimburse the President for all legitimate and reasonable travel expenses incurred in connection with conducting the business and affairs of the College outside of Monroe County, such as but not limited to, hotel bills, car rentals, gasoline.

#### **ARTICLE IX - Miscellaneous Terms and Conditions**

A: **Other employment and/or professional activities**. The President shall devote all professional time, attention, and energies to the duties of the office of President. Acceptance of any other employment or provision for services (whether or not for pay), or assumption of a position on an outside board of directors of any profit or non-profit corporation shall be subject to prior notification to and approval of the Board. The President shall not engage in any activity that may be competitive with or adverse to the best interest of Monroe County Community College, as determined by the Board in its discretion.

C: **Death** In the event of the President's death during the term of President's employment under this Agreement, the College will continue payment to his estate of his then annual base salary for an additional 180 days after the date of his death, but will have no further obligation to pay any other compensation or continue any other fringe benefit provided in the Agreement.

**IN WITNESS WHEREOF**, the parties have knowingly and voluntarily executed this AMENDMENT to the AGREEMENT on the day and year first above written.

COMMUNITY COLLEGE DISTRICT OF  
MONROE COUNTY, MICHIGAN

In the presence of:

**Board of Trustees**

*Perry R. Dorcey*

By: *Aaron Mason*  
Aaron Mason Board chair

**President**

By: *Kojo A. Quartey*  
Kojo A. Quartey