

EL CAMINO COMMUNITY COLLEGE DISTRICT
EMPLOYMENT AGREEMENT

This agreement is entered into and is effective this first (1st) day of July, 2011 by mutual understanding between the Board of Trustees of and on behalf of the El Camino Community College District, Los Angeles County, California ("District"), and Dr. Thomas M. Fallo ("Superintendent/President").

The District selected Dr. Thomas M. Fallo to serve as the Superintendent/President effective July 1, 1995.

The parties hereby agree to the following:

1. Contract Term. The District hereby employs the Superintendent/President for a period of four (4) years beginning July 1, 2011 and ending June 30, 2015.

On or before June 30, 2012 and yearly thereafter, the ending date of the contract shall be extended one additional year unless amended by either the Board of Trustees or the Superintendent/President.

The Superintendent/President shall be required to render twelve (12) months of full and regular service to the District during each fiscal year period covered by this Agreement, except for absences and leaves authorized by this Agreement and Policies of the Board of Trustees. The Superintendent/President will focus his full-time energy to duties as specified in the Board-approved position description, which the Board will review annually as specified.

2. Powers and Duties. The Superintendent/President shall perform the duties prescribed for that office by the applicable laws of the State of California, the lawful rules and regulations of the Board of Governors of the California Community Colleges, and the policies and procedures of the Board of Trustees of the El Camino Community College District. Said laws, rules, regulations and policies are hereby made a part of the terms and conditions of this Agreement as though fully set forth herein.

All powers and duties that may lawfully be delegated to the Superintendent/President are to be executed in accordance with the laws, rules, regulations and policies set forth above. Such acts as may require approval or ratification by the Board of Trustees shall be referred by the Superintendent/President to said Board at the earliest possible opportunity. It is acknowledged that the Superintendent/President has furnished the District a valid and current certificate issued by the State of California empowering him to act in this capacity.

The Superintendent/President and the Board shall meet annually to mutually establish goals for the Superintendent/President and the District during each year of this Agreement. The Board and the Superintendent/President will meet each June during the term hereof in order to establish such goals and for evaluation of the Superintendent/President's performance using mutually agreed upon criteria.

3. Compensation. Effective July 1, 2011, the annual base salary of the Superintendent/President shall be \$276,905 for each complete fiscal year of service during the term of this Agreement, payable in equal monthly installments.
 - a. The Superintendent/President and the Board of Trustees may mutually agree to amend the Superintendent/President's compensation or assignment at any time during a fiscal year.
4. Automobile Allowance. The District shall pay the Superintendent/President an Automobile Allowance of Five Hundred Dollars (\$500.00) per month payable on the first day of each month succeeding any month in which services are rendered under this Agreement.
5. Expenses. The District will reimburse the President for actual out-of-pocket expenses incurred in connection with community and professional functions and activities related to his employment.

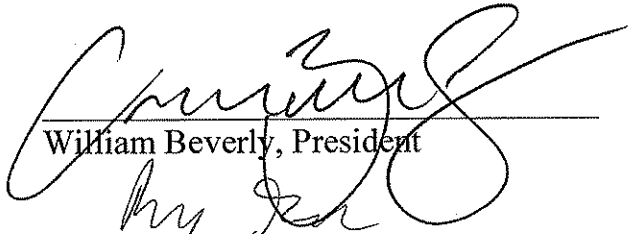
Additionally, the District shall pay Superintendent/President \$500 per month payable on the first day of each month succeeding any month in which services are rendered under this agreement for other expenses. This expense allowance is in addition to out-of-pocket expenses in relation to community and related functions as listed in the preceding paragraph.

6. Sabbatical Leave. Effective January 1, 1995, if the Superintendent/President has served the District as an employee for seven (7) consecutive years in capacity as Superintendent/President, he may be granted up to two (2) consecutive months of full pay sabbatical leave for the purpose of completing a project approved by the Board of Trustees. If approved, one (1) month accrued vacation may be added to the sabbatical leave.
7. Technological Support. The Superintendent/President is authorized for off-campus technological support for the purpose of completing work in a location other than that of the El Camino College site. The technological support may include, but is not limited to, computer, printer, fax, communications, etc. Unless otherwise approved, all equipment shall remain the property of the El Camino Community College District and the District shall maintain and upgrade technological support as needed to perform the duties and functions of the Superintendent/President at an off-site location.

8. Health and Welfare Benefits. It is understood and agreed that the Superintendent/President shall be afforded such health and welfare benefits as are granted to the District's Management employees. Additionally, a yearly salary supplement of \$7,500 for a separate tax sheltered annuity will be provided to the Superintendent/President.
9. Vacation. It is understood and agreed that the Superintendent/President shall be entitled to twenty (20) working days of paid vacation for each complete fiscal year of service pursuant to this Agreement. Additional days of vacation shall be pursuant to District policy. Said vacation shall be taken during the fiscal year at such time as is convenient to the District and the Superintendent/President. In the event that the Superintendent/President does not take all or part of his vacation during the term of this Agreement, the District shall pay, upon termination, for all accrued, but unused, vacation time according to District policy.
10. Sick Leave. Sick leave shall be earned and accumulated at the rate of twelve (12) days per fiscal year.
11. Agreement Modification or Termination. This Employment Agreement may be modified or terminated during the term thereof by the mutual consent of the contracting parties. Termination of Employment Agreement is governed by Government Code 53260.

El Camino Community College
District Board of Trustees July 18, 2011

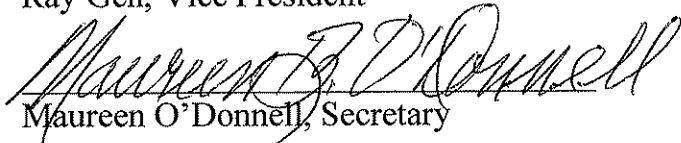
El Camino Community College District
Superintendent/President July 18, 2011



William Beverly, President



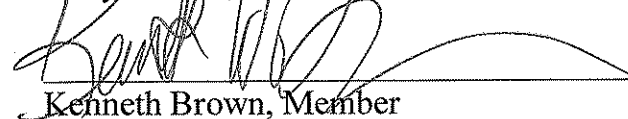
Ray Gen, Vice President



Maureen O'Donnell, Secretary



Mary Combs, Member



Kenneth Brown, Member



Thomas M. Fallo