

Rock Valley College

OFFICE OF THE PRESIDENT

Douglas J. Jensen, Ed.D.
President

November 4, 2019

VIA E-MAIL, FIRST CLASS AND OVERNIGHT
MAIL, RETURN RECEIPT REQUESTED

Mr. James Ryan


Re: Notice of Termination

Dear Mr. Ryan:

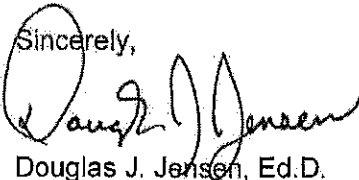
This letter serves as notice that effective November 4, 2019, your employment with Rock Valley College (the "College") is terminated. The decision to terminate your employment is based upon an investigation into your conduct in connection with several personnel matters and recent business transactions. The College's investigation resulted in a finding that you engaged in conduct that is incompatible with the position of authority and trust to which you were appointed.

Specifically, the College's investigation, which included a meeting affording you the opportunity to review documents relied on by investigators and respond to any allegations of misconduct, resulted in the following findings:

1. You violated numerous policies and procedures meant to protect the interests of students, employees, the College and the taxpayers of the College District, including willfully and insubordinately disregarding the limits of your authority to enter into transactions or otherwise direct the affairs of the College;
2. You demonstrated a disregard for the College's obligations under its collective bargaining agreements with bargaining units, even when warned that your actions may have labor implications, and failed to comply with the College's general obligations under labor law, resulting in significant legal exposure for the College;
3. You failed to properly represent the interests of the College by failing to disclose, at any time, your membership on the Board of Directors of Rockford Local Development Corporation ("RLDC") at the time you advocated for the College to enter into a development agreement to which RLDC was a party. You further took actions adverse to the interests of the College when negotiating the terms of that agreement.

Such conduct not only violates Rock Valley College's Code of Ethics (Board Policy 3.10.050), among other policies and procedures applicable to your conduct, but violates the duties of loyalty you owed to the College. As such, your employment with Rock Valley College is terminated effective November 4, 2019.

Sincerely,



Douglas J. Jensen, Ed.D.
President
Enclosure

cc: Personnel File
Joseph J. Perkoski, Robbins Schwartz