

CERTIFICATE OF COMPLETION

THE ILLINOIS COMMUNITY COLLEGE
TRUSTEES ASSOCIATION PRESENTS
THIS CERTIFICATE TO

KATHY SPEARS

KISHWAUKEE COLLEGE

UPON SUCCESSFUL COMPLETION OF 4
HOURS OF LEADERSHIP TRAINING AS
REQUIRED BY PUBLIC ACT 99-0692



JIM REED, JR., J.D., ICCTA EXECUTIVE DIRECTOR

12/01/2025

DATE

ICCTA